

MILLIKIN UNIVERSITY TABOR SCHOOL OF BUSINESS TABOR ADVISORY BOARD

Monday, January 13, 2025
Microsoft Teams

Minutes

Members Present: Nico Amoroso, Tony Douglass, Jamie Gray, Xiu Zheng Pratt

MU Staff Present: Becky Nims, RJ Podeschi

- Welcome
- Millikin and Tabor Updates
 - Staffing
 - Millikin presidential search is underway; applications are being reviewed; expect to see on-campus interviews in February
 - VP of Alumni and Development and Athletic Director searches are commencing soon
 - Announced last week that Provost Mary Black will be taking a new position in Iowa beginning this summer. Next steps TBD in the next 30 days.
 - Director of Center for Entrepreneurship left at the end of December 2024. Julianne Shields, former Director of the Center of Entrepreneurship, has been hired and will begin this week.
 - Review of applications for MIS and Finance begins next week
 - Launching search for Visiting Professor of Management to fill gaps while Carrie Trimble takes leave of absence next year.
 - Tony asked how the changes on campus were affecting students; RJ and Becky agreed that most students were concerned if their academic advisor or favorite teacher was gone; less concern about the bigger picture.
 - Jamie and Xiu asked about ways to streamline the hiring process and identifying critical positions; RJ noted that HR is working on streamlining

the onboarding process as well as re-benchmarking salary lines to be stronger in recruiting employees.

- Enrollment
 - Projections for Fall 2025 are stronger than last year
 - University-wide application and admit percentages are up
 - Tabor is up 14% in applications, admits up 12% since last year; both are double from two years ago
 - 10 new students in Tabor this spring
- Partnerships
 - New articulation agreement with Lincolnland Community College in Springfield. Heartland and Danville are next in line.
 - We have 6 ADM employees in the new MBA cohort; testing a “volume discount” program with ADM to make it more affordable; also in discussions with CAT.
- Millikin Professional Success Guarantee Program (Concept)
 - Since we’re already doing so well with our professional success 6 months after graduation, why don’t we go ahead and guarantee – at least within certain majors.
 - Student would sign up upon admission; have to meet certain criteria during time at Millikin; within 6 months of graduation either they find employment on their own or we back them up with a 6-month internship with employer partners or offer them a discount on an advanced degree to help them find a career.
 - Criteria – GPA, career readiness events/opportunities, etc.
 - Seeking feedback
 - Additional criteria – successful completion of internship, campus involvement/leadership
 - Trying to teach them the behaviors they need to be successful, so criteria need to match behaviors we want them to learn.
 - Be mindful of messaging if not opening it to all majors.
 - What if student gets offered a job that they don’t want? We have backstop options with employer partners in Decatur area with “reserved” spots. Need to continue to build our employer partnerships.
 - Recommended to notify employers about this program so they can prepare.

- Should disqualifications be listed?
 - Giving Millikin opportunity to flex between the option of job vs. continuing education.
 - What does this look like in a true recession environment with low hiring and high unemployment?
 - Send any other feedback to RJ.
- TAB Recruiting
- Still trying to find new people for the TAB. Send RJ any names/contact information of other Tabor alumni you think might be good for the board.
 - What are we looking for – major, background, age, etc.
- Adjournment