

**Sauk Valley Community College
September 22, 2025**

Action Item 5.9

Topic: **Appointment of Sauk Valley Community College President**

**College Health
Metric:** **Human Resources – The College hires qualified employees and
provides competitive benefits to attract and retain faculty and staff;
departments provide professional development opportunities for
faculty and staff.**

Presented By: **Chair, Bob Thompson**

Presentation:

The Board of Trustees met in closed session to discuss hiring the next President of Sauk Valley Community College. Following the closed session, the Trustees are taking action to appoint Dr. Jon Mandrell as the seventh President of Sauk Valley Community College.

Recommendation:

It is recommended the Board approve the hiring of Dr. Jon Mandrell as the next President of Sauk Valley Community College beginning July 1, 2026, at an annual salary of \$205,000.

August 17, 2025

Sauk Valley Community College
173 IL. Rt. 2
Dixon, IL 61021

Dear Members of the Search Committee:

I would like to take this opportunity to formally submit my application for the position of President at Sauk Valley Community College.

The greatest decision I have ever made was attending Sauk Valley Community College. Nearly every aspect of my life, both professional and personally, can be traced back to our remarkable institution. Having spent almost my entire life at the College as a student, faculty member, and administrator, I am deeply honored by the opportunity to further lead the very institution that has profoundly shaped me. Above all, I am committed to sustaining our culture of care and support, ensuring that our community continues to receive the outstanding teaching and learning experience that thousands of alumni and I have cherished.

As we celebrate our 60th year and look to the future, student success must remain paramount. Today, leaders are focusing on student success more than ever, while remaining innovative and involved at the local, state, and national levels. At SVCC, with student success positioned as a top priority and the progress of the Impact program, the college is well-positioned for excellence. Additionally, community building and focusing on the workforce are integral parts of our mission to serve, in which we are currently thriving through our many partnerships and success of our alumni. These partnerships extend even further into the Sauk Valley community and include K-12, industry, legislators, alumni, universities, and the many citizens that we serve.

Our mission is truly inspiring, representing all of the hallmarks of a strong community college. I am particularly drawn to its focus on strengthening the Sauk Valley through life-long learning and service. The greatest path to transformation for our community is through widening access to education and supporting our students in their success. I first witnessed such transformation when my mother attended SVCC during my childhood, where I was first introduced to this incredible institution. At just four years old, my journey to SVCC began and it has been nothing short of inspiring and transformational. In my heart, there is no greater place to serve than SVCC.

In reviewing the position profile, I noted that the successful candidate will be a “Strategic thinker and leader who embraces SVCC’s mission, vision, and ethical values.” I am a mission and student-driven leader that focuses heavily on advancement by fostering relationships both on and off campus while responding to community needs. It has been an honor and a privilege to serve in all of the roles that I have had at SVCC. Nothing would make me prouder than to serve as president of SVCC for the long-term and to advance the college’s mission and strategic plan, focusing on our strong community relationships, partnerships, and advancing student success.

BACKGROUND AND PROFESSIONAL EXPERIENCES

I currently serve as the Vice President of Academics and Student Services at SVCC. In this role, I am the Chief Academic Officer (CAO) and the Chief Student Services Officer (CSSO). I am responsible for the supervision of the full-time faculty through supervision of the Dean of Transfer programs and Academic Support Services, the Dean of Career/Technical Education, and the Dean of Health Professions. Within Student Services, I supervise the Dean of Student Services, who provides leadership to counseling, admissions, records, financial aid, and disability support. These roles have enabled me to work across the entire campus and engage all vital members of the campus.

Working closely with faculty, both in the career/technical education and the transfer areas, has been a focus of mine. In addition, I have devoted my time to enhancing dual credit and the partnerships within the K-12 system, universities, and industry. These opportunities have included opening access to courses in Nursing, Criminal Justice, Welding, and many other career/technical fields. Within industry, working closely with manufacturers is key today in rebuilding their workforce and aligning to advanced manufacturing demands. Within local schools, I work closely with superintendents, principals, and guidance counselors. These initiatives have become part of fulfilling the community college's mission in providing great educational opportunities for students and engaging in our community. More recently, I have had the opportunity to work with NIU and also legislators to widen our access to 4-year degrees. Looking to the future, increased partnerships and communication with local school districts and universities will continue to be key as we continue to focus on college and career readiness.

As evidence of my commitment to drive student success and to highlight the focus on student-centered team-building, I have worked closely with student success initiatives. In 2015, I collaborated with other campus leaders on a revolutionary construction project of the One-Stop Student Services Center, which has transformed the student experience and required leading organizational change. Since then, I have been part of numerous other capital projects to advance our mission, including the nursing program to enhance the program with new facilities and a state-of-the-art simulation lab. Our second-floor remodels have also helped create new and innovative spaces to beautify the campus. Within all of these efforts, we have collaborated with our faculty and staff to create the greatest possible spaces to position our students for success.

Prior to becoming the Chief Academic Officer (CAO)/Chief Student Services Officer (CSSO), I served as the Dean of Instructional Services at Sauk Valley Community College. In this position, I was responsible for the supervision and evaluation of the college's adjunct faculty. This included the faculty within dual credit, which provided me the opportunity to establish deeper connections with local school districts and implement quality assurance measures. I also was responsible for managing Perkins funds, which support the many career/technical programs of today's community colleges.

Before accepting a position as an administrator, I served as a Professor of Criminal Justice for Sauk Valley Community College. As a faculty member, I taught a variety of courses within the Criminal Justice curriculum and also served on multiple committees, including Program Review, the Information Technology Committee, and HLC steering committees. We also created the Criminal Justice Club and I served as the advisor, as well as served as an advisor to Phi Theta Kappa.

Before entering academia, my background was in the career/technical sector, where I served as a local police officer. It was then that I saw firsthand how education can impact the community and the quality of life for its citizens. Having attended a community college myself and having worked in the community, I have witnessed the transformation of lives through access to higher education. In addition, not only do community colleges provide tremendous value, but their commitment to student success and economic development is unmatched. While I enjoyed my career in law enforcement, I had long felt my life's purpose was at SVCC.

ACHIEVEMENT RELATING TO SAUK VALEY COMMUNITY COLLEGE'S PRESIDENT POSITION DESCRIPTION

In reviewing the position's description, several key themes and characteristics emerged as needs for Sauk Valley Community College's next president. These characteristics include being a strategic thinker, an academic leader, a responsible budget manager, building relationships and partnerships, and demonstrating a commitment to the many community constituents of the college. Below is a summary of my background and experiences as they relate to the desired traits and characteristics of a candidate, as outlined in the president position description:

A strategic thinker and leader who embraces SVCC's mission, vision, and ethical values and who can adapt to the quickly changing landscape of higher education.

- Currently serve as the Chief Academic Officer (CAO) and Chief Student Services Officer (CSSO), providing leadership and supervision to faculty, staff, and administrators, and engaging in all stakeholders.
- Dedicated to a collaborative, transparent, and inclusive approach in leadership and decision making.
- Collaborate closely with college employees and board members, keeping them apprised of college activities and initiatives.
- Currently collaborating with campus leaders to implement meaningful strategic planning input from campus stakeholders.
- Served as a negotiator on behalf of the Board of Trustees in both the negotiation of the full-time faculty and the adjunct faculty association contracts.

A team builder who understands that the best work is conducted by effective teams and has a leadership style consistent with the college's inclusive, collaborative, supportive, and adaptable culture.

- Committed to the growth of others and continuous improvement in a caring and supportive environment as a leadership approach.
- Teach conflict resolution as part of the Sauk Valley Community Leadership Program and within the community.
- Lead the deans, faculty, and Student Services teams in their operations and goals.
- Aspen Institute Aspiring President's Fellow.
- Serve on the administrative negotiation team in collective bargaining efforts.

- Have progressed through the ranks of adjunct faculty, full-time faculty, Dean of Instructional Services, and currently the Vice President of Academics and Student Services (CAO/CSSO).

A community ambassador who is focused on developing long-lasting positive relationships with the following:

- **Community and business leaders;**
 - **Community education leaders, including at ICCCP and ICCTA;**
 - **University presidents;**
 - **Donors and potential donors; and**
 - **Local, state, and federal legislators.**
- Led several university and transfer partnerships, including the NIU LEAP partnership to fund local school districts in teacher development on the SVCC campus.
 - Led the college and community in the creation of the Sauk Valley Police Academy.
 - Work closely with the campus foundation in coordinating events and consult with possible donors.
 - Regularly tour and consult with local industries, particularly manufacturers and local hospitals.
 - Regularly meet with local legislators to promote the college and foster relationships.
 - Serve on the Sauk Valley Area Chamber of Commerce Board of Directors as President.
 - Lead and coordinate strategic planning with partners and municipalities.
 - Serve on numerous service organizations, including Rotary and Lions clubs.
 - Recently served on the emergency Open Sesame board to help resolve their potential closure.
 - Serve on the Illinois Community College Board CAO Dual Credit and Legislative taskforces.

A person who is supportive of a tradition of academic and student services excellence and innovative approaches to increase student success

- Strong advocate for first-generation and underserved students.
- Built multiple new programs with our employees, including Sonography, First-Year Experience, and the All-In Campus Democracy Challenge.
- Active with Student Government Association and student activities.
- Led several mental health initiatives and supervised the Title III grant team.
- Chair multiple search committees in the hiring of faculty, staff, and administration.
- Write and establish policy relating to student rights and advocacy, including Title IX.
- Serve on the Program Review Committee and Academic Assessment teams at SVCC, which analyzes data of academic programs, equity gaps, and makes recommendations for improvement.
- Managed the Academics and Student Services budgets while faced with a budget impasse in the State of Illinois.

A leader who supports the diverse educational roles of the community college including transfer and career-technical education and workforce development.

- Established multiple initiatives with local manufacturers, including the development of curriculum, as well as workforce programs, including Multicraft Technology, Healthcare, and Public Safety.
- Coordinated the annual National Manufacturing Day with local manufacturers, which serves 500 local high school freshmen.
- Previously supervised the corporate training department and the dean assigned to the area.
- Served as a partner in the Northern Illinois University P-20 Network, which builds collaboration between secondary and postsecondary institutions.
- Coordinated workforce council meetings with local industries, including manufacturing, Business, Computer Science, and Criminal Justice.

A successful leader with a proven track record as a senior-level administrator.

- Serve as Chief Academic Officer (CAO) and Chief Student Services Officer (CSSO)
- Evaluate, assess, supervise, and hire faculty
- Supervise academic and Student Services deans
- Responsible for the college's \$5.9 million academics budget and also its \$2.3 million Student Services budget.
- Assisted in the leadership of multiple capital projects, including a One-Stop Student Services Center, the second-floor west wing, and the nursing areas.
- Developed multiple academic programs for transfer and career/technical students
- Review, revise, and draft institutional policies
- Experience with HLC accreditation visits and serve as a peer reviewer.

SUMMARY

In closing, I have been driven by the community college mission since a young age due to our inspiring and life-changing work. We must stay committed to the hallmarks of our colleges, which are built upon value, access, and quality. Based upon my background in higher education, establishing partnerships, and serving the community, I believe I am confident and ready to lead Sauk Valley Community College into its future with our great faculty and staff. Higher education is currently within a time of great transformation and I look forward to its challenges. These challenges will come with great opportunities to build an educated and prepared workforce to better serve all. Thank you, and I hope to have the opportunity to speak further with your committee about this special opportunity, but to also thank them for shaping my life.

Sincerely,

Jon D. Mandrell

Jon D. Mandrell, Ed.D.

Dr. Jon D. Mandrell

5800 South Eagle Court – Polo, Illinois 61064
Phone: 815-631-1760 Email: Jon.d.mandrell@svcc.edu

Career Summary

- Academic and Student Services Administrative Experience (CAO and CSSO)
- Faculty and Industry Experience
- Fostered K–12, University, and Community Partnerships
- Collaborative Leadership Style and Community-Oriented
- Dedicated to Fundraising and Alumni Relations
- Focused on Professional Development and Growth of Others

Education

Doctor of Education, 2015

Community College Leadership, Ferris State University, Big Rapids, Michigan

Master of Arts, 2008

Law Enforcement and Justice Administration, Western Illinois University,
Macomb, Illinois

Bachelor of Science, 2002

Law Enforcement and Justice Administration, Western Illinois University,
Macomb, Illinois

General Studies, 2000

Sauk Valley Community College
Dixon, IL

Professional Experience

Sauk Valley Community College, Dixon, Illinois

Vice President of Academics and Student Services (CAO/CSSO)

Returned to previous role in January 2020 to present

- Serve as Chief Academic Officer (CAO) and Chief Student Services Officer (CSSO)
- Evaluate, assess, supervise, and hire instructional faculty
- Serve on President's Cabinet and Leadership Council
- Supervise Academic and Student Services deans
- Prepare and manage academic department and Student Services budgets
- Review, revise, and draft institutional policies

- Assisted in several capital projects to beautify the campus, including healthcare, the second floor, and the Student Services Center.
- Led the statewide initiative to develop the 8th police academy in the State of Illinois on the SVCC campus
- Serve as member of administrative team in full-time and adjunct faculty contract negotiations
- Member of the assessment core team, creating a new academic assessment process, including both curricular and cocurricular data collection.
- Coordinate course scheduling and faculty development
- Assist president in budgeting and planning
- Responsible for new program development and current program revisions.
- Collaborate with K-12 and industry leaders in the development of programs, initiatives, and planning
- Served as chair to the Student Success Committee and serve on the Curriculum Committee, Institutional Effectiveness Committee, the Emergency Preparedness Committee, and previously the Operational Planning and Organizational Improvement Committee (OPIC)

Polo Police Department, Polo, Illinois

Chief of Police (Interim)

May 2019 – January 2020

- Led the police department and city's safety operations
- Responsible for the department's training and budget
- Evaluated performance of officers
- Led community policing initiatives for the city

Tennessee College of Applied Technology, Murfreesboro, Tennessee

President

July 2018 – May 2019

- Served as Chief Executive Officer for the college
- Supervised senior leadership and managed the college's strategic plan
- Collaborated with stakeholders on campus and within the community
- Planned and provided oversight to the college budgets and policies

Sauk Valley Community College, Dixon, Illinois

Vice President of Academics and Student Services (CAO/CSSO)

July 2014 – 2018

- Served as Chief Academic Officer (CAO) and Chief Student Services Officer (CSSO)
- Evaluated, assessed, supervised, and hired instructional faculty
- Supervised Academic and Student Services deans
- Prepared and managed academic department and Student Services budgets
- Reviewed, revised, and drafted institutional policies
- Led the Student Services areas in the transition to a new one-stop student service center
- Served as member of administrative team in full-time and adjunct faculty contract negotiations
- Coordinated course scheduling and faculty development
- Responsible for handling student affairs of campus, including the writing and revision of academic and Student Services policies.
- Assisted the president in budgeting and planning
- Responsible for new program development and current program revisions
- Collaborated with K-12 and industry leaders in the development of programs, initiatives, and planning
- Served as chair to the Student Success Committee and serve on the Curriculum Committee, Assessment Committee, Program Review Committee, First-Year Experience Committee, the Emergency Preparedness Committee, Marketing and Recruitment Committee, the Operational Planning and Organizational Improvement Committee (OPIC)
- Served on President's Cabinet and Leadership Council
- Represented the college in negotiations and communications with student housing

Sauk Valley Community College, Dixon, Illinois

Dean of Instructional Services

July 2012 – July 2014

- Evaluated, assessed, and hired adjunct and dual credit faculty
- Developed online faculty orientation
- Served as committee chair for creation of First-Year Experience program
- Coordinated student orientation
- Oversaw curriculum of college success course (FYE 101)

- Oversaw Perkins funding operations
- Supervised Community Education, Career Services, and Corporate Training
- Coordinated course scheduling
- Planned the dual credit schedule and worked closely with K-12 guidance counselors, principals, and superintendents to expand opportunities and provide quality assurance
- Served on the Retention, Assessment, and Curriculum Committees
- Wrote grants, such as Dual Credit Enhancement Grant, Innovation Grant, and Pathways to Results Grants
- Coordinate the creation of workforce councils and host meetings
- Coordinated the Pathway to Results (PTR) Continuous Improvement Process, provided by ICCB
- Prepared the Perkins plan and administered its budget, including programming, equipment, and professional development
- Coordinated the training within fall and spring kick-off days for adjunct faculty
- Created programming for adjunct faculty campus workshop days

Sauk Valley Community College, Dixon, Illinois

Assistant Professor of Criminal Justice

June 2009 – June 2012

- Served as department head of criminal justice program
- Instructed courses in a variety of areas in criminal justice
- Created the Justice Affairs program, serving the area of corrections and two local prisons
- Served as the internship coordinator for the criminal justice program
- Recruited prospective students in high schools and police agencies and throughout community
- Served on numerous committees to assist in advancement of the college
- Served as faculty advisor to the Criminal Justice Club and Phi Theta Kappa
- Member of the Sauk Valley Community College Faculty Association

Sauk Valley Community College, Dixon, Illinois

Adjunct Instructor

August 2008 – June 2009

- Instructed courses, such as Introduction to Criminal Justice, Juvenile Delinquency, and Cultural Diversity in Criminal Justice
- Assisted students with honors projects

Oregon Police Department, Oregon, Illinois

Police Corporal

June 2003 – June 2009

- Served as supervisor to patrol
- Coordinated scheduling of police personnel
- Managed juvenile offender program
- Represented the department as a liaison to K–12
- Managed department evidence and crime lab procedures
- Organized numerous community policing events
- Trained new police officers

Selected Professional Presentations and Publications

Mandrell, Jon (2025). NIU and Sauk Valley Community College Take the LEAP.
<https://www.shawlocal.com/sauk-valley/2025/08/01/svcc-and-niu-take-leap-partner-to-stem-teacher-shortage/>

Mandrell, Jon (2025). Preparing for a World of Possibilities. Sauk Valley Community College.

Mandrell, Jon (2024). Positive Instigation. Midwest Summit on Leadership.

Mandrell, Jon (2022). De-escalating Situations with Customers. Rock Falls Chamber of Commerce Boot Camp Series.

Mandrell, Jon (2020). Sauk Valley Community College is All In This November. Sauk Valley Newspapers. <https://www.shawlocal.com/2020/10/02/guest-column-sauk-valley-community-college-is-all-in-this-november/ahd9gqp/>

Mandrell, Jon (2018). Community, industry help shape Sauk Valley Community College's innovations. Sauk Valley Newspapers.
<https://www.shawlocal.com/2018/02/22/guest-column-community-industry-help-shape-sauk-valley-community-colleges-innovations/ak7mscl/>

Mandrell, Jon (2017). Access to Community College Can Transform Lives. Sauk Valley Newspapers. <http://www.saukvalley.com/2017/02/16/access-to-community-college-education-can-transform-lives/aalzgm5/?page=1>

Mandrell, Jon (2017). Stimulating Faculty Engagement for Institutional Change and Improvement. Office of Community College Research and Leadership Webinar Series.

Mandrell, Jon (2016 and 2017). The Multicraft Technology Extended Internship Program. The Forum for Excellence. Bloomington, Illinois.

- Mandrell, Jon (2016). Engaging Manufacturing Stakeholders in the Educational Process. Congresswoman Cheri Bustos' Economic Summit. Augustana College, Rock Island, Illinois.
- Mandrell, Jon (2015). KSB and SVCC – A History of a Healthy Partnership. KSB Pulse. <http://ksbpulse.com/2015/09/ksb-and-sauk-valley-c-c-a-history-of-our-healthy-partnership/>
- Mandrell, Jon (2015). Partnership Leads to Better Student Safety. Sauk Valley Newspapers. <http://www.planitillinoisvalley.com/2015/09/02/partnership-leads-to-better-student-safety/a8jfkf8g/>
- Mandrell, Jon. (2015). Does Sauk Do That? You Bet it Does. Sauk Valley Newspapers. <http://saukvalley.com/2015/01/29/does-sauk-do-that-you-bet-it-does/a98b04d/>
- Mandrell, Jon. (2015). Increasing Student Engagement in Pathways to Results. Presentation at Office of Community College Research and Leadership Pair and Share Conference, Parkland College, Champaign, Illinois.
- Mandrell, Jon. (2015). Talking to Instructors: How to Advocate for Yourself and Be an Empowered College Student. Presentation at Sauk Valley Student Success Week. Sauk Valley Community College, Dixon, Illinois.
- Mandrell, Jon. (2015). Be Empowered! Presentation at Sauk Valley Community College Student Success Week. Sauk Valley Community College, Dixon, Illinois.
- Mandrell, Jon, & Steve Nunez. (2014). FYE in 180 Days: From Creation to Implementation. Presentation at the League for Innovation in Community Colleges Conference, Anaheim, California.
- Mandrell, Jon. (2014). The Future of Professional Development. The League for Innovation in Community Colleges. Accessible at <http://www.league.org/blog/post.cfm/professional-development-and-its-future>
- Mandrell, Jon. (2014). Perceptions of the Effectiveness of Adjunct Faculty Integrative Practices at Sauk Valley Community College. Doctoral Dissertation, Ferris State University.
- Mandrell, Jon. (2014). Emerging Leaders Perspectives. Ferris State University. Accessible at http://www.ferris.edu/HTMLS/administration/academicaffairs/extendedinternational/ccleadership/alliance/documents/Perspectives_2014-01January/Perspectives-January2014.pdf

- Mandrell, Jon. (2014). Make It Here in the Sauk Valley. Sauk Valley Newspapers. Accessible at <http://www.saukvalley.com/2014/10/20/make-it-here-in-the-sauk-valley/abb3cmw/>
- Mandrell, Jon. (2013). Pathways to Results in Action. Presentation at the Forum for Excellence, Peoria, Illinois.
- Mandrell, Jon. (2013). Dual Credit Innovations. Presentation at annual Illinois Community College Board Dual Credit Conference, Moraine Valley Community College, Palos Hills, Illinois.
- Mandrell, Jon. (2013). Be the Hardest Worker You Know. Presentation at Phi Theta Kappa induction ceremony. Sauk Valley Community College, Dixon, Illinois.
- Mandrell, Jon, Dustin Heuerman, Suzy Jones, & Jim Kelly. (2013). Adjunct Faculty in Community Colleges: Issues and Implications. Ferris State University. Accessible at http://www.dccblog.com/wp-content/uploads/2013/06/AT_ISSUE-2013_Web.pdf
- Mandrell, Jon. (2013). Multicraft Technology at Sauk Valley Community College. The State of Workforce Development Initiatives at America's Community Colleges. Accessible at <http://www.edpath.com/images/WFD.pdf>
- Mandrell, Jon. (2012). Protecting Your Financial Identity. Presentation at Dixon Rotary, Dixon, Illinois.
- Mandrell, Jon. (2009). Community Service: Getting Involved. Presentation at Student Leadership Conference, Sauk Valley Community College, Dixon, Illinois.
- Mandrell, Jon. (2009). School Shooters: Past and Present. Presentation at Annual Americorps Training, Sauk Valley Community College, Dixon, Illinois.
- Mandrell, Jon, & Darin DeHaan. (2007). Domestic Violence and Responding to Victims. Article published in the Ogle County Life, Ogle County, Illinois.

College Service

- Member of President's Cabinet and Leadership Council
- Serve on the Institutional Effectiveness Committee
- Serve on the Curriculum Committee and Faculty/Staff Development Committee
- Lead the campus All-In Campus Democracy Challenge
- Coordinate Sauk Academy Leadership Serie

Statewide and National Service

- Statewide CAO Legislative Taskforce
- Statewide Dual Credit Taskforce
- Higher Learning Commission Peer Reviewer
- All-In Campus Democracy Challenge Administrator Award

Volunteer and Community Experience

Years	Role / Position
2025 – Present	OSF Community Advisory Council
2024 – Present	Peer Reviewer, HLC Peer Review Corp
2023 – Present	Chair, United Way Education Fundraising Campaign
2020 – Present	Board Member, Sauk Valley Community Leadership
2020 – Present	Member, Dixon Rotary Club
2020 – 2024	Board Member, Home of Hope
2020 – 2022	Board President, Sauk Valley Area Chamber of Commerce
2019 – Present	Member, Polo Lions Club
2019 – 2024	Committee Member, KSB Hospital Community Education
2018 – 2019	Board Member, Ogle County Drug Court
2018 – 2019	Member, Murfreesboro Rotary Club
2016 – Present	Leadership Board Member, 60 X 25 Network
2016 – 2018	Board Member, Sauk Valley Community Leadership Program
2016 – 2018	Board Member, Sauk Valley Area Chamber of Commerce
2015 – 2018	Member, Twin Cities Rotary Club
2015 – 2017	Education Committee Member, Sauk Valley Area Chamber of Commerce
2014 – Present	Planning Committee Member, National Manufacturing Day
2014 – 2018	Executive Board Member, Dixon Family YMCA

2013 – 2015	Member, Illinois Workforce Investment Board Youth Subcommittee
2013 – 2014	Member, Illinois Community College Board Dual Credit Taskforce
2013	Committee Member, Dixon Police Department Sergeant Promotional Committee
2012 – 2015	Member, Illinois Workforce Investment Board
2012 – 2014	Doctoral Fellowship, Ferris State University
2010 – 2013	Executive Board Member, Oregon Chamber of Commerce
2010 – 2012	Faculty Advisor, Phi Theta Kappa
2009 – 2014	Campus Advisor, Sauk Valley Criminal Justice Club
2003 – 2009	Member, Ogle County Juvenile Justice Council
2003 – 2009	Member, Ogle County Domestic Violence Prevention Council

Awards and Honors

2025	Aspen Institute Aspiring President's Fellow
2025	Phi Theta Kappa Distinguished Administrator
2023	All-In Campus Democracy Challenge Leadership Award
2018	Dixon Chamber of Commerce "Leaders Under 40" Award
2015	Selected as Judge of the Noel-Levitz Retention Excellence Awards
2014	Noel-Levitz Retention Excellence Award – Sauk Valley Community College – Chaired Creation of First-Year Experience Program
2014	Nominated for K. Patricia Cross Future Leaders Award
2012	Campus Organization Advisor of the Year – Sauk Valley Community College
2011	Outstanding Alumnus – Sauk Valley Community College
2011	Paragon Advisor Award – Phi Theta Kappa International
2011	Campus Organization Advisor of the Year – Sauk Valley Community College
2009	Rookie of the Year – Sauk Valley Community College
2009	Outstanding Community Service Award – Ogle County Juvenile Justice Council

EMPLOYMENT AGREEMENT BETWEEN

DR. JON MANDRELL

and

THE BOARD OF COMMUNITY COLLEGE

DISTRICT NO. 506

COUNTIES OF WHITESIDE, LEE, OGLE,

HENRY, BUREAU, AND CARROLL

STATE OF ILLINOIS

FOR THE TERM

JULY 1, 2026, THROUGH JUNE 30, 2029

EMPLOYMENT AGREEMENT BETWEEN

DR. JON MANDRELL

and

THE BOARD OF COMMUNITY COLLEGE

DISTRICT NO. 506

COUNTIES OF WHITESIDE, LEE, OGLE,

HENRY, BUREAU, AND CARROLL

STATE OF ILLINOIS

FOR THE TERM

JULY 1, 2026, THROUGH JUNE 30, 2029

This Agreement (“Agreement”) made and entered into this ____ day of September 2025, by and between the Board of Trustees of Sauk Valley Community College, (hereinafter “Board”), and Dr. Jon Mandrell (hereinafter “President”):

WHEREAS, Dr. Jon Mandrell was initially employed at Sauk Valley Community College in August of 2008, serving in a variety of roles, including as a full-time faculty member and most recently serving as the Vice President of Academic and Student Services; and

WHEREAS, the Board at its meeting on September 22, 2025, upon roll call vote, duly adopted its Resolution authorizing the Chairperson and Secretary of the Board to execute an Employment Agreement on the College’s behalf, employing the President as President of Sauk Valley Community College (“College”) under the terms and conditions herein set forth; and

WHEREAS, the Board and the President wish to provide for certainty in the office of the presidency of the College, promote President from his current position and retain his services in the capacity of President for the period from July 1, 2026, through June 30, 2029, on terms and conditions as provided herein; and

NOW, THEREFORE, in consideration of the promises herein and for other good and valuable consideration, the receipt of which is hereby acknowledged, the Board and President agree as follows:

1. EMPLOYMENT AND TERM

The Board hereby employs Dr. Jon Mandrell as President of the College for a term commencing July 1, 2026, and continuing until June 30, 2029. The President shall serve as President pursuant to the provisions of this Agreement for that term. At the Board's annual review of the President in the final year of this Agreement (e.g., by April 15th of 2029), the President shall be advised whether the Board intends to renew the Agreement or desires to negotiate a new form of Agreement. If no notice is given to President by the April 15th date, the Agreement shall not rollover but will renew for an additional term of one (1) year.

2. POWERS AND DUTIES

The President shall be and shall remain the Chief Executive of the College, throughout the term hereof, or any extension or renewal hereof, and as such Officer shall act for and on behalf of the Board and under its direction in the performance of his duties of overall administration of the College.

The President's duties and powers shall include those provided by law as well as those set forth in the written policy now in force and as adopted by the Board from time to time. Throughout the term or any extension or renewal hereof, the President shall have such other and further powers, responsibilities, and duties as the Board may from time to time direct, subject to the terms and conditions of this Agreement.

The President shall be responsible for communicating with the Board on a regular and continuing basis, so that the Board is advised on a timely basis of matters which might require policy guidance from the Board.

3. EXTENT OF SERVICES

The President shall devote his full-time attention and energies to the business of the College and shall not during the term of this Agreement or any renewal or extension hereof be engaged in any other business activity or accept any commitment outside his role as President that interferes with his duties and

responsibilities or adversely affects his proficiency as Chief Executive of the College. The President may from time to time accept such outside speaking or consulting roles, not inconsistent with the mission of the College, as may be approved by the Board Chairperson.

4. NON-RENEWAL OR TERMINATION OF EMPLOYMENT

Notwithstanding anything to the contrary contained in this Agreement, the President's employment may be terminated during the term hereof for one or more of the following reasons:

- A. Resignation. Honorable resignation or termination of employment by mutual written agreement of the parties. The acceptance of the President's written resignation by the Board pursuant to a duly adopted Resolution shall be deemed to constitute Honorable Termination of Employment hereunder.
- B. Disability. Total disability for a period of ninety (90) consecutive days after exhaustion of available paid sick leave and vacation benefits shall be a basis for termination of employment.

The term "total disability" means sickness or illness, regardless of cause, physical or mental, which results in the President being substantially unable to effectively perform his duties as President and his duties pursuant to this Agreement. The President shall submit to physical or mental examination or both at the request of the Board, provided that such examination shall be performed by persons licensed as medical doctors.

- C. Death of the President. The Board-President relationship shall be deemed to have terminated upon the death of the President, during the term hereof or any extension or renewal hereof.
- D. Discharge for Cause. The President may be discharged for cause by the Board. A discharge for cause shall be deemed a dismissal of the President for conduct that the Board determines is seriously prejudicial to the

College and may include, without limitation, incompetency, violation of law, violation of Board Policy, unsatisfactory evaluation, material breach of this Agreement, cruelty, negligence, unprofessional behavior, immorality, or for other sufficient reason or cause under the laws of the State of Illinois.

Upon a majority vote of the Board to dismiss for cause, the President shall be given written notice of the Board's decision. The President shall be entitled to appear before the Board to discuss the notice of his dismissal and have present legal counsel of their own selection, paid for at the President's own expense. Such a meeting may be in open session or closed session, at the option of the Board.

- E. Discharge on Notice. At any time during the term hereof, the Board may discharge the President on thirty days prior written notice. Under such circumstances, the Board shall pay the President all compensation due to the President as annual salary, pursuant to Paragraph 5A below, in accordance with regular salary payment schedules for the balance of the Agreement or a period of twenty weeks following the date of the notice, whichever is less.

5. PRESIDENT'S SALARY AND ADDITIONAL COMPENSATION

- A. Annual Salary. Per the Board action on September 22, 2025, the Board shall pay the President an annual salary in FY 2026-2027 of Two Hundred Five Thousand Dollars (\$205,000.00). The Board shall determine the President's salary for each of FY 2027-2028 and FY 2028-2029 at a Board meeting prior to the beginning of each fiscal year. The annual salary shall be paid to the President in installments in accordance with the usual and customary payment practices of the Board and any partial year of employment shall be paid *pro rata*. Nothing herein shall be deemed to prohibit the Board, in its discretion, from increasing the salary of the President at any time during the term of this Agreement or any extension or renewal hereof, but the salary shall not be decreased during the term of this contract.

- B. SURS and Health Insurance Contributions. For the term of this Agreement, the College shall pay up to an 8% contribution to the State University Retirement System contribution on behalf of the President and the .5% to the retiree health plan. It is the intention of the parties to qualify all such payments as employer payments pursuant to Section 414(h) of the Internal Revenue Code. The President shall have no right or claim to the funds remitted except as they may subsequently become available before retirement or resignation from the Illinois State Universities Retirement System.

6. PRESIDENT'S BENEFITS IN ADDITION TO SALARY

- A. Holidays. The President shall be entitled to be absent from the performance of his duties during all holidays declared by the Board or scheduled by the State of Illinois applicable to Community Colleges throughout the State.
- B. Vacation Benefits. The President shall earn paid vacation at the rate of two (2) days per month with no accumulation limit, except upon termination of the President's services, the College shall only reimburse for a maximum of 48 unused days. The President shall consult with the Board Chairperson in the event he plans to utilize more than three consecutive days of vacation benefit. Based on the President's current role and employment with the College, he shall be permitted to carry-over and have available to him all vacation days previously accumulated as of the first date of this Agreement.
- C. Dues, Fees. The Board shall pay the President's membership dues and charges to appropriate educational associations or organizations, as well as his membership dues and fees for and in respect to his membership in such other local, community, State or National clubs or organizations that the Board Chairperson and the President mutually deem necessary or advisable that the President join in order to enhance or improve his community relationship or his professional skills and relationships.

- D. Conferences, Conventions, etc. The President may attend educational conferences, conventions, courses, seminars, and other similar professional growth activities. Appropriate expenses shall be reimbursed in accordance with Board policy. President shall consult with the Board Chairperson when any such course or seminar attendance is outside of the State of Illinois. Attendance at such conferences shall not be construed as vacation time. The President may participate in other professional activities relating to higher education on such terms and conditions as may be approved from time to time by the Board.
- E. Automobile and Related Expenses of the President. The College shall pay the President an automobile expense allowance of \$1,000.00 per month for and in respect to his use of his personal automobile while on College business. Payment of such allowance shall be made to the President monthly. President shall, where necessary or deemed best accounting practice, cooperate with the Board in the documentation of the same. The College shall also reimburse the President for actual mileage for required travel outside of the geographic territory of the College District
- F. Insurance, Sick Leave, Privileges, etc.
- i. Sick Leave. The President will earn sick leave at the rate of two (2) days per month and have available any remaining accrued the sick leave days to which he remained entitled as an employee of the College as of June 30, 2026
 - ii. Life Insurance. Subject to applicable insurability requirements, the College shall provide term life insurance on the life of the President equal to one (1) year's salary. The President shall be responsible to verify that such insurance was provided and in full force and effect.
 - iii. Executive Health Program. The President is encouraged to engage in such a program, which will be provided by the College.

iv. Other Privileges. The President shall be allowed such other privileges, leaves, health leave, and insurance and fringe benefits not specifically enumerated and not in conflict with or inconsistent with this contract as are commonly extended to all other administrative personnel, on the same terms and conditions, including payment by the President, as are applicable to such other privileges, leaves, health leave, insurance and fringe benefits.

G. Credit Cards. The College may provide the President with access to credit cards that shall be used only for College business or for expenses for which the President is entitled to reimbursement under this contract or under policy.

7. EVALUATION OF PRESIDENT

At least once each College fiscal year, the Board shall conduct an annual evaluation of the President. This shall occur on or before April 15th of that year) The evaluation shall rate the performance of the President. At least once each contract year, the Board and the President shall meet for the purpose of review of the past year's administration of the College and the role of the President in the future course and goals of the College.

8. NOTICES

Any notice required or permitted under the terms of this Agreement shall be written and may be served personally or by prepaid certified or registered mail. If served by mail, it shall be addressed to his residence in the case of the President, or to the Chairperson of the Board of Trustees, at his or her residence, in the case of the Board. Any notice shall be deemed to have been delivered within ninety-six hours after having been deposited in a United States Post Office located within the College District.

9. MISCELLANEOUS

A. Paragraph headings and numbers have been inserted for convenience of reference only, and if there shall be any conflict between any such heading

or numbers and the text of this Agreement, the text shall control.

- B. For purposes of payment to the President of any unused vacation at the time of termination of employment under this Agreement for any reason, and for purposes of determining the face amount of the life insurance provided as a benefit to all administration personnel, the President's "compensation" shall be deemed to be the taxable compensation the President receives which is subject to SURS contribution.
- C. This Agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this Agreement and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter whether oral or written.
- D. This Agreement may be executed in one or more counterparts, each of which shall be considered an original, and all of which taken together shall be considered one and the same instrument.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board, by its Chairperson and Secretary, on the day and year first written above.

President

THE BOARD OF TRUSTEES OF COMMUNITY
COLLEGE DISTRICT NO. 506, Counties of
Whiteside, Lee, Ogle, Henry, Bureau and
Carroll, State of Illinois

Chairperson

ATTEST:

Secretary-Board of Trustees