

WILLIAM RAINEY HARPER COLLEGE
Algonquin & Roselle Roads
Palatine, Illinois

ROBERT THIEDA
LRC RES

BOARD MEETING

AGENDA

May 13, 1976

8:00 p.m.

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes
- IV. Citizen Participation
- V. Faculty Senate Report
- VI. Approval of Disbursements
 - A. Bills Payable
 - B. Payroll - April 15 and April 30, 1976
 - C. Estimated Payroll - May 1, 1976 through June 30, 1976
 - D. Financial Statement
 - E. Budget Transfers
 - F. Bid Awards
 - G. Construction Change Orders
- VII. Communications
- VIII. Unfinished Business
 - A. Budget Revision for Building M - Physical Education Facility Exhibit A
 - B. Committee Reports
- IX. New Business
 - A. RECOMMENDATION: Staffing
 1. Faculty
 - a. Fashion Design Instructor Exhibit A-1a
 - b. Art Instructor Exhibit A-1b
 - c. Psychology Instructor Exhibit A-1c
 - d. Economics Instructor Exhibit A-1d
 - e. Accounting Instructor Exhibit A-1e
 - f. Secretarial Science Instructor Exhibit A-1f
 - g. Nursing Instructor Exhibit A-1g
 - h. Nursing Instructor Exhibit A-1h
 - i. Chemistry Instructor Exhibit A-1i
 - j. Geology Instructor Exhibit A-1j

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|---|--------------|
| k. Adult Basic Education Instructor | Exhibit A-1k |
| l. Banking and Finance Instructor | Exhibit A-1l |
| m. Food Service Instructor | Exhibit A-1m |
| n. Child Care Instructor | Exhibit A-1n |
| o. Comprehensive Employment Training Act
(CETA) Instructor | Exhibit A-1o |
| 2. Administration | |
| a. Special Services Division Chairman | Exhibit A-2a |
| b. Lifelong Learning Division | Exhibit A-2b |
| B. RECOMMENDATION: Contract Riders | Exhibit B |
| C. RECOMMENDATION: Tenure Appointments | Exhibit C |
| D. RECOMMENDATION: Faculty Fellowship Program | Exhibit D |
| E. RECOMMENDATION: 1976-77 Tuition Schedule | Exhibit E |
| F. REPORT, DISCUSSION, RECOMMENDATION: Color TV | Exhibit F |
| G. RECOMMENDATION: Treasurer's Bond | Exhibit G |
| X. President's Report | |
| XI. Adjournment. | |

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WILLIAM RAINEY HARPER COLLEGE
BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT 512

Minutes of the Regular Board Meeting of Thursday, May 13, 1976

CALL TO ORDER: The regular meeting of the Board of Trustees of Community College District No. 512 was called to order by Chairperson Munson on Thursday, May 13, 1976, at 8:00 p.m., in the Board Room of the Administration Building, Algonquin and Roselle Roads, Palatine.

ROLL CALL: Present: Members William A. Kelly, Robert Moats, Shirley Munson, Jessalyn Nicklas, Robert Rausch, Judith Troehler, and Student Member Anthony Havener
Absent: Member Natalie Weber

Also present: Robert E. Lahti, John Birkholz, Martha Lynn Bolt, Pat Bourke, R. Burton, Don Carlson, Frank Christensen, Robert Cormack, Judith DeJan, John DiCanio, Anton A. Dolejs, George Dorner, Al Dunikoski, Charles Falk, Guerin Fischer, William Foust, John Gelch, Jean Goodling, P. Vander Haeghen, William Howard, Robert J. Hughes, Fred Inden, John Januszko, Pauline Jenness, Cathy La Chapelle, Pat Lewis, Jack Lucas, David Macaulay, W. J. Mann, Liz McKay, Scott McMannis, William E. Miller, Donald Mistic, Jeanne Pankanin, Gary Rankin, Sophie Sarlas, Bill Schooley, Donn Stansbury, Elaine Stoermer, Paul D. Swanson, Gil Tierney, Fred Vaisvil, Christy Veath, George Voegel, W. E. Von Mayr, John F. White, and Robert Wyman--Harper College; Frank M. Hines--Board Attorney; Martha Auchland, Susan Aldrige, Chris Brewer, Diane Brinkman, Deborah Dannon, Bruce Edward Donnelly, Micki Gerstein, Diane H. Hooghkirk, Chris Hunter, Diane Lee Johnson, Larry E. Johnson, Molly Kearney, Marie Kelly, Chris Lebbin, Tony Lisuzzo, Sally Lundgren, Brenda Putla, Jacqueline Rapp, Paul Scott, Mary Lou Shepherd, Annelyle Turner and Sheila Wells--Harper Students; Esther Ahmer, Ruth M. Anderson, Hattie Andree, Beatrice Ballin, Robert Ballin, Lenice Chuipek, Mary Clark, Mary Dorner, Bernard Feery, Marion Feery, Pat Foust, Lucille Gillon, Irma L. Hahn, Richard Hallstrom, William B. Hecker, Betty Hoffman, Catherine Janmisch, Allegra Jenks, Mrs. C. Karbowski, Mark Levinger, Colleen Lisuzzo, Ruth Patton, Marge Paulsen, Helen Ruska, Melvin Ruska, Hubert A. Stumpf, Lora Twiss and Lucile Wolff; and Roberta Olstra--Suburban Trib.

MINUTES: Member Havener moved, Member Rausch seconded, approval of the minutes of the regular Board meeting of April 8, 1976, and the minutes of the adjourned Board meeting of April 13, 1976, as distributed.

Member Troehler pointed out that on page 2 of the April 13 minutes, in the last paragraph, Member Weber's name had been omitted in the list of those present after the executive session.

MINUTES:
(cont.)

Member Kelly called attention to page 5 of the April 8, 1976, Board minutes. Under the lease agreement with St. Viator High School, second paragraph, Member Kelly asked that the word "unconsciously" be deleted and the correct word "unconscionably" be inserted in its place.

With these corrections, the roll call on the amended minutes was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch and Troehler
Nays: None

Motion carried.

CITIZEN
PARTICIPATION:

As there was an unusually large audience, Chairperson Munson introduced each Board member, along with Dr. Lahti, Dr. Mann and Board Attorney Hines.

Sophie H. Sarlas, of 5710 N. St. Louis Ave., Chicago, read the following letter addressed to the Board of Trustees of Harper College and dated May 13, 1976 (copy attached to minutes in Board of Trustees' Official Book of Minutes):

Dear Board Members:

We are two part-time faculty members in the art department who were on the list of the top four candidates submitted by the screening committee of the art department to Dr. Thobe, Chairperson, Fine Arts & Design Division, to be considered for the full time position in the department for 1976-77. We are here to urge the Board to rescind the proposed appointment of Mr. Kenneth Dahlberg to that position. Stated simply, we think that our qualifications, years of teaching experience, professional involvement, and educational background, exceed those of the candidate for the position as it was advertised (see attached sheet).

However, the job description is not an accurate account of the criteria recently used in making the selection. As it now stands, the position will be full time in the Willow Park Center teaching Design I to Interior Design majors and perhaps some Drawing I & II there. Dr. Thobe seems to consider this service area more important than the needs of main campus art students, half of whom are in classes taught by part-time faculty.

For this full time position of service, Dr. Thobe was looking for "someone not confirmed in their craft", "someone 25 or 26", "who could be molded" into the next group of leadership in the art area. He told us we were "too high-powered" for this position. In effect, we have been penalized for our age, experience and professionalism. Also it does not say too much for Dr. Thobe's opinion of Mr. Dahlberg or even for his opinion of the kind of service to be given to Interior Design. We think all faculty should be as "high-powered" as possible to give Harper students the best instruction available.

CITIZEN
PARTICIPATION
 (cont.)

We appreciate Dr. Birkholz's efforts to look into the matter when we made our objections known to him, Monday, May 10. We also understand the management reasons for the decision. These include the desire for a less experienced person hired at Instructor rank who would not be too dissatisfied remaining at that rank for several years. A more experienced person would, perhaps, bridle at this situation. We also understand the college administration has gone through the selection process exactly according to the policy manual. The selected candidate does fit the minimum requirements of the job description. We think, however, a more qualitative judgment should have been made. If one's concern is for hiring the best possible person to give the best possible instruction, then criteria other than "well balanced rank distribution" should be used in guiding faculty selection.

We are not saying that inexperienced people should not be hired. If more seasoned instructors are available who are familiar with the institution and its students' needs, then they should be given first consideration. This is especially true when they are willing to fulfill job requirements that have been changed in emphasis from the original description. If the job description more accurately reflected the Division Chairman's criteria by stating "a maximum of two years teaching experience" then neither of us would have applied for this position because, obviously, we have more experience than that.

As Board members you may feel that you don't have the expertise to judge the qualifications for an academic position. This brings us to the issue of who is best able to judge the qualifications of an applicant in a particular area. We are committed to the notion that the role of the department screening committee in the selection process is of paramount importance. The professional faculty in a given area have the most expertise in that area to judge qualifications. The Division Chairman should be guided by their choices. If the Division Chairman is not satisfied with the committee's first choice, he should approach the second choice, not, as in this case, skip entirely down to the last choice. Dr. Thobe said he was looking for a "junior staff member", and yet, he approached James Pink with eight years experience and the committee's first choice, to ask if he would accept a certain salary figure if offered. He was apparently concerned that Mr. Pink would ultimately be dissatisfied with the drastic salary cut he would make in accepting the position. No such question was asked of the two female candidates both of whom would have increased their current salaries by 25%.

In conclusion, we are convinced this whole situation has been handled very badly. As Illinois natives, educated in this state, and taxpaying citizens, we are dismayed at the kind of reasons we were given for the selection. The Board must be aware that we have followed every internal avenue of appeal open to us. If Mr. Dahlberg's appointment is approved we will continue our appeal to state and federal commissions. Thank you for your attention.

Sincerely,

Judith M. DeJan)
 Sophie H. Sarlas) Signed

CITIZEN
PARTICIPATION
(cont.)

Chairperson Munson thanked Ms. Sarlas for the letter.

William Hecker read a statement addressed to the Board of Trustees of Harper College and dated May 13, 1976, as follows:

My name is William Hecker. I am here as a spokesman for the students of the Hearing Impaired Program at Harper College. They have asked me to present the following statement to the Board.

The Hearing Impaired Program has been in existence for three years and functions to assist hearing impaired persons prepare for advanced education.

Dr. Kalbacher has been with the program since its beginning and has given much of her own time in the interest of the Program. Even when there were no guidelines to follow, Dr. Kalbacher sought out the best approach to many problems and solved them.

We are distressed to learn that Dr. Kalbacher has been fired. Furthermore, when we have attempted to discuss this matter, we have been rebuffed.

Why was she fired?

Not only are we concerned about the summary dismissal of Dr. Kalbacher, we also want answers to these questions.

Why is there no Basic Adult Education Classes for the Deaf?

Why aren't there more tutors?

What is happening to the money granted for the Teletype Correspondence Course?

Why is the HIP under the Student Affairs Office instead of the Academic Affairs Office?

Why must the Faculty and the Advisory Board be puppets of Mrs. McKay, Dr. Fisher and Dr. Rankin?

Why doesn't the Program have as its Head a person that can communicate with each and every deaf person and the hearing community?

Why are people turned away that need help?

As was once said "A little knowledge is dangerous." We want nothing but the truth so we can judge both sides for ourselves.

To be told that this is an internal matter and we can do nothing is crazy. Because we are here to be heard, get questions answered, and let you know that we are involved. We may be deaf but we are not dumb.

We have no recourse but to come to you Board members directly.

There are 719,792 hearing impaired persons in the State of Illinois. For those who are able to come to Harper, we not only want the Program to continue, but we want it to improve.

Why we must lose Dr. Kalbacher, who has helped so much by her hard work, understanding, and devotion, we do not understand.

We will miss her greatly.

CITIZEN
PARTICIPATION
(cont.)

The Hearing Impaired Program needs more people like Dr. Kalbacher, who treats people so beautifully and who helps us grow in self esteem, self respect and realize our own worth.

Harper College is in a solid upstanding community that needs the input of all of its residents to make this an even better institution. We thank you for this opportunity to address the Board of Trustees and hope that the Administration will not be able to move the Board Members in a later vote this evening or at anytime in the future to restrict or restrain any worthy citizen or group from expressing their views before you in this open manner.

We feel that the Administration and Board of Trustees owe an explanation of their actions, not only to the Hearing Impaired Program, but also to the community and to Dr. Kalbacher.

Thank you.

(Signed) Susan Aldrige, Diane Lee Johnson, Annelyle Turner,
Diane Brinkman and Deborah Donna

(Copy of statement attached to the minutes in the Board of Trustees' Official Book of Minutes.)

Chairperson Munson thanked Mr. Hecker for reading the statement.

The Chair recognized Mr. Bernard Feery of Arlington Heights who, on behalf of a group of Senior Citizens, addressed the Board. This group has been in attendance in classes for Senior Citizens in the program under the direction of Mrs. LaChapelle. Mr. Feery in particular spoke of the class, "Physical Reawakening," conducted by Mrs. Elaine Costello, and also mentioned the eight seminars most of them had attended. He expressed their enjoyment, stated they had profited from these meetings and found them to be stimulating. Mr. Feery expressed their appreciation to the Board, to those involved in the programs, and the hope that these programs will continue and possibly expand. He requested the college call on the Senior Citizens, if in the future it is found that they can be of assistance in any way.

Chairperson Munson thanked Mr. Feery and the Senior Citizens for coming.

FACULTY SENATE
REPORT:

David Macaulay reported for the Faculty Senate that on May 4 and May 5 the faculty voted 105 to 77 to affiliate with a national organization. Voting on which organization they will affiliate with will be completed Friday, May 14. Mr. Macaulay introduced the new president of the Faculty Senate, William E. Miller, who took his seat at the table. Chairperson Munson welcomed Mr. Miller and assured him the Board would be happy to help him any way they could.

DISBURSEMENTS:
Bills Payable

Member Nicklas moved, Member Troehler seconded, approval of the bills payable of May 13, 1976, as follows:

Educational Fund	\$197,325.72
Building Fund	244,659.46
Site & Construction Fund	24,946.15
Bond and Interest Fund	80,270.12
Auxiliary Fund	109,827.76

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch and Troehler

Nays: None

Motion carried.

Payrolls

Member Nicklas moved, Member Troehler seconded, approval of the payroll of April 15, 1976, in the amount of \$404,042.62; the payroll of April 30, 1976, in the amount of \$400,673.86; and the estimated payroll of May 1, 1976 through June 30, 1976, in the amount of \$1,730,140.43.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch and Troehler

Nays: None

Motion carried.

Financial Statement

Dr. Mann pointed out that the Educational Fund balance sheet showed \$1,155,000 cash in the bank. He assured the Board it was only in there for the one day; it just happened that the state aid check came in on the day the books were closed. In response to a request from the Chair, Dr. Mann commented briefly on the Bond and Interest Fund, pointing out that the referendums are separated but not the bond issues.

Budget Transfers

Member Troehler moved, Member Havener seconded, approval of the Educational Fund budget transfers in the amount of \$121,632.00, as per Exhibit VI-E(1) attached to the minutes in the Board of Trustees Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch and Troehler

Nays: None

Motion carried.

DISBURSEMENTS:
Budget
Transfers
(cont.)

Member Troehler moved, Member Nicklas seconded, approval of the Auxiliary Fund budget transfers in the amount of \$1,550.00, as per Exhibit VI-E(2) attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch and Troehler
Nays: None

Motion carried.

Member Troehler moved, Member Nicklas seconded, approval of the Building Fund budget transfers in the amount of \$78,500.00, as per Exhibit VI-E(3) attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch and Troehler
Nays: None

Motion carried.

Bid Awards

Member Nicklas moved, Member Havener seconded, approval of the following bid awards in Exhibit VI-F-1 through VI-F-8, attached to the minutes in the Board of Trustees' Official Book of Minutes:

- F-1 Renewal of the yearly copier rental agreement with 3M Business Products in the amount of \$10,560.00;
- F-2 Award bid request Q-4464 for stacking tables for the cafeteria and student lounge to the low bidder, Creative Office Interiors, in the amount of \$4,542.28;
- F-3 Award for the preparation of Phase IV, plans, specifications and contract bid documents for the automatic electric signal system, Illinois Route 60 and college entrance "A" be awarded to the low proposal submitted by Harmon E. Hicks Assoc., base \$2,950.00 and Alternate #1 \$1,000.00, for a total of \$3,950.00;
- F-4 Award bid request Q-4448 for portable bleachers, trailer hitch and players benches for the athletic fields, southwest corner of the campus to the second low bidder, Miracle-Jamison, accepting the rationale of the P.E. and Purchasing Departments, in the amount of \$6,748.00;

DISBURSEMENTS:
Bid W
Awards
(cont.)

- F-5 Approve the issuing of a change order to Hinz Lithographing, in the amount of \$3,295.02 to purchase order D-2644, making the new total \$17,766.62 for the printing of the Harper College 1976/77 Bulletin;
- F-6 Award bid request Q-4467 to the only responsive bidder, Park Press, in the amount of \$7,391.00;
- F-7 Approve the issuing of change order for Food Service Department purchase orders as follows--
- P.O. D-1810 from \$2,200.00 to \$2,700.00,
 - P.O. D-1827 from \$15,500.00 to \$17,500.00,
 - P.O. D-2757 from \$3,000.00 to \$4,500.00,
 - P.O. D-1820 from \$14,000.00 to \$17,000.00,
 - P.O. D-2902 from \$1,000.00 to \$4,500.00
- F-8 Award bid request Q-4473 for audio equipment for the Nursing Department, accepting the rationale of the LRC Department as follows:
- Item #3 - Midwest Visual Aids - \$2,010.00,
 - Item #2 - Interstate - \$330.00,
 - Items #1 and #5 and #6 - United Visual Aids - \$1,079.64
- Total award - \$3,419.64

In the discussion which followed, Mr. Mistic explained the Board had agreed last year on a two-year approval of the copiers, and stated next year they will be bid out again.

Member Natalie Weber entered the meeting at 8:40 p.m.

Mr. Januszko discussed Ex. F-1 relative to the change orders for Food Service purchase orders. He explained these do not represent an increase in the total cost of the purchase orders, simply that orders to other suppliers have been reduced.

Mr. Inden explained the rationale for selection of the second low bidder on the bleachers, stating it was a matter of judgment--these bleachers are safer, the gauge is heavier. He stated the college would receive something in writing stating the bleachers meet OSHA standards.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas, Rausch, Troehler and Weber
Nays: None

Motion carried.

DISBURSEMENTS:
Change Orders

Chairperson Munson stated there were no construction change orders.

COMMUNICATIONS:

Secretary Troehler reported she had no communications.

Member Nicklas reported the Committee for the Distinguished Faculty Award had met and completed their work. Consideration was given to community service, institutional service, growth, teaching ability, availability to students, etc., and the session was very rewarding and interesting. A conclusion was reached which had been distributed to the Board. As the Board was in consensus on the committee's recommendation, Member Nicklas stated she would proceed with the next step.

UNFINISHED
BUSINESS:

Budget
Revision for
Building M--
P.E. Facility

Member Troehler moved, Member Weber seconded, that the Board approve the submittal to the ICCB of the request for an increase in the budget for the Physical Education facility from \$5,000,000 to \$5,600,000.

Dr. Mann pointed out that working through the Capital Development Board is difficult at best, and this appears to be the best way to expedite Building M.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber
Nays: None

Motion carried.

Committee
Reports

Chairperson Munson stated the Goals Committee was dissolved as their work had been completed.

Member Troehler reported that the Policy Manual was still in draft form, as some Board members have questions on the present draft. There will be a committee-of-the-whole meeting on May 27 to discuss and revise the draft, if necessary.

Member Troehler read a chronology of the meetings of the Board Policy Manual Review Committee (copy attached to the Minutes in the Board of Trustees Official Book of Minutes).

Regarding construction, Member Moats referred to the resolution passed increasing the budget for the Physical Education facility and stated he would like to make it clear that this in no way commits the college to spend \$5,600,000 for the building. It does make it possible to move forward on the kind of building the Board is convinced is needed. It will cost more in the long run if they do not move.

UNFINISHED
BUSINESS:
Committee
Reports

Member Rausch reported the Budget Committee met two weeks ago and approved the assumptions for the third round budget. Hopefully, the final round will be ready on May 24. The committee has authorized the administration to work with two presumptions: 1) a tuition increase of \$1.00 for next year, and, 2) there would be a tax rate increase in 1977-78 for the five year planning portion of the budget. Member Rausch personally did not feel this would in any way commit the Board at that time to a tax rate increase.

Member Weber stated the Public Relations Committee had completed and distributed their report at the April Board meeting.

NEW BUSINESS:
Staffing--
Faculty

Chairperson Munson read the following statement:

The following faculty appointments represent permanent appointments for faculty who have been employed temporarily during the academic year 1975-76. Due to the injunction issued by Judge Cohen on Tuesday, May 11, 1976, the Board cannot make statements regarding the proposed salaries for 1976-77 academic year. The Board therefore will act to appoint these faculty but the contracts and salaries for the year 1976-77 as set by the Board will be forwarded at a later date.

Ms. Maria Baumgartner
 Mr. Leslie Schwartz
 Ms. Marsha Geddes
 Ms. Margaret Burbach
 Ms. Mary Curran

In addition, the Board is unable to act at this meeting on the contract riders (Ex. IX-B) for the same reason.

Chairperson Munson stated the above appointments would be considered after new staffing, and she requested the Board delete Exhibit IX-B from their agenda.

Member Troehler moved, Member Nicklas seconded, the appointment of Mr. Kenneth V. Dahlberg as Instructor, Art, effective August 17, 1976, at an annual salary of \$12,020.00 for a 39-week contract.

Member Rausch moved, Member Kelly seconded, to table the motion for executive session discussion, based upon the concern expressed earlier in the meeting.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
 Rausch, Troehler and Weber
 Nays: None

Motion tabled.

NEW BUSINESS:

Staffing--
Faculty
(cont.)

Member Weber moved, Member Troehler seconded, approval of the appointment of Mr. Philip Gregorowicz as Instructor, Economics, effective August 17, 1976, at an annual salary of \$14,583.00 for a 39-week contract, as per Exhibit IX-A-1d attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

Member Rausch moved, Member Troehler seconded, approval of the appointment of Mr. Frank J. Doti as an Instructor, Accounting and Business Law, effective August 17, 1976, at an annual salary of \$14,280.00 for a 39-week contract, as per Ex. IX-A-1e attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

Member Troehler moved, Member Kelly seconded, approval of the appointment of Ms. Charles Etta Richardson as Instructor, Nursing (Maternal-Child Health), effective August 17, 1976 at an annual salary of \$14,465.00 for a 39-week contract, as per Ex. IX-A-1h attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

Member Troehler moved, Member Kelly seconded, approval of the appointment of Mr. Charles D. Sell as Instructor, Chemistry, effective August 17, 1976 at an annual salary of \$13,015.00 for a 39-week contract, as per Ex. IX-A-1i attached to minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

NEW BUSINESS:
Staffing--
Faculty
(cont.)

Member Weber moved, Member Rausch seconded, approval of the appointment of Mr. Paul Sipiера as Instructor, Geology-Earth Science, effective Aug. 17, 1976, at an annual salary of \$11,925.00 for a 39-week contract, as per Exhibit IX-A-1j attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

Member Weber moved, Member Troehler seconded, approval of the appointment of Mr. Thomas A. Johnson as Instructor, Banking, Finance and Credit, effective August 17, 1976, at an annual salary of \$13,375.00 for a 39-week contract, as per Exhibit IX-A-1l attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

Member Weber moved, Member Troehler seconded, approval of the appointment of Mr. Edward H. Coon III as Instructor, Food Service Management, effective Aug. 17, 1976, at an annual salary of \$13,375 for a 39-week contract, as per Exhibit IX-A-1m attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

Member Troehler moved, Member Weber seconded, approval of the appointment of Ms. Jane Thomas as Instructor, Child Development, effective August 17, 1976 at an annual salary of \$14,725.00 for a 39-week contract, as per Exhibit IX-A-1n attached to the minutes in the Board of Trustees' Official Book of Minutes.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber

Nays: None

Motion carried.

NEW BUSINESS:

Staffing--

Faculty
(cont.)

Member Weber moved, Member Nicklas seconded, approval of the appointment of Mr. Andrew Surratt as Associate Instructor, Electronics--CETA Project, effective May 15, 1976 to September 15, 1976, at a salary of \$5,429.20 (pro-rated from an annual salary of \$12,000.00 for a 39-week contract). This is a four month, terminal contract and is contingent upon continued funding by the Cook County CETA Grant

Dr. Cormack explained this is a grant to offer class size group instruction on electronic production skills.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber
Nays: None

Motion carried.

Member Troehler moved, Member Nicklas seconded, the appointment of the following, effective Aug. 17, 1976:

Ms. Maria Baumgartner, as Associate Instructor,
Fashion Design
Mr. Leslie Schwartz, Instructor, Psychology
Ms. Marsha Geddes, Instructor, Secretarial Science
Ms. Margaret Burbach, as Instructor, Nursing
Ms. Mary Curran, as Instructor, Adult Basic
Education

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber
Nays: None

Motion carried.

William E. Miller stated he would like to speak to the faculty staffing. He personally asked the Board to consider the appeal made by students concerning Dr. Catherine Kalbacher. As Chairman of the Grievance Committee, he pointed out grievance policy had been followed and requested that the Board sincerely consider the appeal made by Dr. Kalbacher. Chairperson Munson stated the Board had received a final statement on this matter but if Mr. Miller had any additional information she requested he bring it to Dr. Fischer's attention.

Staffing--
Administration

Member Troehler moved, Member Weber seconded, approval of the appointment of Dr. Frank A. Christensen as Division Chairperson for the Special Services Division with the rank of Instructor, effective July 1, 1976, at an annual salary of not less than \$22,254.00, depending upon the final evaluation of performance for 1975-76.

NEW BUSINESS:
Staffing--
Administration
(cont.)

Member Moats moved to table the motion to a future executive session, based on his awareness of the controversy over this appointment (whether real or imaginary). Member Rausch seconded.

Upon roll call, the vote was as follows:

Ayes: Members Moats, Munson and Rausch
Nays: Members Kelly, Nicklas, Troehler and Weber

Motion to table motion was defeated.

Upon roll call on the appointment of Dr. Christensen, the vote was as follows:

Ayes: Members Kelly, Munson, Nicklas, Rausch,
Troehler and Weber
Nays: None
Abstained: Member Moats

Motion carried.

Member Troehler moved, Member Nicklas seconded, approval of the appointment of Mr. M. Scott McMannis as Division Chairperson of the Lifelong Learning Division with the rank of Assistant Professor, effective July 1, 1976, at an annual salary of not less than \$23,174.00, depending upon final evaluation of performance for 1975-76.

Chairperson Munson stated she had reviewed the method of appointment and had some questions with regard to some of the procedural steps leading to the recommendation.

Member Rausch moved, Member Weber seconded, to table the motion pending an executive session for review of this recommendation.

Upon roll call, the vote was as follows:

Ayes: Members Moats, Munson, Rausch and Weber
Nays: Members Kelly, Nicklas and Troehler

Motion tabled.

Contract
Riders

Chairperson Munson stated there would be no action taken on the contract riders in Exhibit IX-B, as mentioned earlier. In response to a question raised by Member Rausch on how the per diem pay was figured, Dr. Birkholz stated Mr. Von Mayr would show how he has calculated these salaries in advance of the June meeting.

Tenure
Appointments

Member Weber moved, Member Troehler seconded, that the following full-time teaching faculty and counselors be offered a tenure agreement effective with their employment for the 1976-77 academic year, per Board policy:

NEW BUSINESS:
Tenure
Appointments
(cont.)

C. Kelly Barton, Engineering/Math/Physical Science
Edward Downs, Social Science and Public Service
Nancy Pojo, Counseling
Henriette Gebert, Life and Health Science
Carol Neuhauser, Social Science and Public Service
Roy Rank, Engineering/Math/Physical Science
Lola Smith, Life and Health Science

Dr. Birkholz explained that Board policy on tenure was changed in April of 1974. At that time, those employed were on three-year probationary status; after that date, anyone hired will be on five-year probationary status.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber
Nays: None

Motion carried.

Faculty
Fellowship
Program

Dr. Birkholz stated the proposal for a Faculty Fellowship Program had been on the April agenda for discussion and review. He explained that the suggestions made by Board members have been incorporated in this revised document.

Member Rausch moved, Member Weber seconded, approval of the Faculty Fellowship Program attached in Exhibit IX-D, and that \$10,000.00 be budgeted for Summer, 1976, for the program. (Copy of Exhibit IX-D attached to the minutes in the Board of Trustees' Official Book of Minutes.)

Member Kelly moved to lay on the table. Member Troehler seconded.

Upon roll call, the vote was as follows:

Ayes: Member Kelly
Nays: Members Moats, Munson, Nicklas, Rausch,
Troehler and Weber

Motion to table was defeated.

Member Kelly stated he felt this is, in fact, a fringe benefit and is a subject of collective bargaining. Under the existing climate, which he feels is nebulous, this should be put off until a later time.

In the discussion which followed, it was pointed out that the Board would have to approve funding each year for the program. Dr. Birkholz expressed hope the Board would approve this program, stating his understanding that this was an experiment on a one-year basis. It would be evaluated and a report made back to the Board.

NEW BUSINESS:
Faculty
Fellowship
Program
(cont.)

Dr. Birkholz stated the faculty was enthusiastic about this particular opportunity for development; he felt it would be a benefit to the students and college.

Member Havener also felt it would be a direct benefit for the students and urged the Board to approve this program.

Dr. Lahti pointed out the goals of the program are quite clear--these are student-oriented projects and are really not intended in any way as a direct benefit to salaries; the college wants to encourage and provide the faculty with the opportunity to pursue these projects. Dr. Lahti hoped that many projects, if completed this summer, could be implemented this fall.

Member Kelly stated, as the basis of his earlier comments, that he took his comments from the rationale that this would give faculty a reasonable summer income.

Upon roll call, the vote was as

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber
Nays: None

Motion carried.

Staffing

Member Kelly moved, Member Havener seconded, that the Board of Trustees accept with regret the resignation of Ms. Ina Yenerich, Associate Instructor, Medical Office Assistant Program, effective May 21, 1976.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber
Nays: None

Motion carried.

Tuition
Increase

Member Rausch moved, Member Kelly seconded, that William Rainey Harper College increase the student tuition by the rate of one dollar (\$1.00) per credit hour effective summer school 1976.

The Chair recognized Paul Scott, Vice President of the Student Senate, who read the following statement:

On Thursday, March 25, 1976, the William Rainey Harper College Student Senate unanimously adopted the following resolution:

NEW BUSINESS:

Tuition
Increase
(cont.)

WHEREAS, the William Rainey Harper College Student Senate believes that Community College District #512 was created to provide an easily accessible, high quality, low cost post-secondary education to residents of the district, and

WHEREAS, community colleges in the State of Illinois are funded on a fair share or one-third philosophy-- the student pays one-third, the local tax pays one-third, and the State of Illinois pays one-third in instructional cost, and

WHEREAS, the Budget Committee of William Rainey Harper College Board of Trustees has announced that it is considering increasing student tuition from \$14.00 to \$15.00 per semester hour, and

WHEREAS, the William Rainey Harper College Student Senate conducted a survey of students with assistance from the Institutional Office of Research to determine the effect of a tuition increase upon the student population, and

WHEREAS, the William Rainey Harper College Student Senate tuition survey indicated that while students did not favor a tuition increase they would still be able to pursue their post-secondary education at William Rainey Harper College if student tuition was increased \$1.00 per semester hour.

THEREFORE, BE IT RESOLVED that the William Rainey Harper College Student Senate believes that as the Board of Trustees announces the \$1.00 per semester hour increase in student tuition for the 1976-77 academic year, they should also commence planning for local tax rate increase so that the cost of a post-secondary education at William Rainey Harper College will continue to be a fair share cost to students, local residents, and Illinois residents alike.

Member Havener stated he felt the students would be more than willing to share the burden of education. From the tenor of the budget committee meetings he had attended, Member Havener stated he felt comfortable with the tuition increase, as he sensed a feeling of genuine concern on the part of the Board for good financial planning. Paul Scott added that he felt the Senate's and students' main concern is that the Board does pursue a tax increase in the future; they do feel it is fair that they pay their share also.

Member Moats expressed the appreciation of the Board and the Budget Committee for the comments of the students and for their support. He pointed out that \$15.00 is still well under a one-third share, and the Board wants to keep it as low as possible.

NEW BUSINESS:

Tuition
Increase
(cont.)

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, Troehler and Weber
Nays: None

Motion carried.

Color TV

Member Rausch moved, Member Kelly seconded, the approval of Phase I--Distribution System, to a maximum of \$100,000, as proposed in the study conducted by the staff.

Member Rausch commented that in terms of innovating in instruction, this is the kind of thing which will keep Harper in the forefront of community colleges in being able to offer the kind of media development needed to maintain a high degree of efficiency as well as quality in our instructive efforts.

Member Kelly pointed out that Harper has been known for excellence, and not just in Illinois. He stated it would be a shame to waste money on more black and white equipment.

Dr. Mann reviewed the Other account in the referendum proposal, stating there was money in this account for color television, a rough estimate of approximately \$100,000. This money will be placed in the Site and Construction Fund as bonds are sold. Dr. Lanti stated there was \$300,000 in the referendum for Other projects including television, the stoplight, etc. Dr. Birkholz stated the college was eligible for Title VI fund and has applied.

Member Moats pointed out for the benefit of the students that there is no way these funds could reflect back into a tuition increase because of the way they are provided. Dr. Mann agreed.

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Rausch, and Troehler
Nays: None
Abstained: Member Weber

Motion carried.

Treasurer's
Bond

Member Troehler moved, Member Nicklas seconded, that the Treasurer's Bond, No. 6SM263668, issued by the American Motorists Insurance Company on behalf of William J. Mann, in favor of Harper College, be approved in the amount of \$2,400,000.00.

NEW BUSINESS:

Treasurer's
Bond

Upon roll call, the vote was as follows:

Ayes: Members Kelly, Moats, Munson, Nicklas,
Troehler and Weber
Nays: None
Abstained: Member Rausch

Motion carried.

Chairperson Munson thanked Elaine Stoermer and Pat Lewis for setting up the red book as requested. It contains clippings of all newspaper articles and will be left in the Boardroom for anyone who wishes to go through it.

PRESIDENT'S
REPORT:

Dr. Lahti distributed the new catalog to all Board members, along with a notice of a health seminar. Dr. Lahti reminded the Board of the approaching date of graduation--May 23, at 3:00 p.m. The speaker will be Mr. William T. Ylvisaker, Chairman of the Board of Gould, Inc.

Member Weber moved, Member Nicklas seconded, that the meeting be adjourned at 9:55 p.m. Motion carried.

Chairman Shirley Munson

Secretary Judith Troehler