

Ruth B. Ruper

WILLIAM RAINEY HARPER COLLEGE
BOARD OF TRUSTEES OF JUNIOR COLLEGE DISTRICT 512
COUNTIES OF COOK, KANE, LAKE, AND MCHENRY, STATE OF ILLINOIS

Minutes of the Adjourned Board Meeting of Thursday, June 3, 1971

CALL TO ORDER: The adjourned meeting of the Board of Trustees of Junior College District No. 512 was called to order at 8:15 p.m., Thursday, June 4, 1971, by Chairman Hansen, pursuant to adjournment from the regular meeting of Thursday, May 27, 1971, in the Board Room of the Administrative Building, Algonquin and Roselle Roads, Palatine.

ROLL CALL:
Present: Members Milton Hansen, Ross Miller, Lawrence Moats, Joseph Morton, Jessalyn Nicklas and Eugene Nugent
Absent: Member Richard Johnson

Also present: Robert E. Lahti, Donald Andries, Ron Bessemer, Margaret Blandford, R. Boeke, Polly Brandt, Pauline Buss, Joseph Clouser, Don Collins, Suellyn Collins, William Faust, James Harvey, Karen Keres, Dan Klingenberg, G. Lehmann, Frances Maguire, George Makas, W.J.Mann, T.R.McCabe, Betsy Mirs, R.Moehrlin, Bea Murphy, Lee Owens, W.R.Punkay, Martin Ryan, Clarence Schauer, George Voegel, Lloyd Wilkes, Betty Windham and R.Zilkowski--Harper College; Frank Hines--Board Attorney; Tom Wellman--Paddock Publications; Carol Lucas--Elgin Courier; and W. Brandt, Edgar Buss and Ann Ryan.

COMMUNICATIONS Secretary Morton read letters from Governor Richard B. Ogilvie and Senator Charles H. Percy, in which they expressed their pleasure at hearing that North Central had granted full accreditation to Harper College.

Dr. Lahti informed the Board he had received a communication from Martin Ryan, President of the Faculty Senate, requesting the opportunity to appear before the Board. Dr. Lahti stated that he had responded in the affirmative, saying he felt the Board would grant him this courtesy.

Chairman Hansen called upon Mr. Ryan.

Mr. Ryan read the following:

"I am speaking to you on behalf of the faculty of Harper College as President of the Faculty Senate. In many ways I regret having to be here, and regret having to make the speech I am going

COMMUNICATIONS:

Faculty
Senate (cont.)

to make, but in the interest of the institution and the community it represents, I see no alternative.

"Last Tuesday the faculty passed a resolution to issue this statement: A resolution was passed recommending collection of contracts en masse by the Faculty Senate condemning the manner in which the President and the Board conducted this year's salary negotiations. The Senate thanked the faculty for its overwhelming support but found the logistics and time frame too formidable. The vote to do so illustrated faculty unanimity sufficiently without having the contracts in hand.

"The main issue at hand is not money. There is no great dissatisfaction with the monetary 'settlement.' (Although the fact that Harper College has the lowest starting salary of any neighboring college and some high schools, is certainly nothing to be proud of.) The real issue is decency and good faith.

"The reason the Harper faculty has not followed the trend to unionize or seek affiliation with an outside organization has been the ability of the board and the faculty to work out their differences in a manner which was usually acceptable to both parties.

"This year, however, for reasons the President and the Board will have to give, this tradition has been unilaterally abrogated for what seems to be a policy of deliberate dissension and polarization of the institution.

"Particularly, I am referring to the manner in which salary negotiations and the issuance of contracts was conducted.

"First, the Board decided to break off negotiations without consulting the faculty committee or attempting to even see if the committee was in agreement with such a move. At no time did the faculty indicate that negotiations had reached an impasse.

"This kind of action had never occurred before in the history of the institution. And there was no need for it since the committees were extremely close to an agreement in any case.

COMMUNICATIONS:
Faculty
Senate (cont.)

"Second, the negotiations were marred throughout by Board actions such as threatening to break off negotiations if the faculty committee wished to seek guidance from the faculty at large; threatening to reduce the offer already on the table; demanding the faculty throw out their entire proposal prior to the Board's making a counter proposal, etc., etc.

"Of course negotiations involve tactics, ploys, power, etc. On the other hand, if properly conducted, they can and do involve decency and good faith. This has certainly been true of some previous negotiations here at Harper. And this is especially important in a context where a faculty has not sought an outside organization to represent them.

"But the Board's tactic of consistent bad faith this year speaks more of fear and an unwarranted vindictiveness rather than a mature desire to reach an effective and equitable settlement.

"In regard to ending the negotiations prior to the end of school, the President told me that under no circumstance would he allow negotiations to proceed beyond that time. The faculty had no particular desire to go beyond this date either. On the other hand, if the President won't allow the Board to negotiate past a certain date, it is interesting to speculate what else he won't allow them to do and in fact what their relationship is.

"Last, the appending of a letter which reads as follows is almost in itself reason for a faculty to organize--particularly since it was completely unnecessary for there was no faculty threat not to sign, in fact no faculty threat whatever. The letter was as follows:

May 28, 1971

Martin J. Ryan

Enclosed is the tenure agreement offered by the Board of Trustees for the 1971-72 academic year.

COMMUNICATIONS:
Faculty
Senate (cont.)

Your return of the signed agreement, the original and one carbon copy, to my office on or before the end of operational day on Friday, June 4, 1971, will indicate that you wish to continue your association with Harper College during the 1971-72 academic year. Should you not sign and return the tenure agreement, on or before the aforementioned date, we must conclude that you have decided to terminate your employment with Harper College and forfeit tenure and all employment-related rights. With your indication not to return, the college will immediately seek a replacement for your position.

We are looking forward to your continued service to Harper College.

Sincerely,

(signed)
C.H.Schauer
Vice President of Academic Affairs

"That letter has all the scared bravado of a twelve year old on the brink of puberty. Why should the Board demean itself in this fashion?

"One could go on cataloging this kind of thing but the point, I hope, has been made.

"I will close with a few questions the President and the Board must answer.

"How can you expect the faculty to look on any future administrative-board-faculty endeavors with anything but a jaundiced eye?

"How can the faculty expect to be treated fairly in future negotiations without outside resources?

"What gain is there to the President, the Board or the community to polarize the institution?

"How does the President or the Board gain by forcing the faculty into an outside organization (and surely, if the faculty takes such a step, the responsibility is yours)?

COMMUNICATIONS:
Faculty
Senate (cont.)

"What is the gain to anyone, of the Board pursuing a policy of consistent and deliberate bad faith?

"I can't believe that it's a question of the President's personal spite or a desire for power, or the Board's, or the combination of both, but why should you want to harm an institution that serves the community so well?

"Whatever the answers to these questions we know who loses--the students and the community.

"And in this, both the President and the Board have failed the people they represent."

In reference to Mr. Ryan's statement, Chairman Hansen asked Mrs. Nicklas to reply.

Member Nicklas stated that she thought the courtesy extended to Mr. Ryan was typical of procedures at Harper; the Board always welcomes communications with any member of the college or the community. She stated there were a few points that needed clarification as far as recently completed negotiations were concerned. The resolution adopted at that time reflected the directive to the Board committee that it present its report and recommendation at that meeting. Mention was made of time frame for the return of contracts. A great deal of time is required for completion of negotiations. The request was made last year that the faculty proposal be submitted by January of this year, in order to allow enough time for deliberations. Negotiations were not begun until March of this year. After an initialed agreement between the two committees, the Board agreed to the request of the faculty for an additional meeting in order to clarify their rejection of the initialed agreement. The comment was made at the time that this would shorten the turn-around time for the return of contracts. Member Nicklas stated she was interested in the statement that money was not the issue. If this was in agreement with the faculty committee, she said she was at a loss to understand why, after the meeting on May 25 which lasted until 4:00 a.m., there was no change in the faculty's offer while the Board's offer did increase. It was repeated at that time that the Board committee had been directed to bring in its

COMMUNICATIONS:Faculty
Senate (cont.)

report and recommendation at the next meeting--May 27. Member Nicklas stated she was at a loss to understand the comment citing "bad faith" inasmuch as every effort had been made and many meetings held, including the very late one. The unilateral decision was not unilateral, as such, inasmuch as there had been no change in the faculty proposal or faculty decision. She stated she would remind the faculty there had been a Board proposal which included an explanation of the economic climate in the state and in the institution. As far as their having been asked if there were an agreement on timing, she stated this was implicit as we went along, inasmuch as the contract date for return of contracts by graduation time had been cited many times. Member Nicklas stated she regretted that there were comments on any individual. She said she felt that negotiations always have been on an informal basis without negotiating in public or in the press, so we could get together and work out any problems we have. As far as the letter was concerned, Member Nicklas suggested that she was sure there are those in Harper's faculty and other institutions of higher education who are familiar with this form of letter each year as the contracts are sent out. Member Nicklas concluded by saying the Board had been pleased to hear Mr. Ryan's thoughts, and that she felt if there are constructive ideas, the college does have an administration for whatever ideas are available, and the committee and the Board are always open to them.

NEW BUSINESS:Classified
Salaries

Chairman Hansen stated if there were no objections, the Board would recess to executive session for discussion on non-academic and administrative salaries. The Board recessed at 8:34 p.m. to executive session.

The Board reconvened with the following members present: Members Hansen, Miller, Moats, Morton, Nicklas and Nugent. Chairman Hansen called the meeting to order at 10:42 p.m. He stated the Board would take up the matter of discussion and action on non-academic salaries, and requested Mr. Mann summarize the administration's proposal.

Mr. Mann stated the procedure of working with the non-academic salary committee had been followed. A survey was made of surrounding colleges, high schools, and other comparable areas, including one important element-- the Northwest Council Survey of 100 industries in the area. After weighing all factors concerned, Mr. Mann stated the administration had arrived at the recommendation presented to the Board.

NEW BUSINESS:
Classified
Salaries (cont.)

Member Nicklas moved and Member Nugent seconded the motion that the 1971-72 Professional-Technical and Secretarial-Clerical base of the salary schedule be increased by 1%, as proposed in the attached salary schedule dated June 3, 1971 (copy attached to Minutes in the Board of Trustees Book of Official Minutes). This amounts to a 6% increase; and that \$7,850.00 be set aside for merit increases on a one time basis, non-accumulative. Also included will be an increase in hospitalization from \$3,000 to \$5,000, an increase in Major Medical from \$20,000 to \$25,000. The college will assume the increase in premiums of cost of medical program; extra holidays will be the day after Thanksgiving, and 1/2 day before Christmas and 1/2 day before New Year's Day; also one time classification adjustment not to exceed \$10,000--this is the result of the Board action of May 27, 1971, at which the non-academic classification system was recommended by the administration and adopted by the Board. There will be twenty-four positions that will need to be adjusted in order to put the new classification system in full effect.

Chairman Hansen stated this overall amounted to a 6% increase in salaries, includes increase of 1% in schedule and then normal steps.

Upon roll call, the vote was as follows:

Ayes: Members Hansen, Miller, Moats, Morton,
Nicklas and Nugent

Nays: None

Administrative
Salaries

Chairman Hansen recessed the meeting again to executive session in order to discuss administrative salaries. The time was 10:45 p.m.

Chairman Hansen reconvened the Board meeting at 1:50 a.m., with the following members present: Members Hansen, Miller, Moats, Morton, Nicklas and Nugent.

Member Miller moved and Member Nicklas seconded the motion that the 1970-71 administrative salary program be increased, including adjustments and a merit, in the amount of \$57,967.00. This amount of money is to be spread in accordance with the administrative evaluation program, previously approved by the Board. Also included would be an increase in hospitalization from \$3,000.00 to \$5,000.00, and an increase in Major Medical from \$20,000.00 to \$25,000.00, with the college absorbing the cost of the increase in premiums for medical program.

NEW BUSINESS:
Administrative
Salaries (cont.)

Member Hansen asked what the percentage increase was. Member Miller replied that this consisted of a base salary increase of 5.99%, an adjustment of .16%, for a total of 6.15%. In addition, a 1.1% merit increase be awarded on a one-time basis, non-accumulative. Member Nicklas emphasized that the merit increase was on a one time basis, and Member Miller agreed this was definitely the intention of the resolution.

Dr. Lahti commented that the administrative evaluation program is available to the press, should they like a copy.

Dr. Lahti briefly explained the operation of the plan. He stated that essentially each manager sets goals and objectives to be accomplished at the beginning of the year and that, during the progress of the year, up to four evaluations are made of this performance. Based upon this system, the manager's performance is evaluated based upon results, and the individual manager's service to the college is evaluated on an objective basis prior to the time specific salary adjustments are discussed.

Upon roll call, the vote was as follows:

Ayes: Members Hansen, Miller, Moats, Morton,
Nicklas and Nugent
Nays: None

ADJOURNMENT:

Member Nicklas moved and Member Moats seconded the motion that the meeting be adjourned at 2:00 a.m. Motion unanimous.

Chairman Hansen

Secretary Morton