

WILLIAM RAINEY HARPER COLLEGE  
1200 West Algonquin Road  
Palatine, Illinois

BOARD MEETING

AGENDA

May 23, 1991

7:00 p.m.

- I. Call to Order
- II. Roll Call
- III. Citizen Participation
- IV. Communications
- V. Unfinished Business  
Student Trustee Report
- VI. Approval of Consent Agenda (Roll Call Vote)
  - A. For Approval
    - 1. Minutes--March 23, 1991 Special meeting (Board retreat),  
April 10, 1991 Special Board meeting, and April 25 Regular  
Board meeting and executive session Exhibit VI-A-1
    - 2. Bills Payable, Payrolls for April 19 and May 3.  
Estimated payrolls for May 4 through June 28, 1991 Exhibit VI-A-2
  - B. For Information
    - 1. Financial Statements Exhibit VI-B-1
    - 2. Committee and Liaison Reports Exhibit VI-B-2
    - 3. Grants and Gifts Status Report Exhibit VI-B-3
- VII. Approval of Bid Awards/Purchase Orders Exhibit VII
- VIII. New Business
  - A. RECOMMENDATION: Personnel Actions
    - 1. Personnel Action Sheets Exhibit VIII-A-1
    - 2. Short-Term Leave of Absence, Professional/  
Technical Union--Placement Exhibit VIII-A-2
    - 3. Revised Sabbatical Leave--TM/PS Division Exhibit VIII-A-3
    - 4. Salary Program--Classified and Supervisory/  
Confidential Staff Exhibit VIII-A-4
    - 5. Salary Program--Administrators \* Exhibit VIII-A-5
  - \*\* B. RECOMMENDATION: 1991-95 Long Range Plan Exhibit VIII-B
  - C. RECOMMENDATION: Prevailing Wage Act Exhibit VIII-C
  - D. RECOMMENDATION; New Construction and Renovation Program Exhibit VIII-D
  - \*\* E. RECOMMENDATION: Computing Technology Management Study Exhibit VIII-E
  - F. INFORMATION: 1991-92 Budget Review Exhibit VIII-F
- IX. Other Business
- X. President's Report
- XI. Adjournment

\* To be delivered next week

\*\* Response to Preferred Future

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

Minutes of the Regular Board Meeting of Thursday, May 23, 1991

CALL TO ORDER:

The regular meeting of the Board of Trustees of Community College District No. 512 was called to order by Chairman Barton on Thursday, May 23, 1991 at 7:02 p.m. in the Board Room of the Administration Building, 1200 W. Algonquin Road, Palatine, Illinois.

ROLL CALL:

Present: Members Bakas, Barton, Coste, and McCulley  
Absent: Member Howard, Moats, Norwood and Student Member Smith

Also present: Paul Thompson, President; Bonnie Henry, V.P. Student Affairs; Vern Manke, V.P. Administrative Services; Felice Avila, Executive Assistant to the President; Laurie Wren, Recording Secretary; Vic Berner, Dean of Finance and Business Services; Steve Catlin, Dean of Admissions and Registrar; J. Harley Chapman, Interim Dean of Liberal Arts; Charles Harrington, Dean of Instruction; Liz McKay, Dean of Academic Enrichment and Language Studies; George Voegel, Dean of Curriculum Development; Larry Bielawa, Director of Personnel; Bruce Bohrer, Director of Admissions; Art Bowers, Director of Computer Services; Tom Choice Interim Director of Physical Education, Athletics and Recreation; Marilyn Comer, Director of Financial Aid and Veterans Affairs; Don DeBiase, Director of Physical Plant; Ray Devery, Director of Development and External Affairs; and Larry Haffner, Director of Academic Computing. Faculty: George Evans, Vice President, Faculty Senate. Classified and Professional/Technical Staff: Charlene Christin, Chairman, Classified Employee Council; Pat Wenthold, Grievance Chair, Professional/Technical Union; Ted Agresta, Internal Auditor; Bob Brown, Systems Programmer; Steve Dudek, Accounting Manager; Kathy Gilmer, Economic Development Specialist; Karen Hale, Supervisor, Support Services; Steve Hill, Communications Technician; Thea Keshavarzi, Purchasing Agent; Leon Hussissian, Audiovisual Technician; Geetha Murthy, Lab Assistant; Susan Nowakowski, Lab Assistant; Kay Quam, Continuing Education Coordinator; Barbara Schmeltz, Administrative Assistant; Kristin Spence, Job Developer; Jim Wertz, Vocational/Technical Coordinator; Patty Roberts, Media Relations Specialist; and Joan Young, Publications and Communication Services Manager. Student: Michelle Smith. Guests: Joe Boswell, Dan Mooney, Claire Reid, and Norm Wisner, Technology Specialists, Inc.; and Kathi Edman, Paddock Publications.

Members Howard and Norwood entered the meeting at 7:03 p.m.

Gift of  
Appreciation -  
Ms. Karen Hale

Prior to citizen participation, Chairman Barton expressed gratitude on behalf of the Board to Ms. Karen Hale for her outstanding services as interpreter for former Student Member Trippiedi during the past year. Ms. Hale thanked the Board and hoped that their experience with Student Member Trippiedi and herself was as rewarding to them as it was to her. President Thompson noted the importance of communication and presented a token of appreciation to Ms. Hale for her role as the communication link between Student Member Trippiedi and the Board and staff members.

Chairman Barton welcomed George Evans, Faculty Senate representative, in the absence of President Roger Mussell.

CITIZEN PARTICIPATION:

There was no citizen participation.

COMMUNICATIONS:

Member Coste read a note of appreciation from faculty member Pauline Buss.

CONSENT AGENDA:

Member Norwood moved, Member McCulley seconded, approval of the Consent Agenda including the minutes of the March 23, 1991 Special meeting (Board retreat), April 10, 1991 Special Board meeting, and April 25 Regular Board meeting and executive session; bills payable, payrolls, estimated payrolls, financial statements, committee and liaison report, and grants and gifts status report, as described in Exhibits VI-A-1, VI-A-2, VI-B-1, VI-B-2 and VI-B-3 (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Minutes

There were no corrections to the minutes of the March 23, 1991 Special meeting (Board retreat), April 10, 1991 Special Board meeting, and April 25 Regular Board meeting and executive session.

Bills Payable

Education Fund	\$ 488,986.18
Operations & Maintenance Fund	208,379.47
Oper. & Maint. Fund (Restricted)	52,069.30
Auxiliary Fund	221,956.11
Restricted Purposes Fund	27,709.34
Trust and Agency Fund	697,859.78
Audit Fund	8,400.00
Liability, Protection & Settlement Fund	32,231.02
Federal Funds	12,473.48

The payroll of April 19, 1991 in the amount of \$1,151,662.69; and the payroll of May 3, 1991 in the amount of \$1,174,272.73; estimated payrolls of May 4 through June 28, 1991 in the amount of \$4,698,064.89;

**CONSENT AGENDA:**  
**Bills Payable**  
**(cont.)**

estimated utility bills in the amount of \$120,000.00; and payments to Colfax Auto Parts for materials in the amount of \$224.42; Interior Space Planning for consultant services in the amount of \$2,012.85; Advance Presort Service for materials in the amount of \$245.23; and Student Refunds for Summer 1991 in the amount of \$85,000.00.

**Financial Statements**

There were no questions regarding the financial statements.

**Committee and Liaison Reports**

There were no comments or questions regarding the Committee and Liaison Reports.

**Grants and Gifts Status Report**

There were no questions or comments regarding the Grants and Gifts Status Report.

Upon roll call, the vote was as follows:

- Ayes: Members Bakas, Barton, Coste, Howard, McCulley and Norwood
- Nays: None

Motion carried.

**BID AWARDS:**

Member Howard moved, Member Bakas seconded, approval of the bid awards as outlined in Exhibits VII-A1 through VII-A5, (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Ex. VII-A1 Award bid Q8359 to Rush Graphics, Inc., the low bidder for the printing of the Fall 1991 extension center brochures, in the amount of \$10,643.91.

Ex. VII-A2 Award bid Q8362 to Atlantic Press, Inc., the low bidder for printing of the Fall 1991 Second Eight Weeks Course Schedule, in the amount of \$11,193.86.

Ex. VII-A3 Award bid Q8364 to Crest Computer Supply for \$4,092.00, IBM Corporation for \$8,865.00, Elek-Tek, Inc. for \$10,456.00, Nabih's, Inc. for \$14,225.00, Computerland of Joliet for \$18,109.00, and Comark for \$58,974.00, the low bidders for computers and peripheral equipment, for a total amount of \$114,721.00.

Ex. VII-A4 Award bid Q8367 to Creative World, the low bidder for drafting tables and stools, in the amount of \$9,762.00.

BID AWARDS:  
(cont.)

Ex. VII-A5 Award bid Q8363 to Leslie Paper Co. in the amount of \$56,842.60 and Nationwide Paper Co. in the amount of \$5,981.98, the low bidders for recycled paper for the Print Shop, for a total award of \$62,824.58.

Member Howard stated that she was very pleased with the detailed explanations provided to the Board.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley and Norwood  
Nays: None

Motion carried.

Student Member Lisa Smith entered the meeting at 7:10 p.m.

PURCHASE ORDERS:

Member Bakas moved, Member McCulley seconded, approval of the purchase orders as outlined in Exhibits VII-B1 through VII-B4 (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Ex. VII-B1 Approve issuance of a purchase order to American College Testing Program, Inc., for a licensing and maintenance agreement for the use of the Student Financial Aid Software System, in the amount of \$15,324.00.

Ex. VII-B2 Approve issuance of a purchase order to MACRO 4, Inc., for the rental of software, in the amount of \$23,484.00.

Ex. VII-B3 Approve issuance of change orders to purchase order D49172 to Corporate Information Systems, Inc. in the amount of \$20,385.00, an increase, for a new total not to exceed \$106,785.00 and purchase order D49171 to The System Works in the amount of \$31,082.50, a decrease, for a new total not to exceed \$57,237.50.

Ex. VII-B4 Approve issuance of a change order to purchase order D52575 to Bennett & Brosseau Roofing, Inc., in the amount of \$65,755.00 for a new total of \$463,555.00.

PURCHASE ORDERS:  
(cont.)

Member Coste requested additional information on Exhibits VII-B1 and VII-B2. In regard to Exhibit VII-B1, Vice President Henry stated that this purchase is required annually to keep the licensing and maintenance agreement for the Financial Aid software system. President Thompson added that there are no other companies who can provide the licensing and maintenance of the SAFE system.

In regard to Exhibit VII-B2, Director Bowers explained that there are multiple companies which have similar software, but the College made a decision in the past to deal with the company which could best service the overall needs of the computer environment. When the fixed price of this contract concludes, other companies will be reviewed for renewal purposes. The College has rented software from MACRO 4 for approximately seven years.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley and Norwood

Nays: None

Motion carried. Student Member Smith voted aye.

UNFINISHED  
BUSINESS:  
Student Trustee  
Report

Student Member Smith reported that a number of athletes brought to her attention that the rules for nationals were not exactly the policy of Harper College. According to national standards, quite a few athletes have qualified for national events, but Harper sometimes does not have the funds to pay for all of them to go. And even if Harper athletes have met the national standards, Harper adheres to its own standards on top of that. Athletes would like Harper to adhere to the national standards. She requested that this policy be reviewed. Student Member Smith also reported that May 11 was the last day that the observatory was open to the public. She asked how the Board felt regarding this closing. She stated that many members of the community have inquired about the reopening date. She noted that summer is the best time to use the observatory. President Thompson stated that he would look into both of these issues.

She stated that an environmental report will be shared with the Board at the regular June Board meeting.

NEW BUSINESS:  
Personnel  
Actions

Member Norwood moved, Member Howard seconded, the approval of the personnel actions as listed in Exhibit VIII-A-1 (attached to the minutes in the Board of Trustees' Official Book of Minutes).

NEW BUSINESS:  
Personnel  
Actions  
(cont.)

Administrative Appointment

J. Harley Chapman, Dean, Liberal Arts, 6/1/91,  
\$61,174

Faculty Appointment

Katherine Kniest, Assistant Professor, LS/HS -  
Nursing, 8/20/91, \$33,834

Professional/Technical Appointment

Sahar Darwish-Feld, AED Business-Based Specialist,  
5/13/91, \$23,000

Classified Staff Appointments

Deborah Billick, Clerk Typist I, p/t, 4/22/91,  
\$9,360

Nancy Wahl, Library Assistant II, 5/1/91, \$18,894  
Nancy Kohlberg, Information/Receptionist, p/t,  
5/6/91, \$8,385

Laurie Miller, Administrative Secretary, 5/28/91,  
\$22,000

Supervisory/Confidential Appointment

Theodore Agresta, Internal Auditor, 5/20/91,  
\$34,000

Reclassifications - Classified Staff

Mike Chomiczewski, Graphic Designer, \$21,577  
Michael Knudsen, Graphic Designer, \$21,755  
Leila Pepper, Graphic Designer, \$21,755  
Mark Steffen, Graphic Designer, \$25,488  
Joanne Cameron, Library Assistant II, p/t,  
\$14,194

Classified Staff Retirement

Rena Trevor, Coordinator -- Women's Program,  
4/31/91, 17 years' service

Professional/Technical Terminations

Carrie Gorr, Information Specialist, 6/30/91  
Claire Wrobel, Information Specialist, 6/30/91

President Thompson called attention to the appointment of Professor J. Harley Chapman to serve as the Dean of the Liberal Arts Division on a permanent basis. He stated that he looks forward to working with him in this capacity. The President also introduced and welcomed Mr. Ted Agresta, newly-hired internal auditor for the College.

**NEW BUSINESS:**  
**Personnel**  
**Actions**  
**(cont.)**

President Thompson noted that Mrs. Rena Trevor, Women's Program Coordinator, retired recently after serving the College for 17 years. He noted that she has been honored by the campus community in many ways during the past few weeks. He stated that the Women's Program at Harper is recognized locally, statewide and nationally as a significant contributor to the needs of women in the community and as a model for others in the country.

The President acknowledged that this would be the last Board meeting for Dean of Instruction Charles Harrington who will retire next month. He too is well recognized in the state and also has made significant contributions to the welfare of Harper College. He has served in a critical role to bridge the space between the Board, administration, faculty and staff. He has had a very leveling and positive influence on relationships at Harper over the years. President Thompson stated that he would be missed, but noted that he would serve in a part-time capacity for awhile following his retirement.

Member Coste asked if there was any relation to the terminations listed and the Computing Technology Management Study (Exhibit VIII-E). President Thompson replied negatively.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
 McCulley and Norwood  
 Nays: None

Motion carried. Student Member Smith voted aye.

**Short-Term Leave**  
**of Absence,**  
**P/T Union -**  
**Placement**

Member Howard moved, Member McCulley seconded, approval of the short-term leave of absence with pay, from September 23, 1991 through October 31, 1991, for Ms. Kristin Spence, Job Developer, in accordance with Exhibit VIII-A-2 (attached to the minutes in the Board of Trustees' Official Book of Minutes).

President Thompson introduced Ms. Spence and noted that this is the second time that a member of the Harper staff has been selected by Rotary International for its exchange program. He extended congratulations to Ms. Spence.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
 McCulley and Norwood  
 Nays: None

Motion carried. Student Member Smith voted aye.



NEW BUSINESS:  
Revised  
Sabbatical Leave -  
TM/PS Division

Member Howard moved, Member Norwood seconded, approval of the change in the sabbatical leave request for Dr. William R. Schooley to include both Fall, 1991 and Spring 1992 semesters at half salary as outlined in Exhibit VIII-A-3, (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley and Norwood  
Nays: None

Motion carried. Student Member Smith voted aye.

EXECUTIVE SESSION

Member Bakas moved, Member McCulley seconded, that the Board adjourn to executive session for the purpose of discussing personnel matters.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley and Norwood  
Nays: None

Motion carried. Student Member Smith voted aye. The Board adjourned to executive session at 7:26 p.m.

Member Moats entered the executive session at 7:48 p.m.

Following the executive session, it was moved and seconded that the Board return to regular session. In a voice vote, the motion carried and the Board returned to regular session at 8:21 p.m.

Salary Program -  
Classified and  
Supervisory/  
Confidential  
Staff

Member Howard moved, Member Bakas seconded, approval of the sum of \$563,381 to implement the increase in salaries and fringe benefit expenses for the Classified and Supervisory/Confidential employees for 1991/92 effective July 1, 1991 as outlined in Exhibit VIII-A-4 (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Moats stated that he would support the increase. He felt it was very generous based on the current state of the economy. Member McCulley stated that, as a Board member, he finds decisions regarding salaries are the most difficult to make because individuals are involved -- dedicated people that you know, like and enjoy working with and who have the same goals as Board members regarding the College. He pointed out that salaries comprise a significant portion of the budget (80 percent) and for the College to continue to provide quality

NEW BUSINESS:  
Salary Program -  
Classified and  
Supervisory/  
Confidential  
Staff  
(cont.)

education and services will require funds. Member McCulley stated that it is important to use wisely the personnel available.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
Moats, McCulley and Norwood  
Nays: None

Motion carried. Student Member Smith abstained.

Salary Program -  
Administrators

Member Bakas moved, Member Norwood seconded, that the Board of Trustees approve of the sum of \$157,021 for adjustments in salaries and fringe benefits, and that the Board Chairman and Secretary be authorized to execute the administrative employment contracts on behalf of the Board of Trustees effective July 1, 1991 (in accordance with Exhibit VIII-A-5, attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Moats reiterated his comment that the increases are very generous as compared to those given in the private sector. He noted, however, that Harper has an excellent administration and he would support the increases. Member Moats added that he again has a problem with the automatic rollover of multi-year contracts and, as a matter of principle, he could not support such contracts because it is a type of tenure for administrators. He stated that his negative vote should not be misunderstood in terms of his full appreciation for the administration and the excellent job they have done.

Member McCulley agreed with Member Moats. In addition, he disagreed with the set percentage of increases across the board for administrators and felt that these should be based on performance by each individual. He suggested that this be taken into consideration in the future.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
and Norwood  
Nays: Members McCulley and Moats

Motion carried. Student Member Smith abstained.

President Thompson expressed appreciation for the Board's approval of both recommendations. He felt that their action gives credence to the fine jobs done by both employee groups. He thanked the Board for their support and expressed gratitude to the

NEW BUSINESS:  
Salary Program -  
Administrators  
(cont.)

classified staff and administrators for their efforts. President Thompson added that the administration would work with the Board to respond to their concerns regarding this matter.

1991-95 Long-  
Range Plan

Member Howard moved, Member Bakas seconded, approval of the Harper College 1991-95 Long-Range Plan, according to Exhibit VIII-B (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Howard stated that this recommendation responds to Preferred Future statement. In regard to statement 1.3, she questioned how the administration would measure whether the governance process promotes an environment in which teamwork, risk taking and the freedom to disagree are important elements. President Thompson stated that as objectives for each area are established, the administration will seek ways to measure outcomes. He added that this will be a definite challenge.

In response to Member Moats, President Thompson stated that some of these goals have been taken from the Preferred Future statement. Other new goals have been added. These have been reviewed by the Institutional Planning Committee and incorporate comments made at the recent Board retreat. Member McCulley stated that he agrees entirely with the Preferred Future. In regard to Preferred Future #10 which addresses the establishment of comprehensive quality, he noted that the response indicates the need for fiscal responsibility and cost effectiveness throughout the College. President Thompson stated that this will also be a challenge. Member Howard noted it is important to remember the taxpayers' feeling and the fiscal condition of the State of Illinois. She felt that everyone should be aware that dollars must be stretched as far as possible and that individuals should be as productive as possible.

Member McCulley noted that the cap percentage from the state is five percent and this was not followed earlier. This should be considered in the future.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley, Moats and Norwood  
Nays: None

Motion carried. Student Member Smith abstained.

Chairman Barton stated that she was appreciative that the agenda indicates items that are in response to the Preferred Future.

NEW BUSINESS:  
Prevailing  
Wage Act

Member Moats moved, Member Howard seconded, that the Board adopt the Prevailing Wage Act resolution and authorize the Secretary of the Board to file a certified copy thereof with both the Secretary of State and the Department of Labor of the State of Illinois, as outlined in Exhibit VIII-C, (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley, Moats and Norwood

Nays: None

Motion carried. Student Member Smith voted aye.

New Construction  
and Renovation  
Program - Legat  
Architects

Member Coste moved, Member Howard seconded, that the Board of Trustees employ Legat Architects to provide the full complement of architectural services for the construction of the Liberal Arts Classroom facility, a Print Shop, and to renovate and remodel Building F, as outlined in revised Exhibit VIII-D, attached to the minutes in the Board of Trustees' Official Book of Minutes). The architectural fee for constructing the Liberal Arts classrooms and the Print Shop will be 6 percent of the total project costs. The architectural fee for renovating and remodeling Building F will be 6.5 percent of the total project cost. The \$8,000 which the College previously paid for programming services will be credited to the architectural fee.

Chairman Barton stated that Mr. Michael Gilfillan of Legat Architects was in attendance to respond to any questions that the Board might have. President Thompson explained that the administration had looked at the likelihood for the receipt of future state funding for classroom facilities. The College request was approved by the IBHE and recommended to the Governor, but the request was not included for approval in the Governor's package. It was suggested that the College should proceed without Capital Development Board approval; use a local architect; and give the Board the ability to choose its own contractor. The possibility of receiving state funding is very remote so the recommendation has been changed to proceed to work directly with Legat Architects. Based on past experiences, Member Howard stated that she would have much more confidence in working with Legat Architects rather than the CDB. She added that she would be very happy with this path inasmuch as it will not jeopardize future state funding. In response to

NEW BUSINESS:  
New Construction  
and Renovation  
Program - Legat  
Architects  
(cont.)

Member Moats, President Thompson stated that this would not compromise the opportunity to receive state funding.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley, Moats and Norwood  
Nays: None

Motion carried. Student Member Smith voted aye.

Computing  
Technology  
Management Study

In regard to the Computing Technology Management Study (Exhibit VIII-E), Board members felt that an executive session would be necessary for discussion purposes. Member Howard suggested that the remainder of the agenda be addressed first, followed by statements from any individuals in the audience in reference to Exhibit VIII-E. Board members agreed with the suggestion.

1991-92  
Budget  
Review

Chairman Barton called attention to Exhibit VIII-F, Board information on the 1991-92 budget review. President Thompson pointed out that the tentative budget will be submitted to the Board for approval at the June 25 Board meeting. At the request of the Board, the following information was included in the packet for this meeting: capital outlay requests, major projects, new personnel and budget comparison data for each College fund.

Member Howard suggested that a special meeting be held in June to give the Board the opportunity to discuss the budget. Member Coste agreed. Member Howard moved, Member Coste seconded, that the budget review for information and possible discussion be deferred to a date in June prior to the regular Board meeting on June 25.

In a voice vote, the motion carried.

OTHER BUSINESS:  
Leadership 2000

Chairman Barton stated that Board members had received information on the Leadership 2000 conference which will be held in Chicago on July 7-10. This is a very worthwhile conference and she urged Board members who plan to attend to submit their requests for hotel reservations to Laurie Wren as soon as possible.

ACCT Seminar

Chairman Barton also reminded Board members that the ACCT Central Region seminar will be held in Chicago on June 26-29.

OTHER BUSINESS:  
Board Member  
Request

Member Coste stated that the administration had responded to his request for information regarding early retirements. He asked that a meeting be set up between the author and himself. President Thompson replied that this will be done.

Convocation  
and  
Commencement

Member McCulley stated that he attended the College commencement ceremony on May 19 and it was most enjoyable. He noted that the College does not have a school song and suggested that this may be a project for a possible contest or for the Music Department to address. He felt that there is a great deal of pride exhibited at Harper College and a school song could foster additional pride. Members Moats and Howard agreed with the suggestion. The President stated that he would convey this challenge to the appropriate individuals. Chairman Barton hoped that more Board members could be available to attend the graduation ceremony in the future.

PRESIDENT'S  
REPORT:

In regard to the 1991 commencement, President Thompson stated that the speaker was former Harper student, Dr. Keith Berndtson, who is now affiliated with Rush Presbyterian, St. Luke's Medical Center. He is a very impressive individual who did an excellent job in addressing Harper graduates and outlining what the College can do for students and the potential for their futures. The President commended faculty and staff members on their participation. He acknowledged that Board members are invited to many functions in the spring but he felt that there are inspiring experiences to share by attending events such as commencement and convocation. Member Howard commented that the addition of music to the convocation ceremony was wonderful.

Harper College was recently named the "Best Educational Resource" by the readers of the Daily Herald. The award was given during the 1991 Best of Greater Woodfield Award ceremony hosted by the Greater Woodfield Convention and Visitors Bureau.

President Thompson announced that a Workforce 2001 conference, sponsored by Northwest 2001 was held at Harper College on May 22. He felt it was an excellent conference. The keynote speaker was William Johnson of the Hudson Institute, a futurist, who feels that community colleges are the key institutions of the decade, and possibly the next century. The President commended staff members for their work on the conference and Member Howard who is the chair of the Conference and contributed significantly to its success.

PRESIDENT'S  
REPORT

The President distributed brochures on PEAK (Programs for Energetic and Ambitious Kids) which will commence at Harper this summer. This is a marketing effort to interest junior high school students in coming to Harper for various challenging programs during the summer months. He commended Harper staff members for this innovative program. Member Moats felt that this was an outstanding, first-class idea, using the facilities at a time when there is room to share. He hoped that more schools would attempt creative ideas of this nature.

The Illinois Prairie Girl Scout Council will recognize Chairman Barton as one of Illinois Prairie's 1991 Women of Achievement at the Silver Trefoil breakfast on June 8. Congratulations were extended to Chairman Barton.

Harper College was host to a national math competition sponsored by the American Mathematical Association of Two-Year Colleges. Nearly 1,000 community college math students participated, representing over 80 schools in more than 20 states. Harper student Jay Noh placed first on one of the three exams. Other top finishers included Dan Liu of Schaumburg, David Wilkans and Anthony Wolfe of Arlington Heights, William Carey of Mount Prospect, and Renee Poole of Palatine. The President congratulated these students on their achievements.

NEW BUSINESS:  
Computing  
Technology  
Management Study

Chairman Barton called attention to Exhibit VIII-E, the Computing Technology Management Study submitted by Technology Specialists, Inc. and asked if anyone wished to address the Board.

Ms. Pat Wenthold, Grievance Chair of AFT Local 1600, Harper Professional and Technical Employees, read the following statement:

"Board of Trustees, President Thompson, Vice Presidents, fellow employees and other interested taxpayers:

I wish to express the concerns of many pro-tech employees regarding the TSI proposal before you tonight. The administration has indicated to the pro-tech union that implementing the plan will affect 12-15 professional-technical positions. It is unclear just what that effect will be. Also problematic is the recommendation in the proposal that 5 to 8 TSI employees will be employed at Harper. Since the plan also promises "immediate cost savings," our obvious concern is how that objective will be achieved.

**NEW BUSINESS:**  
Computing  
Technology  
Management Study  
(cont.)

Hiring the same consulting company's personnel to implement the plan and take over computer support services could be costly and problematic. The proposal fails to include specific cost figures for the 5 to 8 TSI staff that are recommended. And whatever the cost, it will enrich the same firm that has developed the plan.

Current Harper computing employees are experienced and able to carry out most of the objectives in the new computer initiatives. It is indeed a fact that TSI people came around asking for proposals or objectives, so many of the pro-tech employees know that the ideas or initiatives are things they have known about and we have been working on for a long time. Many of them feel they could carry out these initiatives provided there is adequate funding and support staff, a minimal additional staff surely. This alternative, we feel, would cost less and be just as effective.

Finally, the uprooting of current staff would be disruptive and demoralizing to this learning environment.

We urge you to delay this vote until the full implications and costs of the plan are clearly explained and justified by the administration to the Board, to the students and to the affected employees."

Chairman Barton also called upon Faculty Senate representative George Evans, who stated:

"The Faculty Senate does support the reorganization of Computer Services to the extent that the reorganization will benefit the academic community. However, we also support the Professional Technical staff of Harper College and hope that the transition, if approved, will occur without the loss of jobs.

If different positions are necessary, the Faculty Senate urges the Board to give its full support to retraining and upgrading current staff to fill those openings. If ongoing employment is not possible for any staff member, he or she should be given every assistance in obtaining new employment."

Chairman Barton thanked both representatives for their comments.

**EXECUTIVE SESSION:**

Member Howard moved, Member McCulley seconded, that the Board adjourn to executive session for the purpose of discussing he appointment, employment and dismissal of personnel.



EXECUTIVE SESSION: Upon roll call, the vote was as follows:  
(cont.)

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley, Moats and Norwood  
Nays: None

Motion carried. Student Member Smith voted aye. The Board adjourned into executive session at 9:01 p.m.

Following executive session, it was moved and seconded that the Board return to regular session. In a voice vote, the motion carried and the Board returned to regular session at 10:31 p.m.

NEW BUSINESS:  
Computing  
Technology  
Management Study

In regard to the Computing Technology Management Study submitted by Technology Specialists, Inc. (Exhibit VIII-E), Member Moats stated that he wanted to make a statement. He felt that the study did not address the issue of cost effectiveness. He expressed concern regarding the amount of money spent to be state of the art while, at the same time, eliminating jobs at the College. He called attention to the letters which Board members received from employees and felt it was unfortunate that these had not been addressed.

Chairman Barton made the following statement: The TSI Study was completed following a significant amount of research involving TSI, Board members and the administration. There has been discussion, study, and consideration of many elements prior to this decision. It was the consensus of the Board and administration that changes are necessary in the computing operations in order to meet future needs and challenges in a cost effective manner. Decisions such as this are not easy to make and are not taken lightly.

Member Bakas moved, Member Howard seconded, that the organizational and budgetary objectives for 1991-92 be approved as submitted and that the Board authorize the administration to negotiate a contract with Technology Specialists, Inc. to manage the initial phases of the plan. It was further moved and seconded that the administration execute a letter of agreement with TSI on a month-to-month basis until the contract negotiations are finalized.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Howard,  
McCulley and Norwood  
Nays: Members Coste and Moats

Motion carried. Student Member Smith voted nay.

EXECUTIVE SESSION:

Member Howard moved, Member Norwood seconded, that the Board adjourn into executive session for the purpose of discussing the appointment, employment and dismissal of personnel.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley, Moats and Norwood  
Nays: None

Motion carried. Student Member Smith voted aye and the Board adjourned into executive session at 10:41 p.m.

NEW BUSINESS:  
President's  
Contract

Following executive session, Member Howard moved, Member Bakas seconded, that the Board approve the following amendments to President Paul Thompson's contract:

1. Salary increase of \$5,000.00
2. Purchase of one year of service credit in the Minnesota public school system by the College according to the provisions of the State University Retirement System (SURS).
3. Increase in Board-paid group life insurance from \$150,000 to \$250,000.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Barton, Coste, Howard,  
McCulley, Moats and Norwood  
Nays: None

Motion carried. Student Member Smith voted aye.

Following executive session, it was moved and seconded that the Board return to regular session. In a voice vote, the motion carried and the Board returned to regular session at 11:05 p.m.

ADJOURNMENT:

Member Howard moved, Member Norwood seconded, that the regular meeting be adjourned. In a voice vote, the motion carried and the meeting was adjourned at 11:06 p.m.

\_\_\_\_\_  
Chairman

\_\_\_\_\_  
Secretary