

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 Special Board Meeting of Tuesday, March 10, 1992.

CALL TO ORDER: The special meeting of the Board of Trustees of Community College District No. 512 was called to order by Chairman Norwood on Tuesday, March 10, 1992 at 7:30 p.m. in the Board Room of the Administration Building, 1200 W. Algonquin Road, Palatine, Illinois.

ROLL CALL: Present: Members Bakas, Born, Coste, Moats, and Norwood.

Absent: Members Barton, Howard and Student Member Smith.

Also present: Paul Thompson, President; Dennis Connors, V.P. Academic Affairs; Vern Manke, V.P. Administrative Services; Bonnie Henry, V.P. Student Affairs; Felice Avila, Executive Assistant to the President; Susan Webb-Kmiec, Recording Secretary; Vic Berner, Dean of Business Services and Finance; Pat Bourke, Dean of Life Science and Human Services; Steve Catlin, Dean of Enrollment Services; J. Harley Chapman, Dean of Liberal Arts; Tom Choice, Interim Dean of Physical Education, Athletics and Recreation; George Dorner, Dean of Technology, Mathematics and Physical Science; Al Dunikoski, Dean of Learning Resources Center; Bill Howard, Dean of Strategic Planning; Tom Johnson, Dean of Business and Social Science; Joan Kindle, Dean of Student Development; Liz McKay, Dean of Academic Enrichment and Language Studies; George Voegel, Dean of Curriculum Development; Elena Pokot, Director of Programming Services; and Lee Vogel, Director of Learning Assistance Center. Faculty: Roger Mussell, President, Faculty Senate; Jean Chapman, Janet Friend Westney, Gerald Mellenthin, Dorothy McCabe, and Pat Mulcrone. Classified and Professional/Technical Staff: Mary Polniaszek, Vice Chairman, Classified Employee Council; Ted Agresta, Internal Auditor; Sam Barbaro, Audiovisual Technician; Julie Guiney, Personnel Specialist; Rosemary Murray, Health Services Supervisor; and Patty Roberts, Media Relations Specialist. Guest: Barb Connors, North Idaho College.

Chairman Norwood turned the meeting over to President Thompson for the purpose of discussing the budget.

EXHIBIT III

President Thompson directed the Board's attention to Exhibit III, a recommendation that the Board of Trustees authorize the proposed positions and new dollar amounts for the new personnel requests for the 1992/93 budget (attached to the minutes in the Board of Trustees' Official Book of Minutes). The overview was discussed at the February 12 special Board meeting. Questions have been raised since that time and additional information has been shared. President Thompson requested Vice President Dennis Connors and Vice President Bonnie Henry to give a review of the positions and what they will add to the institution in terms of what Harper College did not have in the past.

Proposed Faculty Positions

Dr. Connors began his review with the Division of Physical Education, Athletics and Recreation. The only faculty position in that Division requiring Board approval is a replacement for Dr. Nolan in Physical Education and Cardiac Exercise Technology.

In Life Science and Human Services, the division is requesting two biologists, one in Micro-physiology and one in Zoology and Environmental. An assessment has been done in those core areas of the academic affairs area, and biologists have been needed for quite some time.

The division of Technology, Mathematics and Physical Sciences is requesting a new position in Architecture Technology which is a reallocation/replacement. There are faculty who are getting close to retirement in this area and it was the judgement of the administration that this position is sorely needed. There is a request for a new position in Mathematics because of the demand in terms of enrollment, and reallocation/reclassification of three pro-tech positions in the math lab from pro-tech to Math faculty. In addition, they are requesting a new position in Chemistry, which is a core area. The enrollment demand is in the core areas.

Proposed Faculty
Positions
(cont'd)

Mr. Moats asked if the replacement in the Mathematics faculty was due to a retirement. Dr. Conners replied that this individual has been on disability and will be leaving Harper College.

Dr. Conners continued with Academic Enrichment and Language Studies where a new position in Sign Language and Interpreter Training is requested, as well as a new position in English as a Second Language and in Adult Educational Development. Sign Language is up over 30 percent FTE in number of students. ESL and AED requests reflect an increase in the enrollment of immigrant minority population and demand for these courses.

In Liberal Arts, two positions in English are requested. Again the rationale is that English is a core area. A new position in Speech is requested for the same reason, i.e. increased enrollments and demands in the transfer area of the college. In addition, a Fashion Design position is being replaced.

A Librarian/Media Specialist in the Learning Resource Center is being replaced, as Ray Steffens is retiring at the end of this year.

In Business and Social Science, a replacement in Psychology is being requested.

This takes into account the 19 faculty positions asked for. Three are reclassifications, five are replacements, and 11 are new positions. Mr. Moats asked if the three reclassifications are from the pro-tech area. Dr. Conners replied that they are.

Dr. Henry directed attention to the handout labeled Student Affairs Positions Request Summary, specifically the three counselor positions. The first is a Student Development Counselor, which is a replacement of a person who is retiring. The second position will be a Counselor for student athletes. This constitutes eliminating an existing advisor position and reallocating those dollars to this position, so that counseling services will be provided as opposed to advisor services.

Proposed Faculty
Positions
(cont'd)

Member Born asked Dr. Henry to elaborate on the need for this service. Dr. Henry replied that they tried the advisor position and found that it was not sufficient to deal with the student athletes. The majority of the work that needs to be done with them is of a counseling nature, and has to do with working with them in terms of value, goals, self-concept, self-image, what they hope to do with their lives as students, as student athletes, and in the future. Member Born asked how many students are involved, and if there is nobody in the counseling department presently who can assume that responsibility. Tom Choice answered that approximately 250 students per year are affected. Dr. Henry added that 250 students is an appropriate number per one counselor by high school standards. She added that someone else in the division could do that job, but that they would not be able to do that and work with the other students at the College. Dr. Henry stated that a commitment was made a number of years ago to work very closely with the student athletes to help them be successful. One way to accomplish this has been to have an advisor for the last several years, and it is hoped that the program will be enhanced by changing the position to a counseling position.

Member Moats asked if the Athletic Advisor dealt with students in extra-curricular athletics and team sports. Dr. Henry replied that the primary work is done with students involved in intercollegiate athletic programs, although students involved in intramural sports could see the advisor/counselor as well. Member Moats asked how much the intercollegiate athletic program costs the College per year. Mr. Choice answered that this year's budget is approximately \$190,000, with \$40,000 designated for football. Member Moats asked how many counselors are presently employed at Harper. Joan Kindle reported that there are 16 counselors. Member Moats questioned if the 250 students are FTE or head count students; Dr. Henry replied that is a head count population. Mr. Choice stated that they must be full-time students in order to maintain their eligibility. Member Moats noted that more counseling attention seems to be focused on this group in comparison to the total student

Proposed Faculty
Positions
(cont'd)

population. Dr. Henry replied that this is true, and is due to a commitment made a number of years ago.

Member Moats expressed concern that inter-collegiate athletics is being emphasized more than some other area of the school. Member Born asked of that 250 students, how many actually need counseling. Dr. Henry directed the question to Tom Choice, as he has served in the position for the last several years.

Mr. Choice replied that over the past six years that the position has been filled, typically all 250 student athletes have some contact with this individual over the course of the school year. One of the advantages to having someone in that role is that it is a more pro-active position with a certain group of students on campus who, in many ways, mirror the student population in general. It is a way to be pro-active in our intervention with some high-risk students. The progress in their courses is monitored twice a semester, each semester, enabling the staff to engage in intervention when these students are not doing well in their classes. What the advisor is not able to do, which the counseling position would allow them to do with the same dollars, is to go on to the next step of counseling in dealing with career issues, retention, self-concept, and other personal issues. The advisor knows how the student is doing coming in, having had contact before they arrive and throughout the semester, but then the student is referred to yet another person for the STROKE standards and for personal issues. This change from advisor to counseling would allow the individual to be more involved when students have difficulty, and to uncover those difficulties earlier in the semester.

Dr. Henry noted that this program serves as a model for what is being done and will be improved on with other students on campus, if to a lesser extent. She added that having a counselor work with student athletes also ensures that these students are not being exploited. Harper College has a very successful athletic record and receives good publicity concerning the program. In exchange,

Proposed Faculty
Positions
(cont'd)

a commitment has been made to work with this segment of the student population so that they are successful both here at Harper and when they leave here. Chairman Norwood added that certain grades and standards must be maintained for Harper to keep its eligibility to participate in intercollegiate sports. Dr. Henry stated that those must be monitored at all times, and the counselor assists in doing so by knowing the grades of the student athletes.

Dr. Henry continued that the additional counseling position requested is a replacement of an existing position which is being dropped. The existing position is grant funded and Harper will no longer have that grant. There has been notification that a portion of a grant will be given to cover a new position, that of a Career Counselor. This individual will work primarily with disabled students both here at Harper and at the high schools, to determine whether or not college, and Harper in particular, is appropriate for them. Once they are here, the counselor will work with them to provide career counseling. This is not being provided at the present time for disabled students, although guidance information has been given. The administration felt that Harper could service this population, especially with the assistance of the grant. This grant is from local business and industry, who are very interested and supportive of this position, rather than a federal or state grant.

The position in Cooperative Education is not a faculty position, but will be staffed by an individual who has been a faculty member at the college for a number of years and has worked in the career transition program. She established the program and wants to move on to other ventures, and will be establishing a Co-Op Education program which is a work-experience for students in the academic programs. The program would be partly funded this first year by revenue brought in through the career transition program, and partly funded through the Education Fund. Next year it is anticipated that Harper College would get a grant for this, as there are grant dollars available to fund cooperative education.

Proposed Faculty
Positions
(cont'd)

Member Moats asked if this was an administrative or faculty position. President Thompson replied that it is a mid-management level position, but not administrative. Dr. Henry noted that this person would be on leave from her faculty position to fill this position.

Member Coste asked what the difference is between new dollars and additional revenue, referring to the footnotes on the hand-out distributed at the February budget meeting detailing the positions. Dr. Henry replied that new dollars are those not currently allocated. Member Coste stated that new dollars then constitutes additional revenue. Dr. Henry noted that this program will generate revenue to support itself.

Member Moats summarized that the three new positions are the athletic counselor, student development counselor (a replacement), and the career counselor. Dr. Henry noted that none of them are new dollars, in that they will all use reallocated or existing dollars, but they are new positions with new people.

Member Coste questioned the actual number of new positions in reference to Exhibit III. A discussion ensued, with a decision being reached that the increase in full-time positions is 26.

Member Born asked why the range for counselor salary is from \$29,000 to \$65,000. Dr. Henry answered that the beginning of the faculty salary schedule is near \$29,000 with the top around \$65,000. The person presently in the position is an existing staff person and near the top of the salary range, so that ordinarily the college would pay her full salary. By moving her to this new position, the college will only pay half of her salary and will get dollars from an outside source to pay the other half. The Auxiliary Fund will be generating dollars to cover her salary. For the year after that, it is hoped that a grant will cover that salary. Member Moats asked where the Auxiliary Fund money will be coming from. Dr. Henry replied that Career Transition will generate money by charging for services rendered.

Proposed Faculty
Positions
(cont'd)

Member Barton entered the meeting.

President Thompson noted that it is important to keep in mind that Harper College has grown over the last three years 3 percent, 5 percent, and 5 percent, and hopefully next year another 5 percent in head count, totaling approximately 18 percent. However, the College has not kept up in any way with regard to full-time faculty with those percentages. Had we done that, we would have been adding about 10 new faculty per year, not replacements. He stated that Harper College is behind in new faculty in light of that kind of enrollment growth. Member Moats asked if Dr. Thompson was referring to primary classroom faculty. Dr. Thompson replied that he was, but that this lack of growth related to the counseling area as well.

Member Coste asked what XFR stands for on the Academic Affairs requests. Dr. Conners answered that it refers to transfer. Member Coste asked if that means that \$139,000 will be coming out of that division. Dr. Conners replied that \$139,000 will be going somewhere within Academic Affairs, staying within the division. Member Coste questioned if there will be a substantial reduction in part-time faculty funding. Dr. Conners answered that was a reduction in some part-time budgets that were unused throughout some of the years to fund some of the full-time positions. He added that he could give the total part-time line reduction at a later date, but did not have the figures at this time. Member Coste asked what the discrepancy was between the 11 new positions and the 14 in the summary. President Thompson replied that the three additional positions were reclassifications from pro-tech to faculty. Member Coste asked where the reduction was in pro-tech. Dr. Conners replied that three pro-tech position are being taken out (reclassified to Faculty positions) and two are being added, resulting in one less full-time pro-tech positions. Member Coste noted that all of this will cost \$186,000. President Thompson confirmed this, noting that it would be out of two different funds. Member Coste questioned how 26 people could be hired for \$186,000. President Thompson and Dr. Conners both replied that the additional funds needed

Proposed Faculty
Positions
(cont'd)

were captured by reallocating funds. Member Barton asked if that \$186,000 was the money requested that was referred to as "undetermined". Dr. Conners answered that it was the money that he or the dean cannot find within that particular division to cover the position. Money has been shared across the divisions. For example, almost \$50,000 was captured in Continuing Education by decentralizing that division. In the Learning Resource Center, \$36,000 was captured within that center which was reallocated across the divisions. A total of \$107,775 was left to be provided. Dr. Conners added that this is the type of program that the Fiscal Management Subgroup has been working on.

Member Coste noted that these figures apply to the currently proposed budget, and questioned what happens in subsequent years in terms of compensation for these 26 people. Member Moats added that most of the money is coming from retirements. Dr. Conners replied that early retirements have been calculated in, allowing faculty to be hired at a lower level on the salary scale. Member Coste asked if the salaries shown include benefits. Dr. Conners answered that they include all but health insurance benefits.

Member Bakas stated that there are two things being dealt with, the need and the cost. In terms of the classroom faculty, it is agreed that there is the need for that. In terms of the other needs, it might be appropriate if the Board had more time to deal with this. Member Bakas added that he would have no problem approving the 11 new faculty, the 5 replacements and the 3 reclassifications so that the administration could proceed with the employment of those people. Chairman Norwood asked what positions Member Bakas had questions regarding. Member Bakas replied that all of the other positions need to be looked at in more depth, and probably would not be filled until July 1. It was his feeling that these could be discussed again at the regular March Board meeting. Member Moats expressed his agreement.

Proposed Faculty
Positions
(cont'd)

Member Coste asked why so much lead time is needed. President Thompson replied that with the serious effort to diversify the faculty, the College needs to be out in the market early. Most faculty members are being hired at the present time, and that this is not early in the process.

Member Coste asked if Harper College has had sufficient growth to warrant this additional faculty. President Thompson responded that Steve Catlin has prepared a graphic illustration of both total head count and credit head count, and that the numbers are there. The graph was distributed to those present. Member Moats asked if there are numbers on the growth in the classroom teaching faculty. President Thompson directed attention to the Staffing Analysis following Exhibit III. The full-time faculty has grown from a 1989-90 level of 197 to a 1991-92 level of 205, an increase of only five full-time faculty over that time period. This is a 2-1/2 percent increase in full-time faculty while the head count growth was between 10 and 15 percent, showing sufficient justification for the faculty increase.

Member Moats stated that he is in complete support of the faculty position requests, and felt that this area of the budget has gotten a decreasing portion of the budget over the last ten years. He added that he would like additional time to review the other requests in the context of the overall budget in order to get a better understanding of where the money was being spent. President Thompson said that he appreciated the support for the faculty, and added that the requests were looked at very critically in the reallocation process to determine where the dollars were really needed in terms of enhancing areas where there is growth. President Thompson stated that if the choice tonight was to move ahead on faculty only, that was an option, but asked for input from the rest of the Board.

Member Coste asked if the 1992 figures were actual or projected. President Thompson replied that these numbers were projections, and Member Bakas added that these were only for the fall enrollment, not an annual head count

Proposed Faculty
Positions
(cont'd)

or FTE count. President Thompson stated that these are considered conservative estimates based on the economy and other factors.

Member Coste asked if the faculty is involved in one and two day seminars. President Thompson replied that some would, but not very many. Member Coste directed attention to the difference in total head count and credit head count, but President Thompson noted that there is a variation on a semester basis, but that the credit head count is growing almost parallel to the total head count, in effect discounting the seminars.

Member Moats stated that before the meeting he had asked how many new contact hours the full-time teaching positions would be responsible for; he was informed that each new faculty would be responsible for approximately 30 contact hours of teaching. This shows that the increased loads are there with respect to the classroom teaching. Member Coste replied that his concern is not with specific faculty or non-faculty positions, but with the actual number of new employees added at one time. It was his feeling that if this type of increase continues, along with the proposed building to be undertaken, that the College will have a deficit by next year. He was also concerned with the ability of the college to pay these individuals after this current budget year. Member Moats again voiced his concern, and reiterated his desire to study the other position requests relative to the overall budget.

President Thompson stated that the College is attempting to ride the line between being told there is too large a fund balance and being told that there is not enough money. With these proposed faculty additions, the administration is attempting to reduce excessive fund balances, allocating the money where it will best be used, and still stay within reasonable guidelines to keep Harper College solvent in the future.

Proposed Faculty
Positions
(cont'd)

Dr. Conners stated that he would like to put this in perspective by reminding the Board that there were 12 faculty positions that the administration chose not to fund, not because they were not justified, but because there were other positions that were necessary to leverage faculty time. He added that it is short-sighted to just add faculty and not add support. In Academic Affairs, Student Affairs Administrative Services and OIS, this was balanced with the notion that some of these important faculty positions will have to be postponed in order to add support staff, using a rigorous reallocation to do that. The concept of just adding bodies is a somewhat simple look at a more complex question, using some of the fund balance available coupled with a prudent approach. Dr. Conners noted that the Board has reviewed a very rigorous program review process that in the next few years will bear fruit.

Member Coste questioned the change in the total number of employees on the summary sheet, and asked where all of these changes came from. He noted that the largest change seems to be in the area of temporary employees. Mr. Manke replied that in the past there was not the mechanism in place to keep track of this class of employees until the new payroll system was installed. Dennis Conners added that Dean Voegel had pointed out that this was also the time that the law came into effect requiring temporary people to pay for social security, which would account for why they showed up on the payroll at that particular time.

Chairman Norwood noted that in essence the positions being proposed are 17 full-time faculty, 1 additional full-time pro-tech, 8 full-time classified, and 11 part-time classified. President Thompson affirmed this. Member Coste added that he would still be very interested in learning what the part-time line item reduction is in total dollars. Dr. Conners answered that he would get that information together for the Board.

Member Barton asked what the most critical items were to be decided on at this meeting, other than the full-time faculty positions.

Proposed Faculty
Positions
(cont'd)

President Thompson added that if all of it could be approved, the administration would proceed with the budget planning. Member Bakas asked if two more weeks would a considerable difference. President Thompson replied that it probably would not. Member Born asked Member Bakas what he was specifically looking for. Member Bakas replied that he would be looking at the need, and that he was more concerned with the need than the cost, and whether it seemed reasonable that there is the need. Member Barton asked how that could be determined from figures. Member Bakas answered that possibly some questions could be asked of the departments.

Dr. Connors noted that this package was put together in bits and pieces by division, some supplementing the faculty positions. There are direct relationships among the pro-tech, classified, and faculty positions. One can look at it as individual positions, but it is a sum of needs. He welcomed all questions, but emphasized that the package was developed with various trade-offs and a consensus among the deans and their faculties to put this together, and then a consensus built with the Vice Presidents in terms of putting the whole package together.

Member Moats expressed his appreciation of that concept, and again stated that the Board was in support of the faculty, but that it was not inappropriate for the Board to be given additional time to take a more in-depth look at the position requests and the implications. Dr. Connors replied that it is not just faculty positions that are the most important, although they are critical, but there are some other areas that are as critical. Those positions do not happen to be in the classroom, but are in support of those and existing faculty positions.

Chairman Norwood noted that the Board must take into consideration that they have charged the administrators with a responsibility to do just what they have done. She added that the Board should have confidence in the administration's selection process and in their determinations.

Proposed Faculty
Positions
(cont'd)

Member Barton stated that if parts of this recommendation were delayed, it was her hope that the Board would not be back at this same point at the next meeting, and would be able to conclude the issue at that time. Members Bakas and Moats replied that they had no problem with doing that. Chairman Norwood added that those members who are requesting additional information and material get the material, ask questions, and be prepared to make a decision at the next Board meeting.

Member Moats again stated that it seems that a higher proportion of dollars over the last 10 years has been going into other areas of the college besides the classroom. President Thompson replied that some of that is in answer to federal and state regulations, bookkeeping, etc. He added that with the increase in head count, there is an increase in paperwork. Member Barton noted that in reference to Dr. Conners' statements, there are some areas that are lacking in support. Member Moats noted that the graph distributed to the members reflects a significantly higher increase in other employee groups in the last decade as compared to the full-time faculty. Member Coste pointed out that the faculty was increased with part-time positions. President Thompson replied that this is the time to correct that situation by approving the recommended positions.

Member Barton moved, Member Born seconded, that the Board of Trustees authorize the proposed positions and new dollar amounts for the new personnel requests so that they can be incorporated into the 1992/93 budget.

Member Moats moved, Member Bakas seconded, that the motion be amended such that the only approval given by the Board at this time would be for the 11 new classroom teaching positions, the 5 replacement classroom teaching positions, and the 3 reclassifications from pro-tech to full-time faculty. President Thompson asked if that amendment excluded the requested counseling positions. Member Moats replied that it did.

Proposed Faculty
Positions
(cont'd)

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Coste, and Moats

Nays: Members Barton, Born, and
Norwood

Motion failed.

Member Coste asked if the 5 replacements mean that a new person is coming in to replace a present position vacated due to retirement, resignation, etc. President Thompson confirmed this. The total number of new people in both new and replacement positions will be 16.

A vote was taken on the original recommendation.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, and
Norwood

Nays: Members Coste, Bakas, and Moats

Motion failed.

Member Moats motioned, Member Bakas seconded, that the Board authorize the administration to hire 11 new full-time faculty members, replace 5 existing classroom faculty members, and reclassify 3 pro-tech positions to full-time faculty.

President Thompson stated that a motion could be passed if Member Moats was willing to include the counselors. Member Barton amended the motion to include the counselors, noting that only three positions were being discussed. Member Moats stated that a few of the Board members would like to have a couple of more weeks to look at this portion of the personnel requests, and are willing to let the administration go forward with the remainder of the package, and questioned why this was a problem. Member Barton replied that the counselor positions are just as important as the faculty

Proposed Faculty
Positions
(cont'd)

positions, and that the three positions do not amount to a great deal of money. Member Moats expressed his hope that in the long run he would agree.

Chairman Norwood seconded the amendment.

Member Moats requested discussion on the amendment, and asked how many counselors Harper College presently has. Dr. Henry replied that 16 are employed, and that number has not changed since 1982. Member Moats asked if there are other employees under other classifications who do activities which support the counseling function. Dr. Henry asked for clarification. Member Moats responded that this would include anybody who has contact with these students, such as pro-tech people in the counseling area. President Thompson noted that there are people in testing positions who deal with students on a regular basis. Dr. Henry added that those involved with orientation also have contact with the students. Member Moats asked how the whole counseling budget has grown in the last 10 years relative to the student growth. Dr. Henry replied that she did not have the percentage or proportion figures available immediately, but that it has grown somewhat. Member Moats stated that this is one of the reasons why he would like the additional two weeks to look into these issues. Dr. Henry replied that the facts are that counselors deal directly with individual students, thus supporting and contributing to the learning process. Member Moats agreed with this, but expressed his concern that there are other areas of the College taking up a larger portion of the budget than classroom teaching, and the reasons for this. Dr. Henry added that the number of counselors is not increasing, and the dollars are remaining the same. One is a replacement due to retirement and two are changing positions from similar work currently being done.

Member Barton stated that although questions should be asked by the Board members for clarification of issues, the members are not administrators. It was Member Barton's feeling that there comes a point in time when the Board

Proposed Faculty
Positions
(cont'd)

needs to take the counsel of the administrators without trying to make decisions that they are not trained to do. She added that it is the Board's role to ask general questions, set policy, approve, and act as watch-dog.

Member Moats asked what the appropriate amount of money is to spend on intercollegiate athletics, over and beyond what is spent on other students. He expressed concern that although he is very much in support of sports, there is a large amount of money being spent on a very small group of people. The addition of a special counselor for this group of people was a troubling issue to him. Dr. Henry replied that the role of this counselor has been in existence for a number of years, during Member Moats tenure as a Board member. She expressed her feeling that if Member Moats has a concern with the athletic department, then she felt they should discuss it. Member Barton noted that the athletics department provides a service to all students, and that the money is well invested because it keeps young people occupied and supervised.

President Thompson stated that if the Board is going to discuss intercollegiate athletics, then they must also take a look at other extracurricular activities that are funded as well. There are special music programs and theater programs, and are all funded and are directed toward specific groups of students. President Thompson added that the number of students involved in those groups are probably smaller than those involved in student athletics. These programs must all be looked at collectively, and then the Board must decide if Harper College has the wherewithal to provide opportunities in a rainbow that includes intercollegiate athletics, forensics, debate, and other programs of that sort. President Thompson did not feel that what was being proposed in the counseling area is any change except in a title in the area of athletics.

Dr. Henry again clarified that all three of the positions currently exist; one is a replacement, and two are now pro-tech positions

Proposed Faculty
Positions
(cont'd)

that are being eliminated to change them to counselor positions. Dr. Henry confirmed that there was an error on the summary in referring to three new positions, as one is replacing a current employee.

Member Coste asked for clarification on the exact number of positions being discussed. It was agreed that there are 25 positions being proposed at this time.

Chairman Norwood called for vote on the amendment to include the approval of the counselor positions in addition to the faculty positions. Member Moats asked for further discussion. In regard to the change in the pro-tech positions to faculty, he asked if the change was in relation to the substance of their work and their titles. Dr. Henry confirmed this. President Thompson asked if the people currently in the job are being reclassified. Dr. Henry replied that they were not. President Thompson noted that if approved, those positions would then be open and people would be hired to fill them. Member Moats stated then that the two people currently in those positions would then be out of a job. He asked if there are more positions being eliminated in the pro-tech area for the next fiscal year. President Thompson answered that there were no others in addition to the ones presently being considered.

Member Moats asked for a clarification in the difference between the current pro-tech positions and the proposed change to faculty positions. Dr. Henry replied that the athletic pro-tech person provides primarily advising services, i.e. what type of classes to take, basic information about careers, but not counseling. The difference is giving information versus helping students make decisions, helping them look at themselves in a personal way, and also in terms of their life goals. A counselor does work that requires additional training and additional skills. This is also true with the career counseling position, as the present pro-tech person acts in an advisory capacity and the counselor position would allow that person to do counseling, which is very much needed with the

Proposed Faculty
Positions
(cont'd)

disabled population because of their special emotional needs with regard to job placement, appropriate careers, etc. Member Barton asked what the approximate number of disabled students is. Joan Kindle replied that there are about 450 identified in this category.

Member Barton reviewed the amendment, which recommended that the Board add the 2 counselor positions to the motion for approval of the faculty positions.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, and
Norwood

Nays: Members Coste, Bakas, and Moats

Motion failed.

Chairman Norwood called for a vote on the original motion made by Member Moats.

Upon roll call, the vote was as follows:

Ayes: Members Bakas, Born, Barton,
Coste, and Moats

Nays: Chairman Norwood

Motion carried.

Member Barton stated that it was her understanding that the additional counselor positions will be resolved at the next meeting.

Overview of
Capital Equipment
Requests

Chairman Norwood noted that the next item on the agenda is the overview of the capital equipment requests and estimated expenditures. President Thompson stated that no exhibit is available regarding these requests at this time, and that the administration is not in a position to present the capital equipment requests in detail.

Motion for
Adjournment

A motion was made and seconded to adjourn the meeting.

Upon roll call, the vote was as follows:

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

Motion carried. The meeting was adjourned at 9:00 p.m.

Chairman

Secretary