

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, October 28, 1993.

CALL TO ORDER: The regular meeting of the Board of Trustees of Community College District No. 512 was called to order by Chairman Norwood on Thursday, October 28, 1993 at 7:08 p.m. in the Board Room of the Administration Building, 1200 W. Algonquin Road, Palatine, Illinois.

ROLL CALL: Present: Members Barton, Born, Gillette, Howard, Moats and Norwood; Student Member Norris

Absent: Member Coste

Also present: Paul Thompson, President; Bonnie Henry, V.P. Student Affairs; Vern Manke, V.P. Administrative Services; David McShane, V.P. Information Systems; Susan Webb-Kmiec, Recording Secretary; Sharon Alter; Barb Bednarz; Vic Berner; Steve Catlin; Harley Chapman; Tom Choice; Charlene Christian; Bill Howard; Tom Johnson; Pat Keir; Thea Keshavarzi; Joan Kindle; Kevin King; Jack Lucas; Dom Magno; Elena Pokot; Sheila Quirk; Glenn Reich; Patty Roberts; Frank Solano; Jennifer Thomas; Bob Tillotson; Pat Wenthold; Laurie Wren; and Joan Young - Harper College. Michael Dolan and Kim Hanson - Harper Student Senate. Guests: John Ashley; John Banks; Carol Bickerstaff; Jenny Dolphin; Peter Hattam; Martin Jenkins; Alan Makinson; Derek Ogden; Tom Platt; Eddie Riley; Jim Thomas; Philip Winfield - South Cheshire College and Halton College, England. Teresa Mark - Daily Herald. Richard Kolze and Jacqueline Rothman - Citizens.

President Thompson welcomed the visitors from Halton College and South Cheshire College, in England. They are managers and trustees (or governors) at their respective colleges and are here as part of a learning exchange.

PRESENTATION
Preferred Future
Update

Bill Howard gave a brief explanation of the formation of the Preferred Future Statement. Twelve targets or elements were established to give shape and direction to the College. This document has guided many decisions on campus both formally and informally, and gives per-

spective on activities. There has been a formal process of identifying goals with three elements being addressed each year. The various phases are explained in the packet which was distributed and include the discussion of issues, setting of formal goals, supplemental information such as the elements that are under discussion now, and implementation strategies. This is a partnership on campus that utilizes designated committees and other groups.

International
Multicultural

Frank Solano, Director of Multicultural Affairs, discussed the International Multicultural goal. Mr. Solano highlighted some of the strategies that have been implemented toward attaining some of the goals.

Environmental
Protection

Kevin King, Co-Chair of the Environmental Committee and Supervisor of Public Safety at Harper, reported on current recycling programs and future plans.

President Thompson commented on how the students have supported this effort. There have been two annual events on campus relating to environmental awareness. Lisa Smith, a former student trustee, lead one of those, and the other was done by the honor students and Phi Beta Kappa.

Employee Potential

Barbara Bednarz reported on the Employee Development Committee.

State of the Art
Technology

The goals for technology have been developed jointly by the Academic Computing and Administrative Computing committees. Dom Magno, Co-Chair of the Academic Computing Committee, and Steve Catlin, Chair of the Administrative Computing Committee were present at the meeting.

Mr. Howard stated that they had asked Bob Tillotson, Professor of Music, to attend the meeting as he has taken a leadership role in the teaching and learning efforts this year. The goals are still in the process of being developed. Dr. Tillotson is also chair of the Student Success Committee. A one-day retreat was held for faculty and administrators which resulted in a list of initiatives and concerns relevant to quality teaching and active learning.

Comprehensive
Programs
and Services

Mr. Howard reported on Comprehensive Programs and Services, Quality Improvement, and Industry.

Chairman Norwood expressed appreciation for

thanked all of those who continue to work on the Preferred Future goals and strategies.

President Thompson welcomed Michael Dolan, representative for the Student Senate.

CITIZEN PARTICIPATION

There was no citizen participation.

COMMUNICATIONS

Member Born read communications from Don Torisky, the Marnell family, and Member Kris Howard thanking the College and Board for their support in their time of need. A letter of appreciation was sent to the Board from the Professional/Technical Union thanking them for their cooperation in the recent negotiations. Each Board member was invited to visit informally with their offices, and to arrange these visits with Pat Wenthold.

The Board members each received a copy of a letter from a faculty member.

UNFINISHED BUSINESS
Approval of Agenda

Member Howard moved, Member Barton seconded, approval of the agenda (attached to the minutes in the Board of Trustees' Official Book of Minutes).

In a voice vote, the motion carried.

Student Trustee Report

Student Member Norris reported that the situation in the tutoring center is better, with more tutors available for math and science. The supervisors at the tutoring center are also monitoring the tutoring staff more closely.

Harper College celebrated unity through diversity week recently. Student Member Norris thanked Mike Nejman for his efforts in organizing this event. He noted that the multicultural department conducted a diversity seminar concerning Indian and Pakistani culture.

Suggestions raised by students recently have included a late hour study center in A Building. Students are currently asked to leave at 11 pm, and they are requesting extended hours and a study area for those late hours. In addition, students would like to see more microwave ovens on campus for their use. Another area of concern is that there is not a designated bike parking area, and many students use this form of transportation to get to and from Harper.

CONSENT AGENDA

Member Barton moved, Member Gillette seconded, Regular Board meeting and October 13 Special Board meeting; for bills payable, payrolls for

estimated payroll for October 16 through December 10, 1993; for information, financial statements, committee and liaison reports, grants and gift status reports (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Education Fund	\$ 1,037,305.64
Operations & Maintenance Fund	501,329.46
Operations & Maintenance Fund (Restricted)	510,646.17
Auxiliary Fund	493,490.43
Restricted Purposes Fund	128,725.59
Building Bond Proceeds Fund	229,815.71
Trust & Agency Fund	1,667,375.19
Audit Fund	23,100.00
Liability, Protection & Settlement Fund	30,961.48
Federal Funds	97,802.37

The payroll of September 17, 1993 in the amount of \$1,407,542.08; payroll of October 1, 1993 in the amount of \$1,373,274.47; payroll of October 15, 1993 in the amount of \$1,393,325.27; estimated payroll of October 16, 1993 through December 10, 1993 in the amount of \$5,603,343.34; estimated utility bills in the amount of \$120,000.00; payment to Chemsearch for materials and supplies in the amount of \$4,495.33; payment to American Industrial for uniforms in the amount of \$1,058.85; payment to Nebraska Book Co. for books in the amount of \$365.75; payment to Lakeshore Curriculum for supplies in the amount of \$139.16.

Member Barton reported on the activities of the Budget Committee which is made up of Members John Coste (Chairman), Kris Howard, Sarah Born, and Member Barton. They have met three times and have looked at budget assumptions, budget projections, budget comparison data, and estimated levies for a three year period. The committee has recommended that the Board approve the maximum levy increase of approximately 16 percent. Member Barton stated that the criteria of the committee was as follows: 1) Maintain the fiscal integrity of the College; 2) Provide a three-year budget plan which includes a balanced budget each year; 3) Maintain the reserve in the operating funds of 20 percent of expenditures annually; 4) Provide for support of projects and programs which result in educational excellence; 5) Measure productivity and operational effectiveness; 6) Review this criteria annually.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood
Nays: None

Motion carried. Student Member Norris voted aye.

BID AWARDS /
PURCHASE ORDERS

Member Howard moved, Member seconded, approval of the bid awards and purchase order as outlined in Exhibits VII-A and VII-B (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Ex. VII-A1 Award bid Q8570 to Printech, Inc., the low bidder for printing of the Spring 1994 Extension Center booklet, in the amount of \$13,971.50.

Ex. VII-A2 Award bid Q8573 to The Larson Equipment and Furniture Co., the low bidder for tablet arm chairs, in the amount of \$45,090.00.

Ex. VII-B Approve issuance of change orders for the general construction, mechanical work, building automation system work, plumbing work, and electrical work associated with Building L for a net credit to the College of \$24,831.78

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood

Nays: None

Motion carried. Student Member Norris voted aye.

NEW BUSINESS

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

Faculty Appointment

Caroline Dobbs, Professor Emeritus, ESL/
Linguistics - AE/LS, 1/12/94 to
1/11/95

Professional/Technical Appointments

Patricia Ramsey, Academic Enrichment &
Language Studies, 11/01/93, \$32,183

Classified Appointments

Norma Johnson, Technology, Math & Physical Science, p/t, 4/19/93, \$15,986
Corinna Dowbeck, Center for Students with Disabilities (50%) and Academic Enrichment & Language Studies (50%), 10/27/93, \$21,750

Resignations

Professional/Technical

Leo Loughead, Corporate Services, 2.5 years

Classified

Judy MacPherson-Schumacher, Center for Students with Disabilities, 2 years

IEA/NEA

Edward Salvadore, Physical Plant, 2 months

Retirements

Professional/Technical

Frances LaRue, Student Development, 7 years

IEA/NEA

Warren Hill, Physical Plant, 10 years

Member Barton questioned the new position in CSD and AE/LS. President Thompson replied that they were not able to find a temporary replacement for this position, and a bilingual person was essential in this area. The other position is the result of a processing error in the Personnel Department.

President Thompson pointed out that this is the first time that a Professor Emeritus status has come before the Board. This is the result of the last contract negotiations which provided for this.

Member Moats asked for clarification on whether or not these are new hires. President Thompson replied that these are additional people. The need to fill the bilingual position was discussed at the last meeting. The part-time position in Technology, Math & Physical Science does add to the staff, whereas the AE/LS Coordinator is a promotion of an existing person. The Bilingual Secretary position is a replacement, and it was not possible in this case to find a temporary replacement with both bilingual and sign language interpretive skills.

Member Barton asked if there any more positions anticipated this fall. President Thompson replied that the only situation in which he sees a possible replacement is in the Learning Resource Center. There is a budgeted vacancy for a librarian. Member Barton suggested that there are some positions that can be consolidated, and President Thompson agreed. She added that it would be helpful to the Board to be notified when actions such as those are taken.

Member Gillette asked for an update on the personnel chart that was requested at a previous meeting. This would list resignations and replacements and would show the net increase or decrease in personnel. President Thompson replied that the information is being prepared. Larry Bielawa responded that the organizational chart that was put together is over 70 pages long and includes all of the different departments. They are now half-way through backing up each page with the name of the incumbents on the organization chart, their salaries and their benefits.

Member Barton asked if the Board could have a page that simply states the number of part-time and full-time people in each department. Mr. Bielawa stated that they have that information. Member Gillette stated that that was all of the information they asked for. The original chart showed the Vice Presidents, Directors and Department Heads, and they only requested that that chart be annotated with the number of full-time and part-time employees below them. President Thompson noted that several trustees have asked for different pieces of information, and they are trying to put them together in a way that responds to all of the requests at once.

Member Barton suggested that a system be developed wherein the Board determines if a question or request warrants a response from the administration.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood

Nays: None

Motion carried. Student Member Norris voted aye.

Member Gillette asked for an explanation of the term "Professor Emeritus". President Thompson explained that this status can be provided to a person who retires after a minimum of 10 years of service to the College and is recommended for this status by their particular division. This allows the person to teach on a part-time basis after retirement at a pro rata salary. Member Howard stated that this was recently negotiated, and the advantage is that it allows some of the senior faculty who would like to take early retirement to still use their teaching skills.

1994-95 Academic
Calendar

Member Barton moved, Member Born seconded, that the Board adopt the 1994-95 academic calendar as outlined in Exhibit VIII-B (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Born asked why the College does not recognize Jewish holidays. Steve Catlin responded that the issue of adding other holidays is reviewed annually by the Calendar Committee. They have decided not to adopt any new holidays at this time. However, Dr. Dolan in the Academic Affairs area encourages faculty members to make consideration for all students who may celebrate different holidays. Member Moats asked if there was a policy regarding the absence of students from class for religious reasons. Mr. Catlin replied that there is not a Board policy. Member Moats asked if this has caused problems in the past. George Dorner stated that there have been instances where they have had to ask the faculty to review their practices, and he is not aware of any instances where they have not done that. Member Moats questioned whether there should be a written policy. Member Barton asked Member Moats if he wished to have faculty handle this, or if he wanted the Board to consider a policy to have the added holiday. Member Moats replied that he doesn't want to add holidays, but he felt that a person who has a sincere religious commitment should not be penalized and should be accommodated within reason. President Thompson stated that he would discuss this with Dr. Dolan. Member Born stated that rather than add more holidays, she was in favor of cutting out some of the current ones, such as good Friday.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood

Nays: None

Motion carried. Student Member Norris voted aye.

Student Member Norris left at 8:15 p.m.

Executive Session
Minutes

Member Howard moved, Member Barton seconded, that the Board approve for public record the Executive Session minutes as listed in Exhibit VIII-C (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Gillette asked why these can not be made public monthly when there are no confidential matters. The law states that they must be reviewed at least every six months. Member Barton noted that the minutes may possibly not be reviewed as thoroughly as they should be by the Board members if it is done every month. Member Howard felt that this should be looked into, and President Thompson agreed to have the legal counsel do this.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Howard, Moats,
and Norwood

Nays: None

Member Gillette abstained, as he was not present for many of the meetings.

Motion carried.

Sexual Offenses
Policy

Member Moats moved, Member Howard seconded, that the Board approve the Sexual Offenses Policy as outlined in Exhibit VIII-D (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Born asked if there have been many problems of this nature at Harper. President Thompson replied that there have not. He noted that the rules and regulations that accompany this policy have been reviewed by legal counsel. This policy is intended to keep the faculty and students aware of the potential problems. Member Born asked if information is also given to the continuing education teachers, as this would apply to them just as easily. President Thompson

replied that the information is given to continuing education and adjunct faculty as well as full-time staff. Member Moats noted that this policy relates more to criminal actions and goes beyond sexual harassment.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette, Howard, Moats, and Norwood

Nays: None

Motion carried.

1993 Estimated
Tax Levies

Member Barton moved, Member Born seconded, that the Board adopt the resolution providing for the estimated tax levies for 1993 as outlined in Exhibit VIII-E (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Chairman Norwood stated that Member Coste had asked the Board to defer the vote on this motion until he can be present. Member Coste had assured Chairman Norwood that he is in favor of the recommendation from the Budget Committee. He had also stated that he hoped the Board as a whole would go along with the recommendations of the committee.

Member Barton stated that the entire Budget Committee, including Member Coste, voted to present this recommendation to the Board. Chairman Norwood noted that Member Coste had told her this, and that he said he would support the recommendation. Member Barton stated that he would support it because he does not want to be the only negative vote if it is approved by the rest of the Board. She saw no reason to defer the vote, and felt that it was merely postponing the issue. If it is voted down, that is the prerogative of the Board. Member Barton added that it is fiscally responsible, but that Member Coste's comment to her was that he was not in favor of this action.

Member Moats felt that out of respect to Member Coste, the Board should honor his request. Member Barton disagreed, and felt that Member Coste's reason for deferring the vote was to give him an opportunity to sway the Board members to his opinion.

Member Howard asked if there was a problem with timing for the levy action if the vote

was tabled until the next meeting. President Thompson responded that according to Vice President Manke, the legal announcement can be done after the next meeting as there must be 20 days allowed for public hearings. If the action was addressed at the November 8 meeting, there would be about 35 days.

Member Moats moved, Member Gillette seconded, that the motion be tabled.

Upon roll call, the vote was as follows:

Ayes: Members Gillette, Howard, and Moats

Nays: Members Barton and Born

Member Norwood abstained.

The motion was defeated.

Member Moats moved, Member Gillette seconded, that the motion be amended to have this item deferred until the next Board meeting.

Upon roll call, the vote was as follows:

Ayes: Members Gillette, Howard, Moats, and Norwood

Nays: Members Barton and Born

Motion carried.

Feasibility Study

Member Moats moved, Member Howard seconded, that the Board approve the hiring of Clements and Associates, Inc. to conduct a feasibility study for a major gifts campaign for the fee of \$21,000 as outlined in Exhibit VIII-F (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Moats asked if this is coming out of the College's budget. President Thompson responded that it is. Member Born asked why the money doesn't come out of the money that is raised for the Foundation. President Thompson stated that it has been suggested by other colleges that the costs are built in so that they become part of the fund raising and are then deferred as a result. Member Barton asked if the Foundation is going to pay this money back to the College. President Thompson responded that there are ways to have that money come back to the College. Member Howard added that everything that the Foundation raises will be coming back to benefit the

College, so this is basically up front funding. Member Gillette stated that he learned from his conversation with Mr. Manke that the return on this kind of investment has always been positive. Member Moats stated that he supports this because the Foundation has put such a great effort into Harper in the last couple of years, and this is one way of recognizing those efforts.

Member Born asked what the anticipated return is on this type of fundraising. President Thompson stated that Mr. Clements had discussed comparable colleges at which he had conducted feasibility studies and the kinds of returns that they were getting, and he felt with our community and the kind of corporate and personal capability that is here, a \$5 to \$10 million campaign should be well within reason. Member Born asked how often this type of fundraising is done. President Thompson noted that once these are started, they begin to mushroom. Member Howard noted that a capital campaign is run frequently, because people often pledge over a number of years.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood

Nays: None

Motion carried.

Disposal of
College Property

Member Gillette moved, Member Born seconded, that the Board approve the disposal of obsolete and unrepairable personal property owned by the College as outlined in Exhibit VIII-G (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood

Nays: None

Motion carried.

Employee Health
and Welfare Plans

Member Howard moved, Member Barton seconded, that the Board approve the health and welfare plan carriers as recommended by Willis Corroon Corporation of Illinois and the College administration as outlined in Exhibit VIII-H (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Moats asked if someone could briefly discuss the various plans being offered. Mr. Manke explained that we offer the self-funded plan (the Harper plan) as well as HMO's. We also offer the dental plan, a short-term and long-term disability plan, prescription service, and a designated provider arrangement which provides the self-funded plan with a discount for services which are rendered. In regard to the HMO's, we have HMO Illinois and Humana/Michael Reese Health Plan. There is also the life insurance plan and AD&D. There are options between the Harper plan and the HMO's, with the other parts of the plan included in the employee benefit package. Different parts of the coverage (life insurance and long-term disability) vary with the employee's salary, position, etc. Mr. Manke further explained some of the different coverage available.

Member Born asked if our medical plan covers mental illness. Mr. Manke responded that it does, but there is a limit.

Member Gillette noted that there is a substantial increase in the cost to the College, and asked if there is any employee contribution. Mr. Manke explained that the figures in Exhibit VIII-H reflect Harper's costs, but the employees are also required to contribute a percentage for the self-insured plan. The HMO's are less than the self-insured plan, and those costs are fully picked up by the College for the employee, but not for the family coverage. Mr. Manke stated that if the total package change is compared to what is happening with other businesses and institutions, it is very respectable. There is a committee that works with this and he felt that they have done an excellent job in terms of fine-tuning the coverage, the deductibles, and the various levels of coverage.

Member Gillette stated that the figures in the exhibit seem to indicate that the HMO is actually more expensive than the self-insured plan. Mr. Manke replied that he is sure that this is not the case, and that he would get the detailed information for Member Gillette. Member Born asked Mr. Manke to share that information with the rest of the Board as well. Larry Bielawa stated that part of the problem is that the rates are determined so that we will cover our claims experience. The rates for the self-insured program are higher

than the HMO rates, as the HMO's do not use experience to determine rates, so there is no employee contribution to the HMO's.

In response to a question asked by Member Gillette prior to the meeting, Mr. Manke reported that the commission total is \$32,895.10 for all of the various insurance which is provided in this package.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette, Howard, Moats, and Norwood

Nays: None

Motion carried.

Employee Assistance Program

Member Moats moved, Member Howard seconded, that the Board approve the Employee Assistance Program Agreement between William Rainey Harper College and Workplace Solutions as outlined in Exhibit VIII-I (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Gillette commented that he has found in his own place of business that the same service is offered under the HMO. He suggested that we should see if we are already paying for this service under one of our health plans. President Thompson stated that they would look into this possibility.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette, Howard, Moats, and Norwood

Nays: None

Motion carried.

Stevenson School

Member Barton moved, Member Gillette seconded, that the September 23, 1993 Agreement and Amendments be rescinded and the attached Purchase Agreement for the Stevenson School be approved as outlined in Exhibit VIII-J (attached to the minutes in the Board of Trustees' Official Book of Minutes).

Member Moats complimented Member Coste for his work and participation in this purchase.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood

Nays: None

Motion carried.

OTHER BUSINESS

Chairman Norwood noted that a revised calendar for Deaf Awareness Week has been distributed to the Board members.

Michael Dolan, Student Senate Representative, addressed the Board. The Student Senate wished to express their sincere condolences to Member Kris Howard on the death of her husband. The Senate has donated \$100 to the fund that was established in the name of Dr. Bert Howard. They felt that it was a positive gesture toward the community. Member Howard thanked Mr. Dolan and the Student Senate.

PRESIDENT'S REPORT

President Thompson noted that an endowment fund has been established in the name of Dr. Ernest (Bert) Howard in his memory. This endowment is for community service, and President Thompson was very pleased that the College has put this together. He was also very pleased that the Student Senate has acted so quickly to contribute.

Illinois Community College Board has honored Harper with their Teaching/Learning Award for our Coordinated Studies program. All of the teachers and faculty members who were a part of that program, as well as Member Moats, were present at the ICCB meeting for this presentation. Harper was one of three colleges who were given the award. Harley Chapman, who has been instrumental in getting this off the ground, was ill and could not participate. President Thompson presented the award to Mr. Chapman on behalf of his group. This award is going to be taken over to the Coordinated Studies class that is in session this semester. Mr. Chapman noted that the faculty and the institutional support made this possible, and received the award on behalf of them and the students.

The visitors from Halton College, England left a gift to the College which is a water color painting of a village near their campus. This was painted by a student at their college. President Thompson thanked them for this gift.

Member Moats noted that he was very touched and impressed with the presentation that was given to President Thompson and the Harper faculty at the ICCB meeting, and added that the ICCB members seemed to be impressed as well. Harper has now won four ICCB awards.

The Illinois Council of Community College Administrators has awarded Harper the Bright Idea Award. Pat Mulcrone and Liz McKay submitted the Neighborhood Community Policing and Literacy Program. That award will be presented at their annual meeting in November.

President Thompson distributed the copies of the 1993-94 budget to the Board members. Member Howard commented that it is quite a challenge as a candidate to try to answer questions in this budget in two minutes.

The Foundation Ball will be held on October 30. The theme is "Art for Arts Sake". Members of the Liberal Arts Department have done a great deal of work in the planning and in recruiting people to come. John Loprieno, a Harper alumnus and a TV star, will be attending the ball.

The Harper Board of Trustees has invited the members of the Foundation Board to join them for an evening of dinner and "Side by Side by Sondheim" on November 12. Member Barton asked President Thompson if he was aware of the conflict with ICCTA. He stated he was aware of that.

The Deaf Awareness Week at Harper is actually a nationwide event. Many other colleges and universities are involved, and President Thompson was pleased that we are taking time to recognize and to learn more about the disabilities that deaf people have to deal with. He noted that he had read the book "Seeing Voices", and was very impressed with how learning can be severely retarded for individuals who are not recognized as deaf at an early age. This book offers a new perspective about how learning takes place and the importance of language.

ADJOURNMENT

Member Born moved, Member Barton seconded that the meeting be adjourned.

Upon roll call, the vote was as follows:

Ayes: Members Barton, Born, Gillette,
Howard, Moats, and Norwood

Nays: None

Motion carried. The meeting was adjourned at
9:02 p.m.

Chairman

Secretary