

WILLIAM RAINEY HARPER COLLEGE  
Algonquin & Roselle Roads  
Palatine, Ill. 60067

*Ruth B. Rydal  
Library*

AGENDA

May 27, 1971

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes
- IV. Approval of Disbursements
  - A. Financial Statement
- V. Communications
- VI. Unfinished Business
  - A. Retirement Annuity Contracts
  - B. Student Conduct Code
- VII. New Business
  - A. Finalization of Construction Contract (to be hand carried) Exhibit A
  - B. Staffing Exhibit B
  - C. Report and Recommendations, Board Salary Negotiating Committee Exhibit C
  - D. Classification of Non-Academic Staff Exhibit D
  - E. Discussion & Recommendation - Developmental Learning Laboratory Exhibit E
  - F. Discussion: Campus Irrigation System (Southwest corner) Exhibit F
  - G. Other
- VIII. President's Report
- IX. Adjournment

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

Minutes of the Regular Board Meeting of Thursday, May 27, 1971

CALL TO ORDER:

The regular meeting of the Board of Trustees of Junior College District No. 512 was called to order at 8:20 p.m., Thursday, May 27, 1971, by Chairman Hansen in the Board Room of the Administration Building, Algonquin and Roselle Roads, Palatine.

ROLL CALL:

Present: Members Milton Hansen, Ross Miller, Lawrence Moats, Joseph Morton, Jessalyn Nicklas and Eugene Nugent

Absent: Member Richard Johnson

Also present: Robert E. Lahti, Donald Andries, John Birkholz, Robert Boeke, Therese Butzen, Frank Christensen, Sueellyn Collins, Larry Collister, R.B. Cormack, Ray DePalma, Anton Dolejs, Guerin Fischer, William Faust, John Gelch, James Harvey, Robert Hughes, Joyce Kaley, Roy Kearns, John Lucas, W.J.Mann, Frank McClintock, Liz McKay, Betsy Mirs, Audrienne Mueller, Omar Olson, Gary Rankin, Clarence Schauer, Bill Schooley, Donn Stansbury, George Voegel, W. Von Mayr, and Robert Zilkowski--Harper College; Frank Hines--Board Attorney; Cary Annen--Student Senate; Tom Wellman--Paddock Publications; Caroll Lucas--Elgin Courier; and Pat Foust, LeRoi E.Hutchings, Robert Kaley, Bob Spargo, James L.Wattenbarger, Hannah Wilson and Bob Wilson.

MINUTES:

Member Nicklas moved and Member Nugent seconded the motion to approve the minutes of the regular Board meeting of May 13, 1971, as distributed. Motion unanimous.

Member Nicklas moved and Member Morton seconded the motion to approve the minutes of the adjourned Board meeting of May 19, 1971, as distributed. Motion unanimous.

COMMUNICATIONS:

Dr. Lahti informed the Board he had received a communication from Dr. James Harvey, Vice President of Student Affairs, indicating that he had been appointed President of Prince George's Community College in Largo, Maryland. Dr. Harvey was requesting that he be relieved of his duties as of July 1. Dr. Lahti stated, pending the

COMMUNICATIONS:  
(Cont.)

Board's acceptance of Dr. Harvey's communication, a news release would go out the next day. Dr. Lahti expressed appreciation for Dr. Harvey's excellent leadership in the Student Personnel area and congratulated him on his new position. Dr. Harvey expressed his gratitude to Dr. Lahti, and to the Board of Trustees, for the opportunities provided for his professional development at Harper. He also expressed his appreciation to his staff in the Student Personnel area.

Chairman Hansen, on behalf of the Board, thanked Dr. Harvey for his fine work at Harper. Member Nicklas expressed the Board's happiness for Dr. Harvey in his new position.

Chairman Hansen stated that in response to a letter from the Board of Trustees, the City Council of Des Plaines had passed a resolution congratulating Harper College on its accreditation.

UNFINISHED  
BUSINESS:  
Retirement  
Annuity  
Contracts

In reference to the Tax Sheltered Annuity Program, Dr. Lahti explained that, as requested by the Board members at a previous meeting, additional information had been furnished with more background than was available at that time. Mr. Mann pointed out there was a resolution included with the materials, which had been drafted by the Board Attorney--Mr. Frank Hines. In summarizing the resolution, Mr. Mann stated this would basically open up the availability of tax sheltered annuities to any insurance company able to sell an individual faculty member. The salesmen would go through the Faculty Senate. Mr. Mann pointed out this was really less service than the college had provided in the past.

Member Nicklas moved and Member Moats seconded the motion to approve the following resolution:

RESOLUTION

IT IS HEREBY RESOLVED by the Board of Trustees of Junior College District No. 512, Counties of Cook, Kane, Lake, and McHenry, and State of Illinois, as follows:

UNFINISHED

BUSINESS :

Retirement  
Annuity  
Contracts (cont.)

Section 1. That the resolution heretofore adopted by this Board pertaining to nonforfeitable retirement annuity contracts and the availability thereof to the teachers and other professional or clerical employees of the District be and hereby is modified so as to eliminate the requirement that such annuity contracts designate David J. Regner or his appointed representative as the agent through whom such contract shall be obtained:

Section 2. That the Vice President of Business Affairs of the College District be and hereby is authorized to perform such acts as shall reasonably be required to implement the tax sheltered annuity programs selected by the individual employees of the College, provided, however, that the College's responsibility in such implementation is ministerial in nature only and not to be relied on nor construed by the employees as an endorsement thereof.

Section 3. That this resolution shall be of full force and effect following approval and acceptance of the provisions hereof by the Faculty Senate at a duly convened meeting thereof.

Upon roll call, the vote was as follows:

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

Nays: None

Student Conduct  
Code

As Chairman of the Campus Unrest Committee, Member Nicklas stated the revision recommended for the Student Conduct Code had been distributed to the Board at their last meeting. She stated the work of the committee had been to review the Student Conduct Code and they felt this revision would be helpful in the Student Handbook. This revision had been approved by the Student Senate. Member Morton stated he had been a member of this committee and stated it had been a very edifying experience meeting with the faculty and students on the committee, and that they had all gained a great deal.

Member Nicklas moved and Member Morton seconded the motion that the Board adopt the Campus Unrest Committee Recommended Revision to the Student Conduct Code (as attached to the Minutes in the Board of Trustees' Official Book of Minutes).

UNFINISHED

BUSINESS:

Student Conduct  
Code (cont.)

Member Morton stated the major thrust of this revision was to clarify and make less impetuous the student conduct. Member Morton stated Mrs. Nicklas was the new chairman of this committee, but that he would publicly like to thank Mr. John Haas, former member of the Board of Trustees, for his service on the committee also.

Upon roll call, the vote was as follows:

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

Nays: None

NEW BUSINESS:

Finalization of  
Construction  
Contract

Dr. Lahti reported the administration had commitments and good solid agreements on the finalization of the construction contract. He stated Frank Larocca, of Fitch, Larocca, Carington & Jones, and Mario Egidi, President of Corbetta Construction Company, were present at the Board meeting. Meetings had been held during the week with Frank Hines, the Illinois Building Authority, the architects and contractors, and agreement had been reached that this would be a reasonable and fair settlement for all parties concerned.

Mr. Mann discussed the final payments as outlined in Exhibit A. He stated there were three contractors to be paid off: Corbetta Construction Co.--in the amount of \$25,000.00; Comstock-Gibson--in the amount of \$12,636.63; and Insurance Company of North America--in the amount of \$140,514.46. He stated William Zeigler & Son, Inc.--plumbing contractor, and Reliable Sheet Metal Works--ventilating contractor, had previously been paid off. Mr. Mann discussed the change order to Comstock Gibson Electric in the amount of \$4,500.00. In turn, the college would be receiving a contribution from CRS for \$3,000.00, so the net cost to the college for this change order would be \$1,500.00. Mr. Mann explained this change order for replacement of fluorescent light fixtures went back quite a ways and had been the subject of dispute over many months. He stated it was the final issue to be settled.

In the discussion which followed, Frank Larocca discussed the problem of water leakage in "D" Building. He stated the architects had been unable to determine the source of the leak. He reported one theory was

NEW BUSINESS:

Finalization of Construction Contract

the combination of the roof design, as it relates to the wall, as it relates to the wind currents when it is raining. He reported that CRS was designing an experimental gutter to see if this would resolve the problem. Mr. Mann stated that gutters would be an open item to be discussed with the architects, if this should be a solution to the problem.

Dr. Lahti pointed out that on a project of this type there is a certain guarantee period on some items. Frank Larocca agreed and stated that on some types of items, the guarantee period could be as long as five years.

Member Nicklas moved and Member Moats seconded the motion to authorize W. J. Mann, Vice President of Business Affairs, to approve for payment the following construction payouts and change order:

Construction Payouts:

Insurance Co. of North America, (Heating Contractor) in the amount of	\$140,514.46
Comstock-Gibson Electric Co., in the amount of	12,636.63
Corbetta Construction Co., in the amount of	25,000.00

Change Order:

Comstock-Gibson Electric Co., in the amount of	4,500.00
Net Cost to the college--	\$1,500.00

Dr. Lahti stated he wanted to publicly thank Mario Egidi, President of Corbetta Construction Co., for the excellent job and cooperation the college had received from his company. Dr. Lahti thanked Frank Larocca for the tremendous job of generalship he had done on the project, pointing out that he had come in with his firm when the project was about half completed and the difficulties involved in picking up a project at that point. Dr. Lahti commented on the excellent cooperation from the architectural firms, stating that he felt the citizens of the district

**NEW BUSINESS:**  
Finalization of  
Construction  
Contract

have an excellent facility, supervised well by the architects, and constructed well by the contractor. Member Nicklas commented on the fine relationships with the contractor and architects. Chairman Hansen pointed out that in projects of this size there are always problems in completion, but that the actual problems had been minimal as these projects go.

Mr. Larocca, on behalf of his partners and himself, stated he was glad to see the Board of Trustees come to the close of the contract. He stated he particularly wanted to thank the staff he had worked with, commenting that it had been a long project but that he was prejudiced and felt it was well worth while.

Mr. Egidi stated his company had had very fine relationships; there had been problems, but the contractors and he were proud of the results, and were happy with the association they had had with Harper College.

Chairman Hansen, on behalf of the original Board and the present Board of Trustees, thanked Mr. Larocca and Mr. Egidi, and expressed the Boards' satisfaction with the job done by the architectural and construction firms.

Upon roll call, the vote was as follows:

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

Nays: None

**Architectural  
Contract**

Dr. Lahti reported the administration was recommending a change in contractual relationships with the architects. He reviewed the Phase I contract, pointing out that the first part of the project was huge and needed to be constructed in such a short time that the college had entered into an association with two architectural firms, with the major responsibility in the supervision of the contract. Because of the parsimonious funding picture, Dr. Lahti pointed out that it appeared that the size of future projects will be much smaller. Because of this and the fact that Caudill, Rowlett & Scott are opening a Chicago office on July 1, Dr. Lahti stated it appeared to be a convenient time to change contractual relationships. Both architects have agreed, and the various legal documents supporting this change and the letter of agreement for Board approval had been distributed to the Board.

NEW BUSINESS:  
Architectural  
Contract (cont.)

Mr. Hines, Board Attorney, stated the letter signed by both architects accomplished the intent of both parties. He stated on future construction, CRS would be the sole architect; as to work already performed, the initial paragraph in the letter of agreement referred to that--no effect on the original contract on Phase I.

Member Nicklas moved and Member Morton seconded the motion to approve the mutual letter of release (as attached to the Minutes in the Official Board of Trustees' Book of Minutes), relative to the architectural contracts.

Upon roll call, the vote was as follows:

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

Nays: None

Staffing

Mr. Collister discussed the background and qualifications of Mr. Lawrence Knight as an Instructor of Geology.

Member Morton moved and Member Moats seconded the motion to approve the employment of Mr. Lawrence Knight as an Instructor of Geology, at a salary of \$9,600.00 for the 1971-72 academic year, effective September 7, 1971, for a period of 39 weeks.

Upon roll call, the vote was as follows:

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

Nays: None

Mr. DePalma discussed the background and qualifications of Mr. John R. Eliasik as an Instructor for Physical Education.

In answer to a question from Member Morton, Dr. Schauer compared the background and teaching experience of Mr. Eliasik to Mr. Knight, relative to salary.

Member Miller raised the question as to whether football coaching would be a part of Mr. Eliasik's contract or an addition. Dr. Schauer stated his football coaching would be handled by a rider, unless his teaching load was not sufficient, in which case coaching would become part of the teaching load. He stated

NEW BUSINESS:  
Staffing  
(cont.)

this provision would be included in Mr. Eliasik's contract.

Member Nicklas moved and Member Miller seconded the motion to approve the employment of Mr. John R. Eliasik as an Instructor of Physical Education, at a salary of \$10,750.00 for the 1971-72 academic year, effective September 7, 1971, for a period of 39 weeks, and indicate on the contract that football coaching would be handled by a rider, unless his teaching load was not sufficient, in which case coaching would become part of his teaching load.

Upon roll call, the vote was as follows:

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

Nays: None

Dr. Harvey reported that sometime ago the Board had approved the appointment of two women counselors. Their acceptance was contingent upon their husbands' decisions relative to jobs. Neither candidate signed their contract. Dr. Harvey stated the administration was now presenting two candidates for these counseling positions. Dr. Fischer discussed the background and qualifications of both candidates.

Mr. Hines advised the Board to rescind the previous action approving employment contracts for Mrs. Judith Riggs and Mrs. Linda Robertson, before taking action on the two new candidates being presented.

Member Nicklas moved and Member Moats seconded the motion to rescind the offers, dated April 8, 1971, of employment contracts to Mrs. Judith Riggs and Mrs. Linda Robertson.

Upon roll call, the vote was as follows:

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

Nays: None

Member Morton moved and Member Nicklas seconded the motion to approve the appointment of Dr. Joann Powell as a counselor for the 1971-72 year at the rank of Associate Professor, at a salary of \$13,000.00 for 39 weeks.

NEW BUSINESS:  
Staffing  
(cont.)

Upon roll call, the vote was as follows:

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

Nays: None

Member Nicklas moved and Member Miller seconded the motion to approve the appointment of Dr. Sandra Stein, as a counselor for the 1971-72 year, at the rank of Assistant Professor, at a salary of \$12,500.00, for 39 weeks.

Upon roll call, the vote was as follows:

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

Nays: None

Dr. Cormack discussed the background and qualifications of Mr. Gerald Mellenthin as an Assistant Professor of the Data Processing Technology Program.

Member Moats moved and Member Nicklas seconded the motion to approve the employment of Mr. Gerald Mellenthin as an Assistant Professor of the Data Processing Program, at a salary of \$13,700.00 for the 1971-72 academic year, effective September 7, 1971, for a period of 39 weeks.

Upon roll call, the vote was as follows:

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

Nays: None

Dr. Cormack discussed the background and qualifications of Miss Dolores Mae Samson, as an Instructor of Secretarial Science.

Member Nicklas moved and Member Miller seconded the motion to approve the employment of Miss Dolores Mae Samson as an Instructor of Secretarial Science, at a salary of \$12,900.00 for the 1971-72 academic year, effective September 7, 1971, for a period of 39 weeks.

Upon roll call, the vote was as follows:

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

Nays: None

NEW BUSINESS:  
Staffing  
(cont.)

Dr. Harvey informed the Board the administration had a replacement for the Assistant Director of Admissions and Registrar. Mr. Stansbury discussed the background and qualifications of Mr. Robert Johnston for this position.

Member Miller moved and Member Nicklas seconded the motion to approve the appointment of Mr. Robert A. Johnston as the Assistant Director of Admissions and Registrar, with the rank of Assistant Professor, at a salary of \$15,000.00 for 12 months, effective July 1, 1971.

Member Morton questioned hiring Mr. Johnston with the rank of Assistant Professor, asking, "Assistant Professor of what?"

Upon roll call, the vote was as follows:

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

Chairman Hansen stated the other items on the agenda would be moved ahead of the committee report on salary negotiations.

Classification of  
Non-academic  
Staff

Dr. Lahti explained that Exhibit D on the classification system for the non-academic staff had been distributed to the Board members for their study at the previous Board meeting. Mr. Von Mayr, Director of Personnel, introduced the members of the classification committee who were present: Mrs. Joyce Kaley, Miss SueEllyn Collins, and Dr. John Lucas. Mr. Mann discussed the composition of the classification committee and their work as a screening group. Mr. Mann asked that the Board defer action relating to cost of the proposed re-classifications.

Dr. Lahti stated he was impressed with the ease with which this classification took place, stating he felt it was a tribute to Mr. Von Mayr and the committee.

Member Nicklas moved and Member Miller seconded the motion to approve the classification system, including specifications and allocation of positions to grades, as outlined in Exhibit D.

**NEW BUSINESS:**

**Classification of  
Non-academic Staff  
(cont.)**

Mrs. Joyce Kaley stated she had volunteered to be on the committee as a representative of the secretarial staff. She stated they had done their best and felt they had been fair. In answer to Member Morton's question, Mrs. Kaley stated she was endorsing the classification system. Mr. Mann discussed the procedures to be followed relative to the positions still unresolved.

Upon roll call, the vote was as follows:

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

**Developmental  
Learning  
Laboratory**

Dr. Schauer stated that a proposal for creation of a Comprehensive Learning Laboratory and modification of present developmental education program was being recommended by the administration in Exhibit E. He stated that Frank Christensen was the new coordinator of this program, and that basically it was concerned with atmosphere and vehicle for students to learn. The entire program would be based upon enhancement of achievement. Dr. Schauer stated that Phase I--Summer 1971, is the development and planning stage. The budget for Phase I would be \$8500.00. Phase II would be the implementation of the Learning Laboratory--Fall 1971.

Mr. Christensen discussed the objectives of the program. Mr. Birkholz explained that it was being recommended that a pass-fail option be used on an experimental basis for one year for these selected courses.

After further discussion, Member Moats stated he was impressed with the program and felt it was very ambitious. Member Moats moved and Member Nicklas seconded the motion to approve the administration's recommendation in Exhibit E as follows: 1) The establishment of a Learning Laboratory; 2) Minor modification of the concept of developmental education as outlined in Exhibit E; 3) Role description for coordinators; and 4) Phase I (for summer of 1971) in the amount of \$8500.00 as stated on page 26 of Exhibit E.

Mr. Birkholz suggested adding to the motion that the program will operate on a pass-fail basis experimentally for one-year, as there is policy on grading in the policy manual.

**NEW BUSINESS:**  
Developmental  
Learning  
Laboratory

Member Moats amended the motion to include the approval that the program will operate on a pass-fail basis experimentally for one year. Member Nicklas seconded the amendment to the motion. Vote on the amendment to the motion was unanimous.

Upon roll call on the motion, the vote was as follows:

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

Nays: None

Dr. Lahti introduced Dr. James Wattenbarger, stating that most of the Board members and many of the administrators had already met this distinguished guest, known in this country as the "Father of the Florida System of Community Colleges." He stated he had invited Dr. Wattenbarger to spend two days at Harper to look at the administration processes and organization, and, as a result of his experience, submit a report on how it can be improved.

Member Nugent asked if Dr. Wattenbarger would care to make any observations after his one day on the campus.

Dr. Wattenbarger reported he was much impressed by the progress Harper, in particular, and Illinois in general, have made in the past few years. He stated Harper's reputation is tops around the nation. He discussed some of the innovations in the Florida system and commented on the steps taken by Harper in Management Development Program. From conversations he had that day with students, Dr. Wattenbarger stated the teachers obviously showed concern for their students at Harper. Dr. Wattenbarger expressed his own concern on determining some philosophical basis for guidance in making judgments on what kind of decisions can be made at the state level and what should properly be made at the local level. He spoke of the trend toward complete control of junior colleges by the state in some states and stressed this should be objected to. Chairman Hansen thanked Dr. Wattenbarger for his comments.

**Campus Irrigation  
System**

Dr. Lahti stated the administration wanted to alert the Board to the problem of providing water for the campus irrigation system for the southwest corner--the football and baseball areas.

**NEW BUSINESS:**  
**Campus Irrigation**  
**System (cont.)**

Mr. Mann reported the college had lost the irrigation system for the southwest corner in Phase IIA because of inflation. He stated Phase IIA had to be reduced back to the money available. He discussed some of the alternatives the college may have to employ. Mr. Mann spoke of two options--obtaining water from the Village of Palatine or pumping water from the lake on campus. Dr. Lahti stated the administration would be bringing a recommendation from the architects to the Board and also some bids on the proposed system.

**Other**

Dr. Lahti informed the Board that the Long Range Planning Committee would be working this summer on getting their report in shape to present to the Board in the fall. He stated Dr. Lucas, chairman, had a list of the people who would be working for approximately one week and the amounts involved. Dr. Lahti stated they were presenting the necessary riders for Board approval.

Member Miller moved and Member Nicklas seconded the motion to approve the employment of the following individuals for a one week assignment, July 26-30, 1971, with the Long Range Planning Committee, for the amounts shown:

Ray Hylander - \$460.41  
Betty Windham - \$336.92  
Henry Roeppken - \$371.62  
William Nelson - \$322.92  
John Muchmore - \$155.38

Upon roll call, the vote was as follows:

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

**Report of Board**  
**Salary Negotiating**  
**Committee**

Chairman Hansen asked Member Nicklas, as Chairman of the Board Salary Committee, to present the report and recommendations of the committee.

Member Nicklas stated she was recommending a short executive session prior to the presentation of the committee's report. With the agreement of the Board, Chairman Hansen recessed the Board meeting to executive session at 10:48 p.m.

**NEW BUSINESS:**

Report and Recommendations of the Board Salary Negotiating Committee

The meeting was reconvened at 1:38 a.m. with the following Board members present--Members Hansen, Miller, Moats, Morton, Nicklas and Nugent. Chairman Hansen called the meeting to order and requested Member Nicklas give her report concerning the Board-Faculty Salary Committee. Member Nicklas stated the Board-Faculty Salary Committee had met many times since last March. The faculty had prepared a proposal setting forth their various concerns and a great deal of time was devoted to talking through these points, as well as the concerns of the Board. After due deliberation, the committees had arrived at and initialed a tentative agreement that was subsequently rejected by the faculty. At approximately 7:30 p.m., just prior to the May 19 Adjourned Board Meeting, Martin Ryan--President of the Faculty Senate--met with Dr. Lahti and requested that the Board Salary Committee meet again with the Faculty Salary Committee. The Board, wishing to allow ample time to clarify positions, requested the Board committee to meet again with the faculty committee for the purpose of clarifying positions. This meeting occurred Tuesday, May 25, and lasted until 4:00 o'clock in the morning. At that meeting, with many proposals submitted by each committee, the Board increased their offer but the faculty was unwilling to reduce theirs.

Mrs. Nicklas stated that in light of the economic conditions and Harper College's financial position, it is at best a difficult year. The Illinois Junior College Board Bulletin, for example, stated that rather than meeting the 50% obligation it appears that the state will remain at the 35% level, and the \$19.00 state aid bill has been reduced to \$17.50. She also noted that a bill in the legislature requiring that Boards do not delegate authority in the areas of salaries and various working conditions only emphasizes the problem. Mrs. Nicklas quoted from a report in the May 27, 1971 issue of the Chicago Tribune, as follows: "The bill, sponsored by Rep. David Shapiro (R., Amboy) also would forbid boards of junior colleges to delegate responsibilities for setting faculty salaries and hiring, firing or changing of job assignments of faculty members."

Based upon this explanation and the need to move expeditiously to ensure that the educational program will be fully operational for next fall, Mrs. Nicklas recommended:

NEW BUSINESS:  
Report and  
Recommendations  
of the Board  
Salary  
Negotiating  
Committee (cont.)

1. Increase Instructor minimum from \$8500 to \$8800 and that all other minimums and maximums remain the same.
2. A salary increase of 4.5%, plus \$300 for all ranks, for those faculty members having been evaluated at levels 2 and 3 in the Evaluation System.
3. Hospitalization maximum increase from \$3,000 to \$5,000.
4. Major medical maximum increase from \$20,000 to \$25,000.
5. Increase in major medical and hospitalization premiums, resulting both from the above extended coverage and the insurance company's increase, will be absorbed by the college.
6. All other monetary fringe benefits (all insurance benefits, educational grants, professional expense accounts, bookstore discounts, tax-sheltered annuities, and any other benefits relating to monetary reward or reimbursement) shall remain as outlined in the 1970-71 Policy Manual and effective throughout the 1971-72 academic year.

All faculty members participating in the Faculty Promotion System and officially approved by the Board will receive a 10% promotion allowance based on the individual's 1970-71 base contract salary. This increase will not be a part of the base salary referred to in paragraphs 1 and 2.

This agreement for salaries and monetary fringe benefits is to be effective July 1, 1971, through June 30, 1972. The total increase which this package will cost in Educational Fund costs is 8.565% of the 1970-71 amount.

Mrs. Nicklas further stated that a great number of salary studies were duly considered and it was felt by the committee that a 6.83% salary increase, based upon the most current data available, is fair, reasonable and equitable. She went on to cite the following points:

NEW BUSINESS:

Report and Recommendation of the Board Salary Negotiating Committee (cont.)

ANALYSIS OF AAUP, IJCB AND NEA DATA

I. A.A.U.P.

National average of compensations shows Harper in the upper 5% compared to universities (except Professor rank), four-year and colleges, and upper 10% among 143 junior colleges.

Comparison of average salaries paid in East North Central Region shows Harper above the average in every category but Professor rank in universities (Category I).

In Illinois, Harper ranks 1st of 41 institutions in average compensation for Instructors, 1st out of 47 for Assistant Professor, 1st out of 42 for Associate Professor, and 6th out of 38 for Professor. This includes all major universities in the State of Illinois. For instance, compared to the U.of Chicago, Harper pays more to Instructors, Assistant and Associate Professors. Only in the Professor rank is Harper second.

The percentage of increase at Harper for 1970-71 was almost double the national average (9.5% vs.5.4%).

II. I.J.C.B.Study

Harper ranks in the upper 20th percentile in average yearly contract for full-time teaching faculty. Harper ranks at, or near the top in all categories' minimum and maximum scheduled ranges, mean and median. It ranks slightly below the top only in the inexperienced M.A.category.

III. N.E.A. 1969-70 Study

Only two sets of figures need to be quoted:

In 1967-1968, the median salary at 495 reporting two-year institutions was \$9,165--HARPER'S was \$10,055.

In 1969-1970, the median salary at 531 reporting two-year institutions was \$10,850--HARPER'S was \$11,806.

In 1969-1970, the average increase was 9.2%--HARPER'S was 11.2%.

NEW BUSINESS:

Report and Recommendation of the Board Salary Negotiating Committee (cont.)

IV. Average Increase

Dr. Howard, Research Associate--Budget, Board of Higher Education, informed us on May 19, 1971, that the average increase in the senior institutions of Illinois in 1970-1971 was 6.5% against HARPER'S 9.5%. The recommended increase for 1971-1972 is 6%. This has been neither funded nor approved as of May 19.

Mrs. Nicklas concluded by saying that when fringe benefits, promotions, and summer school were considered, the overall cost in dollars to the Educational Fund is 8.565%. Mrs. Nicklas then stated she felt Frank Hines should prepare a formal resolution on Friday, May 28, 1971, but at this time he should summarize the resolution. Chairman Hansen requested Mr. Hines do so.

Mr. Hines stated the resolution will first contain several preambles enumerating the various and lengthy deliberations and studies that Mrs. Nicklas mentioned in her report. It will then indicate that following these deliberations and studies, a salary and monetary fringe benefit program was prepared by the committee and had been submitted to the Board for its consideration; and after due consideration, the Board was adopting that program as recommended and was directing that contracts of employment reflecting the appropriate applicable salary and other monetary elements be prepared and processed to be returned by those employees, who choose to continue their employment, to the Vice President of Academic Affairs during usual college business hours by Friday, June 4, 1971. The program as adopted and as described by Mrs. Nicklas would appear in its entirety in the resolution.

Member Nicklas moved and Member Nugent seconded the motion to accept the resolution on a salary and monetary fringe benefit program (as prepared by Mr. Hines and attached to the Minutes in the Board of Trustees' Book of Official Minutes).

Member Moats stated he would like to comment that he felt the committee's recommendation was a fair and equitable offer, but that he disagreed with the method of handling the faculty. That was all he had to say on the subject.

NEW BUSINESS:

Report and Recommendation of the Board Salary Negotiating Committee (cont.)

Member Miller stated he would like to have a further explanation. Member Nicklas stated that the faculty needs to make a commitment for their convenience before summer school, and as soon as possible so that the Board can develop its budget and make plans to ensure that the college will continue to operate smoothly. Member Miller made the statement that it appeared to him, after listening to discussions, that sufficient time had been devoted to the discussions--such as the meeting that lasted until 4:00 a.m. Member Moats stated that, as he had stated in the executive session, he thought one more meeting should be attempted, but he wished to reiterate that it is a fair and equitable offer. Member Nicklas stated that we have an excellent faculty in every way and a college that we can all be proud of, and it was the committee's intention throughout the deliberations to be fair and equitable, based upon the most current salary information in relationship to our staff's existing salaries, the cost of living, and salary increases at other colleges.

Member Nugent called the question. Upon roll call, the vote was as follows:

- Ayes: Members Hansen, Miller, Morton, Nicklas and Nugent  
Nays: Member Moats

Member Nugent moved and Member Nicklas seconded the motion that merit pay be awarded to the following eight faculty members who were evaluated at the 3rd level:

Joseph Clouser	Martin Ryan
Elizabeth Gialdini	Ronald Stewart
Ray Hylander	Rose Trunk
William H. Miller	Joseph Yohanan

It was further moved and seconded that 5% of the 1970-71 salary base, to be non-accumulative, of the above eight faculty members be paid not later than June 15, 1971.

Member Moats stated that this proposal was not in keeping with his understanding of the merit pay plan, and that he voted last year for an accumulative basis and wished to be consistent. Member Nicklas stated that accumulative basis or year-end recommendation for outstanding performance had been discussed in detail by

**NEW BUSINESS:**

Report and Recommendation of the Board Salary Negotiating Committee (cont.)

the committee, and part of the problem was that the policy that was adopted was not clear in this one specific aspect. Member Morton stated that it was his understanding the merit pay plan was to be accumulative and that by his voting "no" he wished to make it clear that he supported the merit pay plan, except for this particular aspect. Member Moats agreed the policy was not clear.

Upon roll call, the vote was as follows:

Ayes: Members Hansen, Miller, Nicklas and Nugent

Nays: Members Moats and Morton

**ADJOURNMENT:**

Member Morton moved at 1:58 a.m. and Member Nicklas seconded the motion that the meeting be adjourned to Thursday, June 3, 1971, at 8:00 p.m., in the Board room of the Administration Building. Motion was unanimous.

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Chairman Hansen

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Secretary Morton