

*R. Rysar*

WILLIAM RAINEY HARPER COLLEGE  
Algonquin & Roselle Roads  
Palatine, Illinois 60067

AGENDA

August 12, 1971 - 8:00 pm

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes
- IV. Approval of Disbursements
  - A. Bills Payable
  - B. Payroll - July 15th to July 30, 1971
  - C. Estimated Payroll - August 1 to September 30, 1971
  - D. Construction Payout
- V. Communications
- VI. Unfinished Business
  - Report - Student Unrest Committee
- VII. New Business
  - A. Report of Budget Committee
    - 1. Budget Hearing Exhibit A-1
  - B. Staffing - Administrative Exhibit B
  - C. Staffing - Faculty Exhibit C
  - ~~D. Policy Statement and Recommendation Exhibit D~~
  - E. Proposal: Fieldhouse Exhibit E
  - F. Recommendations:
    - Bids 1) Sealing of Parking Exhibit F-1  
Lots
    - 2) Turf tractor and Exhibit F-2  
knife mower

(continued)

G. Ratification: Union Local 11 Agreement

Exhibit G

H. Faculty Evaluation System

Exhibit H

I. Other

VIII. President's Report

IX. Adjournment

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

Minutes of the Regular Board Meeting of Thursday, August 12, 1971

CALL TO ORDER:

In the absence of Chairman Hansen, the regular meeting of the Board of Trustees of Junior College District No. 512 was called to order by Vice-Chairman Nicklas on August 12, 1971, at 8:20 p.m., in the Board Room of the Administrative Building, Algonquin and Roselle Roads, Palatine.

ROLL CALL:

Present: Members Richard Johnson, Lawrence Moats, Ross Miller, Joseph Morton, Jessalyn Nicklas and Eugene Nugent

Absent: Member Milton Hansen

Also present: Robert E. Lahti, Donald Andries, Michael Bartos, Anton Dolejs, Guerin Fischer, Greg Franklin, John Gelch, David Groth, Robert Hughes, Fred Inden, W.D.Klingenberg, C.Patrick Lewis, John Lucas, George Makas, W.J.Mann, T.J.Meyers, William E. Miller, Paul H.Moore, C.Schauer, George Voegel--Harper College; Linda Punch--Paddock Publications; and Randy Von Liska--Harper Student.

BUDGET HEARING:

Vice-Chairman Nicklas declared the meeting recessed until after the public hearing for the budget and called the public hearing on the budget to order.

In the absence of Mr. Hansen, Chairman of the Budget Committee, Dr. Lahti discussed the 1971-72 Budget being recommended by the committee. He called attention to the letter of transmittal which he had written to the Board of Trustees, pointing out that the prime information which might be of interest to the public was contained in this letter. Dr. Lahti stated he had attempted to clarify the difference between last year's budget and this year's budget. He stated perhaps the most significant statistic was the 34% increase in the maintenance and operation fund. Dr. Lahti stated the college continues to borrow from the educational fund in order to maintain the facilities which puts a tremendous burden on the educational fund. In light of the college's failure to pass a referendum a year ago and the Governor's recent veto on an increase in state apportionment, Dr. Lahti pointed out the strain this has put on the college's financial resources.

BUDGET HEARING:  
(cont.)

Mr. Mann reviewed the budget process which the administration goes through. He stated the college has a decentralized cost center budget. Each cost center manager is responsible for developing his budget, with detailed staff and equipment back-up information. Mr. Mann commented it is a continuous process of evaluating priorities and setting goals for the following year, the end result of which is the manual. Mr. Mann pointed out the college had moved to a program budget. In the budget section of the Budget Manual are mission statements for the various cost centers with input and output of each center. He stated it was the intention of the college to go to a performance budget set-up. Dr. Lahti added that a performance budget promises more involvement to the faculty, more refinement to the decision making emphasis as to what the priorities are in this institution. Dr. Makas stated he liked the program statements and the faculty was looking forward to the day when this could be done for each course. He commented he felt the college was moving in the right direction.

As there were no further questions, Vice Chairman Nicklas declared the budget hearing closed at 8:40 p.m., and reconvened the regular Board meeting.

MINUTES:

Member Johnson moved and Member Nugent seconded the motion that the minutes of the regular Board meeting of July 8, 1971, be approved as distributed. Motion was unanimous.

DISBURSEMENTS:  
Bills Payable

Member Johnson moved and Member Morton seconded the motion that the bills payable of August 12, 1971, be approved for payment as follows:

Educational Fund	\$110,791.13
Building Fund	201,344.77
Site & Construction Fund	585.40
Auxiliary Fund	27,956.43
	<u>\$340,677.70</u>

Upon roll call, the vote was as follows:

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

Nays: None

DISBURSEMENTS:

Payrolls

Member Nugent moved and Member Morton seconded the motion that the following payrolls be approved for payment: payroll of July 15, 1971, in the amount of \$218,228.98; payroll of July 31, 1971, in the amount of \$218,160.08; and the estimated payroll of August 1 to September 30, 1971, in the amount of \$987,000.00.

Upon roll call, the vote was as follows:

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

Nays: None

Construction  
Payout

Member Johnson moved and Member Nugent seconded the motion to authorize W. J. Mann, Vice President of Business Affairs, to approve the following construction payout:

Fridstein Fitch & Partners                    \$1,161.38  
(Architectural fees, Fitch, Larocca, Carington & Jones)

Mr. Mann stated this was the final payment for architectural services on Phase IA and B.

Upon roll call, the vote was as follows:

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

Nays: None

Financial  
Statement

Mr. Mann commented that this was an interim financial statement, as it was completed before the audit was completed. He pointed out there will be adjustments made to this statement and a final audited statement issued shortly.

COMMUNICATIONS:

Member Johnson referred to a letter which several Board members had received from Mr. Joseph Weber, Jr., of Weber Marking Systems, relative to Harper's tennis courts.

Member Johnson moved and Member Morton seconded the motion to abolish the charges for use of the tennis courts.

Dr. Lahti stated he felt it was important that the Board know why these charges were established. He stated the administration felt the courts needed some supervision. Supervision comes with a cost to the

COMMUNICATIONS:  
(Cont.)

college. The administration felt it was necessary to have income when there was outgo and put a minimal fee on the use of the courts for the cost of this supervision. Dr. Lahti stated they would be happy to withdraw this fee set-up on the Board's direction.

Member Johnson stated in reference to good business practices that the college was taxing every property owner in the area. Member Morton stated it was a matter of public relations. Member Johnson stated he did not agree with the assumption that the tennis courts needed supervision. Dr. Lahti stated the intent was to protect public property by supervising it.

Member Miller moved to table the motion on the tennis courts until the next Board meeting. He pointed out Mr. Weber was questioning the hours for use of the tennis courts, not the cost. Member Miller stated he agreed in part with Mr. Johnson, but he felt it might be that a small charge is worth the effort to avoid problems. Member Nugent seconded the motion.

Dr. Lahti explained that Mr. Gelch had assured him that the college can make provisions on hours if the interested party would call the college, so he felt the complaint on hours had been corrected.

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

Ayes: Members Miller, Nicklas and Nugent

Nays: Members Johnson, Moats and Morton

The motion was not approved.

Member Miller requested that Member Johnson table his own motion, keeping in mind the students.

Member Johnson withdrew his motion. Member Morton withdrew his second to the motion.

Dr. Lahti stated it was his understanding that the administration was to bring back to the Board a set of guidelines on operating the tennis courts, including hours and fees. Member Miller stated he felt the Board of Trustees should respond to Mr. Weber's letter with an interim letter thanking him for his interest, etc. Vice-Chairman Nicklas asked Dr. Lahti to see that this was taken care of.

UNFINISHED

BUSINESS:

Student Unrest  
Committee

Vice-Chairman Nicklas reported that the Student Unrest Committee was composed of Member Morton, two faculty members, two students, and herself as chairman of the committee. She asked Member Morton to report.

Member Morton stated his membership on this committee had been an interesting experience, starting Nov. 5 and through the end of the year. He stated he felt a great deal had been accomplished. The Student Conduct Code had been revised and sent to various agencies within the college for ratification, and the changes were now in the Student Handbook. Member Morton stated there were other areas the committee had hoped to get into but summer had intervened. He said the question now was concerning the future of this committee, whether or not it was to be discontinued. Member Morton stated this committee was appointed to study student attitudes on campus. The original charge was on October 8, 1970 and amended on December 10, 1970 to read as follows: "The charge to the Student Unrest Committee be changed to make specific recommendations for reform in areas relating to student unrest, and that these recommendations would be forwarded to the Board, Administration, Faculty Senate and Student Senate for possible further action." Member Morton stated that throughout the year the committee had worked up a list of areas for possible review. He recommended the continuation of this committee for the next year.

Member Moats asked if the committee had met to decide whether they wanted to continue, and stated he would like to see the committee meet at least one more time and come to a consensus on which direction to take.

Vice-Chairman Nicklas pointed out it had been the usual practice of Board committees to carry out their duties during the year and then disband at the end of the year. Member Johnson stated the Board has had the policy not to let the committees drag on.

Member Morton stated he was representing the thoughts of the committee in suggesting the following areas for consideration--student dress, student parking code, speaker policy, and bookstore policy. He pointed out that one concern of many was on procedures that should be followed in case of demonstrations.

UNFINISHED

BUSINESS:  
Student Unrest  
Committee

Vice-Chairman Nicklas commented on the possible merit in having discussions on some of these areas. She stated Dr. Harvey had pointed out that many items had been discussed and resolved or amended without having gone through this committee.

Member Morton moved and Member Johnson seconded the motion that the Committee on Student Unrest be continued for one more year with the charge contained in the Board minutes of October 10, 1970, as amended by the Board minutes of December 10, 1970.

Member Miller stated he felt the committee should understand it is not a standing committee. Member Nugent stated he felt the student unrest name is negative and out-of-date.

Dr. Lahti stated he felt if the committee is to continue, then it should be given more specific charges so they will know when their work is completed.

Upon roll call, the vote was as follows:

Ayes: Members Johnson, Moats, Morton and Miller  
Nays: Members Nicklas and Nugent

Vice-Chairman asked Dr. Lahti to provide suggestions as to the activity of this committee and further clarification of its guidelines. Dr. Lahti stated they would try to provide administration's opinion for the committee's deliberations.

NEW BUSINESS:  
Budget  
Resolution

Vice-Chairman stated that Member Hansen, who was chairman of the budget committee, was not present. The resolutions concerning the budget had been distributed in Exhibit A. Member Nugent asked a question about the expected level of funding. Mr. Mann explained that the operating budget was based on an apportionment of \$15.50, and the legal budget was calculated at \$19.00.

Member Miller moved and Member Nugent seconded the motion that the following resolution be adopted:

RESOLUTION

WHEREAS, the Board of Junior College District No. 512, Counties of Cook, Kane, Lake, and McHenry, and State of Illinois, has caused to



NEW BUSINESS:  
Budget  
Resolution  
(cont.)

be prepared in tentative form a budget for the fiscal year commencing July 1, 1971, and the Secretary of this Board has made the same conveniently available to public inspection for at least thirty days prior to final action thereon; and,

WHEREAS, due notice that said tentative budget was available for public inspection has been given in full compliance with the law; and,

WHEREAS, a public hearing was held as to such budget on the 12th day of August, 1971, notice of said hearing having been given at least thirty days prior thereto as required by law, and all other legal requirements complied with; and,

WHEREAS, since the preparation of said tentative budget, the Board has obtained information respecting the current and probably assessed value of all taxable property in the College District;

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

Section 1. That the fiscal year of this College District be and the same is hereby fixed and declared to begin on the 1st day of July, 1971, and end on the 30th day of June, 1972.

Section 2. That the budget, copy of which is inserted in the minutes of this meeting immediately following the last page hereof, containing an estimate of amounts available in the Education and Building Funds, each separately, and of expenditures for each of the aforementioned funds, be and the same is hereby adopted as the budget of this College District for said fiscal year.

The Board adopts the levies for the Educational and Building Funds by the following resolution:

NEW BUSINESS:

Budget

Resolution  
(cont.)

RESOLUTION

BE IT RESOLVED: That there be and hereby is levied for the year 1971 a tax in the sum of \$3,700,000.00 for Educational purposes, and that the Secretary and Chairman of this Board be authorized and directed to execute a proper Certificate of Levy and to file the same with the County Clerks of Cook, Kane, Lake, and McHenry Counties, Illinois, on or before Tuesday, September 28, 1971.

BE IT RESOLVED: That there be and hereby is levied for the year 1971 a tax in the sum of \$1,450,000.00 for Building purposes, and that the Secretary and Chairman of this Board be authorized and directed to execute a proper Certificate of Levy and to file the same with the County Clerks of Cook, Kane, Lake, and McHenry Counties, Illinois, on or before Tuesday, September 28, 1971. (A copy of the Certificate of Levy is attached.)

The Board adopts the following resolution in order to increase the Bond and Interest Fund levy by 9% to cover losses and cost:

RESOLUTION TO INCREASE BOND LEVY

WHEREAS, the Board of Junior College District No. 512, Counties of Cook, Kane, Lake, and McHenry, and State of Illinois, has heretofore issued Site and Building Bonds in the total principal sum of \$7,375,000.00, and

WHEREAS, a duly adopted and certified Levy Resolution has been filed with each of the County Clerks in which a portion of the College District is located, which Levy Resolution provided for the levying of a tax sufficient to pay the principal of said Site and Building Bonds as it falls due and to pay the interest thereon, and

WHEREAS, taxes thus far received by and/or in behalf of the College District are in an amount

NEW BUSINESS:

Budget  
Resolution  
(cont.)

equal to less than 9% of the sum of the levies upon which collections have been made, and

WHEREAS, a shortage in the Bond and Interest Fund is thus anticipated,

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

Section 1. That it would be timely, appropriate and necessary to increase the amounts levied in the Bond resolutions heretofore referred to by the amount equal to 9% thereof, so as to offset costs of collection and losses in collection.

Section 2. That the County Clerks in each of the Counties of Cook, Kane, Lake and McHenry be requested to increase the levy provided for in said Bond Levy Resolutions, for the reasons and in the manner set forth above.

Section 3. That this resolution shall be in full force and effect, from and after its date of passage.

Upon roll call, the vote was as follows:

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

Nays: None

Budget Committee's  
Recommendation--  
Tuition Increase

Vice-Chairman Nicklas stated that the Budget Committee, composed of Mr. Hansen--Chairman, Mr. Moats and Mrs. Nicklas, after reviewing the budget with the administration and in view of the financial condition of the budget as they studied it, recommended that the tuition for semester hour for the year 1971-72 be increased from \$10.00 to \$12.00 per semester hour.

Dr. Lahti distributed a study the administration had done on tuition costs throughout the State of Illinois for state universities and community colleges. He discussed and summarized the study for the Board.

Vice Chairman Nicklas stated the increase in tuition would raise about \$250,000 to \$260,000. She pointed out there has been consideration of a referendum for

NEW BUSINESS:

Tuition

Increase (cont.)

this fall, and she pointed out that if a referendum were passed this fall, the college would not realize revenue from it until 1973. She stated there did not seem to be too much possibility that there will be an increase from the state this year.

Dr. Lahti reported the college was slowing down to almost nothing in this budget in the development of new programs. Mr. Mann explained the problem which would be encountered if programs were cut back and enrollment held down. He stated if Harper did not provide programs for students in the district, they are free to enroll at Triton and Harper would be obligated to pay chargebacks. Mr. Mann estimated revenue loss because of the cut-back in apportionment to be around \$450,000.

Dr. Lahti informed the Board the students had been notified by letter from Dr. Fischer of the possibility of a tuition increase. Dr. Fischer stated the students were informed they could go to the Financial Aids Office if they were unable to pay the increase.

Member Nugent moved and Member Miller seconded the motion that the tuition for 1971-72 year be increased to a rate of \$12.00 per semester hour.

Upon roll call, the vote was as follows:

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

## Staffing--

Administrative

Dr. Lahti presented the administration's recommendation that Dr. Guerin Fischer be appointed Vice-President of Student Affairs and discussed his background and qualifications.

Member Johnson moved and Member Miller seconded the motion to approve the administration's recommendation that Dr. Guerin A. Fischer be appointed Vice-President of Student Affairs, at an annual salary of \$24,950.00, effective August 1, 1971.

Upon roll call, the vote was as follows:

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

NEW BUSINESS:  
Staffing--  
Administrative  
(cont.)

Vice-Chairman Nicklas, on behalf of the Board, congratulated Dr. Fischer and expressed their pleasure with his appointment.

Dr. Schauer presented the recommendation for the employment of Mr. David Gale as Chairman of the Life and Health Sciences Division.

Member Moats moved and Member Miller seconded the motion to approve the employment of Mr. David Duane Gale as Chairman of the Life and Health Sciences Division, with the academic rank of Assistant Professor, at a pro-rated salary for the remainder of the 1971-72 fiscal year of \$15,312.00 based on an annual salary of \$17,500.00. Date of contract to be August 16, 1971 through June 30, 1972.

In the discussion which followed, Member Morton asked if this recommendation had gone through procedure and had the faculty's input. Dr. Schauer stated it had.

Upon roll call, the vote was as follows:

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

Dr. Schauer presented the recommendation for the employment of Dr. Daniel E. Hughes as Chairman of the Communications Division.

Member Miller moved and Member Nugent seconded the motion to approve the employment of Dr. Daniel E. Hughes as Chairman of the Division of Communications, effective September 1, 1971, at a salary of \$16,042.00, (pro-rated on an annual base of \$19,250.00), with the academic rank of Associate Professor.

Member Morton again asked if this gentleman had the concurrence of the faculty. Dr. Schauer stated they received positive feedback of those faculty that were around, with two minor reservations.

Upon roll call, the vote was as follows:

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

NEW BUSINESS:

Staffing--Faculty

Dr. Schauer presented the recommendation of employment for a clinical registered dental hygienist. He pointed out that Miss Sharon Weihman would be the first paraprofessional hired by Harper College with instructional responsibilities and discussed her background and qualifications.

Member Miller moved and Member Moats seconded the motion to approve the employment of Miss Sharon A. Weihman as "Clinical Hygienist" at a salary of \$8,000.00, effective September 7, 1971, through August 4, 1972.

Upon roll call, the vote was as follows:

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

Dr. Schauer presented the recommendation for the employment of Mr. E. Michael Louis as an Assistant Professor of Law Enforcement.

Member Moats moved and Member Miller seconded the motion to approve the employment of Mr. E. Michael Louis as an Assistant Professor of Law Enforcement at a salary of \$14,250.00, for the 1971-72 academic year, effective September 7, 1971.

Upon roll call, the vote was as follows:

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

Dr. Schauer presented the recommendation for the employment of Mr. Rodney P. Marco as an Instructor of Psychology.

Member Miller moved and Member Moats seconded the motion to approve the employment of Mr. Rodney P. Marco as an Instructor of Psychology to cover psychology courses related to the Child Care sequence, at a salary of \$10,000.00 for the 1971-72 academic year effective September 7, 1971.

Upon roll call, the vote was as follows:

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

NEW BUSINESS:  
Staffing--  
Faculty (cont.)

Dr. Schauer presented the recommendation for employment of Mrs. Carol Chamberlin as an Instructor for the art area.

Member Johnson moved and Member Miller seconded the motion to approve the employment of Mrs. Carol Gilchrist Chamberlin as an Instructor of Art, at an annual salary of \$9,400.00, effective September 7, 1971.

Upon roll call, the vote was as follows:

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

Dr. Schauer presented the recommendation for employment of Mrs. Jean Pearson as an Interior Designer (teacher). Dr. Schauer discussed the background and qualifications of Mrs. Pearson, stating rank could not be assigned because she did not have a degree but she was highly recommended by the Design Advisory Committee.

Member Johnson moved and Member Nugent seconded the motion to approve the employment of Mrs. Jean Carol Pearson as an Interior Designer (teacher) at a salary of \$11,000.00, for the academic year 1971-72, effective September 7, 1971.

Upon roll call, the vote was as follows:

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

Dr. Schauer presented the recommendation for employment of Mrs. Nancy C. Duffy as Assistant Professor of Associate Degree Nursing.

Member Miller moved and Member Moats seconded the motion to approve the employment of Mrs. Nancy C. Duffy with the rank of Assistant Professor, at a salary of \$11,500.00 for the 1971-72 academic year, effective September 7, 1971.

Upon roll call, the vote was as follows:

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

NEW BUSINESS:  
Staffing--  
Faculty (cont.)

Dr. Schauer presented the recommendation for employment of Miss Edith Ruth Sauter as an Instructor in History.

Member Moats moved and Member Miller seconded the motion to approve the employment of Miss Edith Ruth Sauter as an Instructor of History, at a salary of \$9,500.00 for the academic year 1971-72, effective September 7, 1971.

Upon roll call, the vote was as follows:

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

Dr. Schauer presented the recommendation for employment of Mrs. Donna B. Finkler as an Instructor in Dental Hygiene.

Member Miller moved and Member Moats seconded the motion to approve the employment of Mrs. Donna B. Finkler as an Instructor in Dental Hygiene at a salary of \$13,800.00, effective September 7, 1971, through August 4, 1972 (48 work weeks).

Upon roll call, the vote was as follows:

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

Resignation

Dr. Lahti presented a letter of resignation from Dr. Omar L. Olson, Dean of Evening and Continuing Education, who had accepted an appointment as President of Lorain County Community College in Elyria, Ohio, effective September 1, 1971. Secretary Morton read Dr. Olson's letter aloud.

Vice-Chairman Nicklas stated, on behalf of the Board, that they have all enjoyed working with Dr. Olson, will miss him, but are very proud of him and wish him great success in his new position.

Member Johnson moved and Member Miller seconded the motion to accept the resignation of Dr. Olson with reluctance. Motion unanimous.

Dr. Lahti also commented on Dr. Olson's accomplishments while at Harper College and expressed his reluctance to see him leave and wishing him success.



NEW BUSINESS:

Dr. Lahti distributed job description and qualification sheets for the position of Dean of Evening and Continuing Education and stated the administration would like to officially open this position. Dr. Lahti discussed the importance of filling this position before the opening of school in the fall. He stated Dr. Schauer had been asked to form a committee and open the position in the institution as well as the community. The Board agreed this position should be opened immediately.

## Fieldhouse

Dr. Lahti informed the Board the administration was recommending the transfer of \$38,904.00 from the Site and Construction Fund to the Building Fund--Remodeling Account. He stated because of safety standards, it was necessary to do some remodeling of the Fieldhouse.

Member Johnson moved and Member Nugent seconded the motion to approve the transfer of \$38,904.00 from the Site and Construction Fund to the Remodeling Account of the Building Fund to accomplish the changes to the Fieldhouse as recommended by the architects.

Upon roll call, the vote was as follows:

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

Nays: None

Bid Award--  
Sealing of  
Parking Lots

Mr. Mann discussed the bid award recommended in Exhibit F-1 for the sealing of parking lots #1 and #2 on the South Campus.

Member Nugent moved and Member Miller seconded the motion to approve the award of bid for sealing of parking lots #1 and #2 on the south campus to Larutan of Texas Corporation in the amount of \$12,272.50, as outlined in Exhibit F-1.

Mr. Mann pointed out this bid was the lowest quoting to specifications without exceptions.

Upon roll call, the vote was as follows:

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

Nays: None

NEW BUSINESS:  
Bid Award--Turf  
Tractor and  
Knife Mower and  
Accessories

Mr. Mann discussed the bid for the Turf Tractor and the Knife Mower and Accessories in Exhibit F-2.

Member Johnson moved and Member Nugent seconded the motion to approve the award of bid for the Turf Tractor and the Knife Mower and Accessories to the Beer Motors Company in the amount of \$6,032.90, as outlined in Exhibit F-2.

Upon roll call, the vote was as follows:

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

Nays: None

Union Local #11  
Agreement

Mr. Mann presented the agreement being proposed between the college and Local 11, Service Employees' International Union, stating this was the recommendation of Mr. J. Herman, the college attorney, and the administration.

Member Johnson moved and Member Nugent seconded the motion to approve the agreement between the Board of Trustees of Jr.College District No. 512 and Local 11, Service Employees' International Union, as in Exhibit G.

Upon roll call, the vote was as follows:

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

Nays: None

Member Miller stated he felt the language in the agreement was ambiguous. Vice-Chairman Nicklas suggested Member Miller send his suggestions as to language in the agreement to Mr. Mann. Mr. Mann agreed it would be very helpful if Member Miller would analyze his points in a letter to Mr. Mann. He stated he would then contact Joseph Herman and Frank Hines for a letter on those specific points.

Faculty Evaluation  
System

D.. Lahti requested Dr. Schauer to report on the Faculty Evaluation System.

Member Johnson moved and Member Morton seconded the motion to table action on the Faculty Evaluation System until the meeting of August 26.

NEW BUSINESS:  
Faculty  
Evaluation  
System (cont.)

Due to the long agenda of the meeting, the Board agreed they would like time for more discussion if it would not inconvenience the administration and faculty. The Board expressed their regrets for any inconvenience.

Motion was unanimous.

Vice Chairman Nicklas reported the Board would need to go into executive session for discussion on a personnel matter.

Member Johnson moved to recess to executive session at 10:15 p.m. Member Nugent seconded the motion. Motion was unanimous.

The Board reconvened from executive session at 12:00 midnight, and the meeting was called to order by Vice-Chairman Nicklas, with the following present: Members Johnson, Miller, Moats, Morton, Nicklas and Nugent.

Other--  
President's  
Salary (cont.)

Member Johnson stated that the Board had retired to executive session to discuss the performance of the college President and the establishment of compensation for the 1971-72 fiscal year. Member Johnson stated that the Board had previously completed a full discussion of the progress of the college to-date and the institutional goals for 1971-72. He indicated that the Board felt that Dr. Lahti had provided outstanding service in every sense of the word and that Harper College, despite its short history, was rapidly becoming one of the outstanding community colleges in the country.

Member Johnson stated that the deliberations of the Board of Trustees with regard to Dr. Lahti's performance took note of the following:

- "1. In the last year, a Management-by-Objectives Program has been successfully implemented. This, to the best of our knowledge, is the only on-going program of this type in the United States in an institution of higher learning.
- "2. In the past twelve months, the faculty has whole-heartedly accepted and implemented a Faculty Evaluation program. This is accom-

NEW BUSINESS:

Other--

President's

Salary (cont.)

plished at a time when, nationally, faculties are moving further and further away from administration; and this indicates skills and diplomacy in working with faculty in a nationally hostile climate.

- "3. At the same time, an Administrative Evaluation Program was introduced down through the departmental chairman level. This has gained enthusiastic acceptance by the administrative staff and again represents the first such effort, to our knowledge, in the U.S.
- "4. North Central accreditation was received during the year. This was accomplished in the minimum amount of time possible. Due to the leadership of Dr. Lahti, Harper is the first new college to receive accreditation in the State of Illinois.
- "5. Even though the college is only six years old and could well sit back and take pride in its many accomplishments in this short period of time, Dr. Lahti had the judgment to recognize that modifications to the original long-range plan must be made in order to deal with the events of the coming decade. He activated the Long-Range Planning Committee, consisting of faculty, administration, and appropriate outsiders, and has guided the work of this group through his counsel.
- "6. Under the state system of securing matching funds for construction programs, Harper College has been most successful. Many of the pitfalls encountered by other colleges in the state have been avoided, and additional funds secured for construction due to careful planning and development of various sized construction programs in sufficient detail with architectural specifications, so that at the end of the year advantage could be taken of funding monies from the state. To the best of our knowledge, no other community college in Illinois has received funding of this type through its own foresight.
- "7. As is evident when one tours the campus, Harper College has very pleasant surroundings and an outstanding faculty, as noted by the accredita-

NEW BUSINESS:

Other--

President's

Salary (cont.)

tion group and students. All of this has been accomplished so that a high level of excellence has been achieved, while maintaining a cost per student that was in the median range. This can occur only when an administration is concerned with productivity and efficiency, as well as quality.

- "8. As all of the Board members know, through their contacts with trustees across the state and across the nation, Harper College enjoys a national reputation. This did not come about because of a well conducted public relations campaign. Rather it occurred because of the excellence of the institution, which is recognized by Dr. Lahti's professional peers in the field of higher education. For the college to achieve national recognition in the short span of its history certainly indicates dynamic leadership.
- "9. As if this were not enough, Dr. Lahti has recognized his own responsibilities for professional growth and contribution to the field of educational administration. He has for the past several years contributed two or three articles per year to his professional journals.
- "10. In addition to his writings, Dr. Lahti has contributed of himself to national organizations. His counsel is sought by accreditation groups, as a consultant to institutions of higher learning, and through these activities he has brought to bear on Harper College national understandings of our local problems."

Member Johnson moved and Member Nugent seconded the motion that Dr. Lahti's base salary and/or annuity program be increased by \$6,000.00 for 1971-72; in addition, Dr. Lahti's contract shall be extended for two years beyond 1972, for a total of three years beginning with the fiscal year 1971-72; in addition, Dr. Lahti is to be awarded a \$2,500.00 non-cumulative compensation payment for outstanding performance for 1970-71.

Member Moats stated that he did not agree with the motion because it was excessive in terms of what other presidents are being paid. Member Johnson commented

NEW BUSINESS:  
Other--  
President's  
Salary (cont.)

that when one reflects upon all the accomplishments that have been completed in the short history of Harper College, it is clear that the college is very fortunate to have the finest community college president in the United States.

Upon roll call, the vote was as follows:

Ayes: Members Johnson, Miller, Morton, Nicklas  
and Nugent

Nays: Member Moats

Dr. Lahti commented that he was very happy and much appreciative of the Board's evaluation of his performance. He added that all the accomplishments to date have been the collective effort of an excellent faculty and administration.

PRESIDENT'S  
REPORT:  
Faculty  
Dinner

Dr. Lahti reminded the Board of the annual faculty dinner and raised the question of the cost and, because of the size of the college, the ability of the Board to mix with the faculty, as was originally intended. Dr. Lahti indicated that, if a change were appropriate, as a minimum level continue meeting with the new faculty or substitute some other type of function for the entire faculty. Member Johnson stated he felt the dinner should be continued. Member Morton commented that he felt as the college grows, probably departments will have their own functions. Dr. Lahti indicated he was merely bringing the question up for review and discussion. By consensus, the Board agreed to continue the program but also to continue to evaluate its success.

ADJOURNMENT:

Member Nugent moved and Member Morton seconded the motion that the meeting be adjourned at 12:35 a.m. Motion was unanimous.

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Vice-Chairman Nicklas

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Secretary Morton