

THE BOARD OF ILLINOIS COMMUNITY COLLEGE DISTRICT NO. 515

Organizational Meeting

May 15, 2007

MINUTES

Dr. Paul J. McCarthy, President, convened the Organizational Meeting of the Board of Illinois Community College District No. 515 at 5:00 p.m., Tuesday, May 15, 2007 in the Board Room of the College.

ROLL CALL:

Board Members Present

_____ Ms. Jacqueline Agee
_____ Mr. Phil Faso
_____ Mr. Mark Fazzini
_____ Ms. Peg Donohue
_____ Ms. Kathleen Doyle
_____ Ms. Mary Lee Johnson
_____ Ms. Lesliefaye Gogins, Student Trustee

Table Participants Present

_____ Dr. Paul J. McCarthy, President
_____ Ms. Patricia Trost, Board Recorder
_____ Dr. Linda Uzureau, Vice President, Academic Affairs
_____ Mr. Robert Tenuta, Vice President, Business & Information Services
_____ Dr. Stephen Nunes, Vice President, Community & Economic Development
_____ Ms. Mary Reaves, Vice President, Student Affairs
_____ Mr. John Flannigan, Faculty Representative
_____ Ms. Susan Braasch, Staff Representative
_____ Mr. Bryce Johnsen, Student Representative

Administrative Staff Members

_____ Ms. Gwen Dean, Ms. Lynita Gebhardt, Mr. Chuck Jenrich, Mr. Jerry Mackay, Dr. Craig Mulling,
_____ Ms. Terri Winfree Seeley

Faculty Members

_____ Ms. Susan Bayer, Ms. Sally Haywood, Mr. Edward Schwarz

Support Staff Members

_____ Mr. Julius Neveles, Ms. Jill Yott

News Media

_____ Mr. Rick Ducat, *The Star*

Other

_____ Mr. Tim Agee; Mr. Joe Faso

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ORAL/WRITTEN PUBLIC COMMUNICATIONS

None.

CANVASS OF APRIL 17, 2007 ELECTION

Mr. Fazzini moved and Ms. Donohue seconded that the Board of Trustees adopt the Resolution declaring the results of the April 17, 2007 election for Cook and Will Counties.

Upon the call of roll, the vote was as follows:

Ms. Donohue	Aye
Ms. Doyle	Aye
Mr. Fazzini	Aye
Ms. Johnson	Aye
Mr. Marks	Aye
Ms. Gogins	Aye

The vote being five (5) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

OATH OF OFFICE AND SEATING OF NEW TRUSTEES

The Honorable Luciano Panici administered the Oath of Office to Ms. Jacqueline Agee and Mr. Phil Faso.

APPOINTMENT OF OFFICERS OF THE BOARD OF TRUSTEES

Chair

Ms. Donohue moved and Ms. Gogins seconded that the Board of Trustees appoint Ms. Kathleen Doyle as Chair of the Board of Trustees.

Mr. Marks moved and Mr. Faso seconded that the Board of Trustees appoint Mr. Mark Fazzini as Chair of the Board of Trustees.

Mr. Fazzini moved and Ms. Donohue seconded to close nominations for Chair of the Board Trustees. All members present voted Aye, and the motion carried.

Ms. Johnson supports Ms. Doyle because she is a seasoned trustee on the Board. Ms. Doyle is working on her doctorate and has been involved in ICCTA and ACCT and education. She has attended numerous college events and is an advocate for faculty and students. It is her turn. Ms. Donohue agreed with Ms. Johnson. Ms. Doyle has respect, she is thoughtful and listens. She does her homework. Ms. Donohue appreciates what Ms. Doyle does and she does not miss any meetings.

Although Mr. Marks agreed with Ms. Johnson and Ms. Donohue, he believes Mr. Fazzini has more experience and has been a Board member longer than anyone on the Board.

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Ms. Johnson noted Mr. Fazzini is employed at College of DuPage and this is Prairie State College. He has served a number of times as Chair and it would be a good time for someone without experience to have a chance. In the past, the Board has given every Board member a chance to act as its leader.

Mr. Marks would gladly support Ms. Doyle in the future; however, he supports Mr. Fazzini at this time. Mr. Faso agrees both are qualified. He believes that since Mr. Fazzini has been on the Board for so many years, he should be Chair. In addition, Mr. Faso believes Ms. Doyle would do a good job, but Mr. Fazzini has more experience.

Upon the call of roll, the vote was as follows:

Ms. Agee voted for	Mr. Fazzini
Ms. Donohue voted for	Ms. Doyle
Ms. Doyle voted for	Ms. Doyle
Mr. Faso voted for	Mr. Fazzini
Mr. Fazzini voted for	Mr. Fazzini
Ms. Johnson voted for	Ms. Doyle
Mr. Marks voted for	Mr. Fazzini
Ms. Gogins vote for	Ms. Doyle

The vote being four (4) votes for Mr. Fazzini and three (3) votes for Ms. Doyle, Mr. Fazzini is appointed Chair of the Board of Trustees

Vice Chair

Mr. Fazzini moved and Ms. Agee seconded that the Board of Trustees appoint Mr. John Marks as Vice Chair of the Board of Trustees.

Ms. Gogins moved and Ms. Johnson seconded that the Board of Trustees appoint Ms. Jacqueline Agee as Vice Chair of the Board of Trustees.

*Mr. Fazzini moved and Ms. Donohue seconded to close nominations for the appointment of Vice Chair of the Board of Trustees. **All members present voted Aye, and the motion carried.***

Ms. Gogins nominated Ms. Agee because she seems to be interested in taking a leadership role which Mr. Marks has not. She believes Ms. Agee would avail herself to see what is going on around the College and have a different vantage point. Ms. Donohue agreed Ms. Agee would make a good Vice Chair. Ms. Johnson will support Ms. Agee.

Ms. Agee stated although she is excited to be part of the Board, she is not sure if she is ready to be Vice Chair.

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Mr. Fazzini stated that Ms. Agee would be able to step into any position; however, there is a difference between stepping into this position and participating as a trustee. Mr. Marks has been here many years and is willing to step up to the plate. He is able to run the meetings because of his experience here. Ms. Agee does not believe she has the experience to sit in the position of Vice Chair.

Upon the call of roll, the vote was as follows:

Ms. Agee voted for	Mr. Marks
Ms. Donohue voted for	Mr. Marks
Ms. Doyle voted for	Mr. Marks
Mr. Faso voted for	Mr. Marks
Mr. Fazzini voted for	Mr. Marks
Ms. Johnson voted for	Ms. Agee
Mr. Marks voted for	Mr. Marks
Ms. Gogins vote for	Ms. Agee

The vote being five (5) votes for Mr. Marks and one (1) vote for Ms. Agee, Mr. Marks is appointed Vice Chair of the Board of Trustees

Secretary

Mr. Fazzini moved and Mr. Marks seconded to appoint Ms. Jacqueline Agee as Secretary of the Board of Trustees.

Ms. Donohue moved and Ms. Johnson seconded to appoint Ms. Kathleen Doyle as Secretary of the Board of Trustees.

Mr. Fazzini moved and Ms. Gogins seconded to close nominations for Secretary of the Board of Trustees. All members present voted Aye, and the motion carried.

Upon the call of roll, the vote was as follows:

Ms. Agee voted for	Ms. Agee
Ms. Donohue voted for	Ms. Doyle
Ms. Doyle voted for	Ms. Doyle
Mr. Faso voted for	Ms. Agee
Mr. Fazzini voted for	Ms. Agee
Ms. Johnson voted for	Ms. Doyle
Mr. Marks voted for	Ms. Agee
Ms. Gogins vote for	Ms. Doyle

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The vote being four (4) votes for Ms. Agee and two (2) votes for Ms. Doyle, Ms. Agee is appointed Secretary of the Board of Trustees

(Ms. Doyle left at this time.)

Recorder

Ms. Agee moved and Ms. Donohue seconded that the Board of Trustees appoint Ms. Patricia Trost as Recorder of the Board of Trustees. All members present voted Aye, and the motion carried.

Treasurer

Ms. Donohue moved and Ms. Johnson seconded that the Board of Trustees appoint Mr. Robert Tenuta as Treasurer of the Board of Trustees. All members present voted Aye, and the motion carried.

APPROVAL OF 2007 REGULAR BOARD MEETING DAY, TIME AND PLACE

Approval of 2007 Regular Board Meeting Day, Time and Place

Ms. Gogins moved and Ms. Donohue seconded that the Board of Trustees hold the 2007 Regular Meetings of the Board of Trustees of Community College District 515 on the last Tuesday of each month (except as otherwise noted) at 5:00 p.m. in the Board Room (Room 2274) of the College.

Upon the call of roll, the vote was as follows:

Ms. Agee	Aye
Ms. Donohue	Aye
Mr. Faso	Aye
Mr. Fazzini	Aye
Ms. Johnson	Aye
Mr. Marks	Aye
Ms. Gogins	Aye

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

2007-2008 COMMITTEE APPOINTMENTS

Prairie State College Foundation Representative(s)

RECOMMENDATION:

Ms. Donohue moved and Mr. Marks seconded that the Board of Trustees appoint Ms. Peg Donohue as Representative to the Prairie State College Foundation and Ms. Mary Lee Johnson as Alternate Representative.

Upon the call of roll, the vote was as follows:

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Ms. Agee	Aye
Ms. Donohue	Aye
Mr. Faso	Aye
Mr. Fazzini	Aye
Ms. Johnson	Aye
Mr. Marks	Aye
Ms. Gogins	Aye

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

ICCTA Representative(s)

The Board agreed to move this appointment to the May 29, 2007 regular board meeting.

ACCT Representative(s)

Ms. Donohue moved and Mr. Fazzini seconded that the Board of Trustees appoint Ms. Mary Lee Johnson as Representative to the Association of Community College Trustees (ACCT).

Upon the call of roll, the vote was as follows:

Ms. Agee	Aye
Ms. Donohue	Aye
Mr. Faso	Aye
Mr. Fazzini	Aye
Ms. Johnson	Aye
Mr. Marks	Aye
Ms. Gogins	Aye

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried.

Mr. Fazzini would like to forego having the Services Committee as a standing committee. It may be re-established at a later date.

EXECUTIVE SESSION

Mr. Faso moved and Ms. Donohue seconded that the Board of Trustees go into Executive Session for the “appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee or against legal counsel for the public body to determine its validity.”

Upon the call of roll, the vote was as follows:

Ms. Agee	Aye
Ms. Donohue	Aye
Mr. Faso	Aye

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Mr. Fazzini	Aye
Ms. Johnson	Aye
Mr. Marks	Aye
Ms. Gogins	Aye

The vote being six (6) Ayes, no (0) Nays, and one (1) Advisory, the motion carried, the meeting adjourned to Executive Session at 5:42 p.m.

RETURN TO OPEN SESSION

Mr. Marks moved and Ms. Donohue seconded that the Board of Trustees return to Open Session at 6:55 p.m. All members present voted Aye, and the motion carried.

ITEMS FROM THE BOARD OF TRUSTEES

Employee Hiring

Mr. Fazzini commented this was put on the agenda by him to give the Board an idea of the number of employees at the College and the responsibilities of hiring staff members. The College has a projected deficit is \$700,000 that had to be dealt. One of the ways the College dealt with the deficit is by increasing tuition. About 75% of the budget is payroll and it is important for the Board to understand the hiring mechanism here on campus. The memo defines the powers of the Board that it is responsible for hiring personnel. Much of the hiring of personnel is delegated to the President and his staff. The Board only deals with administrators and full time faculty.

Attached to the memo is a list of employee groups prepared by Ms. Lynita Gebhardt, Executive Director of Human Resources & Employee Relations. The Board also received additional information regarding specific faculty. Right now the Board impacts just over 100 individuals on campus and the administration actually does the majority of hiring on campus of several hundred employees, about 656. Mr. Fazzini thought the Board should discuss how it feels with regard to how little interaction it has on most of the hiring especially in view of the budget situation or is there a feeling the Board should do more.

The Board discussed the various employee groups at the College. It would be difficult for the Board to approve the adjunct faculty positions since those are based on enrollment and the number fluctuates. Ms. Donohue adjunct faculty are not employees of the College. Many times decisions are made at the last minute on adjunct faculty positions. The confidential employees are those who work for the President, Vice Presidents, Human Resources Department and possibly two security officers. Grant-funded employees are paid from grants.

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Mr. Fazzini asked for a clarification on the number of full time faculty. Dr. Uzureau explained there are 85 full time faculty who report to her and three full time faculty who report to Dr. Nunes. There are a total of 88 positions in the budget.

Mr. Fazzini recapped the discussion noting that right now the Board only approves administrators and full time faculty. His thoughts are that in view of the deficit and the way the budget is comprised of mostly personnel, he would like to speak to the issue of the Board having full hiring authority. He would like to hear from the staff also as to any difficulties it may cause to have all employees come to the Board.

Dr. McCarthy noted one of the first difficulties would be to amend at least three Board policies.

Dr. Uzureau noted it would be difficult in the area of adjunct faculty due to the fluctuations in enrollment. In terms of other areas, she believes if the Board goes in this direction, the Board may want to think about the feasibility of bringing the authority to the Board of advertising to fill a particular position versus simply approving or not approving the person at the time the person is appointed. This would save time and money for the College.

Ms. Donohue suggested this could be considered at a retreat to go over the hiring issues with the administrators and the budget. It is very important not change policies unless absolutely necessary. Having every employee appointment coming before the Board could be mind-boggling. She does not want to go this way.

Mr. Faso commented the Chair could do the interviewing. Mr. Fazzini stated the Chair would not do the interviewing, but simply approve the positions rather than the whole Board doing it. There would be no time lag if it came to the whole Board. Since Mr. Fazzini will be talking to Dr. McCarthy every day, there would not be a time lag.

Ms. Johnson asked if this would eliminate people in charge of HR and the Chair would take on the position. Mr. Fazzini responded no and that he would be working with the President unless the President stated otherwise. This will bring in Board involvement in the hiring process. Mr. Marks pointed out there would only be certain employee categories. It would not include administrators or full time faculty or adjunct faculty.

Mr. Fazzini stated it would only include full time support staff, part time support staff, confidential and grant funded. The President would connect with the Chair whether to move forward.

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Mr. Gogins stated while she hears what Mr. Fazzini says, she vehemently disagrees with the Board having any input on the adjunct faculty because of the fluctuations. There are no part time confidential employees. Ms. Gogins added she does not believe the Board should have anything to do with the ten confidential employees because of their high level of work. She stated that she agrees with some oversight with the exception that if Mr. Fazzini is making the call, he is singlehandedly determining the organizational structure of the College.

Ms. Donohue disagrees with one board member doing this. If in fact there is a need for hiring to be done, it should be done before anything is advertised and that a list is sent to the Board Chair to be reviewed by the Chair and the Board together.

Dr. Uzureau pointed out any part time positions, such as hourly and adjunct, need to be staffed quickly. Ms. Donohue noted this holds true for grant funded positions also.

Ms. Donohue understands looking at the bottom line numbers; however, she does not believe the Board should not get into hiring personnel.

Ms. Gogins stated she believes there is fat that can be trimmed. However, passing this motion gives authority to one member of the governing body. How will the Chair know whether the position he is being asked about is necessary or not. Mr. Fazzini stated he will rely on the President and the administration to give the Chair the details. The authority for hiring now rests with the President and it is not connected to the Board. The Board is ultimately responsible for the budget and it is now taking that authority and connecting the Board it to the campus with regard to this issue.

Dr. McCarthy noted it is not connecting it to the Board, but to the Board Chair only. Mr. Fazzini spoke to Mr. Everett Nicholas, College Counsel, who said the Board can take over all hiring. He asked Mr. Nicholas if the Board can delegate that authority to the Chair and he said yes. Those options are legal based on the Illinois Community College Act.

Dr. McCarthy inquired about the law that the Board is not a Board unless it acts as a whole. The Board can delegate it to the Chair.

Ms. Johnson is concerned about the perception of impropriety going out to the community. The Board should speak as a whole. This Board is a whole with the Chair as the elected person. The Chair cannot hire or go into departments and chose who can be hired under the guise of saving money because there is a perception of impropriety.

Mr. Fazzini commented that when the President wishes to fill a position, he will call the Chair and they will discussion the position. He has no intention of being involved in the selection of the candidate. This is how Mr. Fazzini envisions this working at this time.

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Ms. Gogins stated the President should not have to justify filling a position. That is micro management.

Dr. McCarthy noted Cabinet has reviewed every hire ever since the College has been in the situation of the reduced state budget. The reason the budget is in deficit has nothing to do with the fact that the administration has not been doing their job, but has to do with the fact that the state budget has been cut by 44% or over \$2 million. The College cannot replace \$2 million with three tuition increases. The only way to do it is by managing the positions very judiciously. Positions are not replaced automatically.

Ms. Agee asked, as it stands here today, in regard to the positions the Board is discussing, if the President has veto power. Her question is what would be the difference with regard to a perception of impropriety if the Chair has veto power or the President.

Mr. Faso stated it appears the Board is not changing how people are hired. The President will call the Chair daily rather than bringing it to the Board once a month. The Chair will not tell the President who to hire. It is just to get the Board involved because ultimately it is the Board's budget.

Ms. Donohue stated the Board hires a president who has the credentials to run the College. The Board does oversight and set policy. There is no hiring going on that the Board does not know about. Those positions are in the budget.

Mr. Marks asked if the Chair could turn down a position requested by the President. Mr. Fazzini stated if the Chair denies a position, it would be brought to the Board for discussion.

Mr. Faso moved and Mr. Marks seconded that the Board of Trustees delegate the authority to approve all hires to the Board Chair excluding the hiring of full time faculty, administrators and adjunct faculty.

Mr. Fazzini called the question.

Upon the call of roll, the vote was as follows:

Ms. Agee	Aye
Ms. Donohue	Nay
Mr. Faso	Abstain
Mr. Fazzini	Aye
Ms. Johnson	Nay
Mr. Marks	Aye
Ms. Gogins	Nay

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The vote being three (3) Ayes, two (2) Nays, one (1) Abstain, and one (1) Advisory, the motion carried.

ADJOURNMENT

Ms. Johnson moved and Mr. Marks seconded that the Board of Trustees adjourn the meeting. All members present voted Aye, and the meeting adjourned at 7:45 p.m.

Mark Fazzini, Chair

Jacqueline Agee, Secretary

Patricia G. Trost, Board Recorder
