

MINUTES OF THE SAUK VALLEY COLLEGE BOARD OF TRUSTEES MEETING

February 15, 1978

The Board of Trustees of Sauk Valley College met in a re-scheduled meeting on February 15, 1978 in the Board Room of Sauk Valley College, Rural Route #1, Dixon, Illinois. The Board Meeting scheduled for February 13 could not be held due to inclement weather.

Call to Order: Chairman Coplan called the meeting to order at 7:30 p.m. and the following members answered roll call:

Kay Fisher	Ann Powers
Lorna Keefer	Juanita Prescott
William Reigle	Ronald Coplan
Barb Pasada	

Absent: Oscar Koenig

Mismanagement Charges Denied: Chairman Coplan expressed concern about recent published charges of fiscal mismanagement on the part of the Board and administration at the college. Mr. Coplan publicly denied these allegations and warned that repeating such charges would harm the college and the upcoming referendum effort.

Chairman Coplan called for constructive criticism and comments from community residents and college staff members in the months ahead.

Public Meeting: Chairman Coplan informed those present of the plans for a public meeting to be held on March 15 to give residents of the district an opportunity to present their views on the economic retrenchment of instructional, administrative, clerical and maintenance personnel. He suggested that anyone wishing to make a presentation should, if possible, submit a statement in writing to the President in advance of this meeting.

Communications from Visitors: Chairman Coplan recognized Grace Grove of Dixon, Illinois, who read the attached statement expressing her feelings on the recent retrenchment of six teaching faculty members.

Minutes: It was moved by Member Reigle and seconded by Member Powers that the Board approve the minutes of the January 23 regular meeting and the January 30 adjourned meeting. Motion voted and carried.

Director of  
Public  
Safety:

It was moved by Member Reigle and seconded by Member Pasada that the Board approve the procedures recommended with regard to the Director of Public Safety. These recommendations are attached and involve Dick Holtam assuming the Public Safety administrative assignment, and the payment of overload money to someone for the supervision of the Fire Control Program. Motion voted and carried.

Fractional  
Contracts:

It was moved by Member Keefer and seconded by Member Prescott that the Board approve issuing a contract to Karen Huber for nine equated hours to teach HEA 095E during Spring, 1978 at a salary of \$3,721. In a roll call vote, all voted aye. Motion carried.

Catalog:

It was moved by Member Keefer and seconded by Member Prescott that the Board approve the low bid of Pinney Printing Company (DBA as Rock River Valley Printers, Sterling, IL) for printing 12,000 copies of the 1978-80 college catalog at a cost of \$15,179. In a roll call vote, all voted aye. Motion carried.

Cost  
Analysis:

President Cole noted that he had prepared a departmental cost analysis as per the request of Member Prescott.

Administrative  
Cut-backs:

The Board agreed that administrative cut-backs would be discussed in executive session after the meeting, and again in executive session at 4 p.m. on February 27, with a final decision to be forthcoming at the first meeting in March (March 13, 1978).

Board Policy  
Committee:

Member Prescott gave a status report on the Board Policy Committee and noted that an index on proposed policies would be mailed to each Board member for their comments and suggestions.

Trustee  
Workshop:

The Board was reminded of a collective bargaining workshop to be held at the Arlington Park Hilton on March 18, 1978.

Bargaining  
Team:

Chairman Coplan said he would appoint a Board bargaining team at a later date.

President's  
Report:

Student trustee, Barb Pasada, reported on the ASB meeting, a project sponsored by the nursing department to raise money for equipment, and presented the Board with the attached petitions containing over 400 names expressing the

President's  
Report:  
(continued)

students' disapproval of the retrenchment of six faculty members and the manner in which it was conducted. She requested that copies be distributed to the six faculty members involved and the ASB. President Cole reported on the attached committee meeting minutes, promotional letters mailed to district members from the Arts and Sciences advertising various courses in this area, Career Ed Workshop held at Stronghold, a financial aid report from Ron Marlier regarding the recent audit report on financial aid guidelines and academic progress of students, a copy of a letter from the nursing department requesting equipment donations, and copies of letters from citizens in the district expressing their views on the recent retrenchment.

Executive  
Session:

At 8:00 p.m. it was moved by Member Pasada and seconded by Member Prescott that the Board adjourn to executive session to discuss the dismissal of personnel. In a roll call vote, all voted aye. Motion carried.

Regular  
Session:

At 9:46 p.m. it was moved by Member Pasada and seconded by Member Keefer that the Board return to regular session. In a roll call vote, all voted aye. Motion carried.

Adjournment:

Since there was no further business, it was moved by Member Prescott and seconded by Member Fisher that the Board adjourn to 4:00 pm on February 27, 1978. In a roll call vote, all voted aye. Motion carried.

The meeting adjourned at 9:48 p.m.

Respectfully submitted:

Lorna Keefer  
Lorna Keefer, Secretary

The reason why I am attending this board meeting tonight at Sauk Valley College, is because I have a great concern for the six faculty members who were dismissed for the coming school year. I believe that my strong interest is triggered by the fact that some of these people have been the backbone of the college since its existance or thereafter. Much good can be said of their endeavors with the college. Therefore, this is the time that I really begin to question the stability of this institution and the administration we have entrusted our precious tax dollars and tuition dollars.

Trying to evaluate both faculty and administration view points is no easy task for the average citizen. Both sides have built strong cases. Therefore, as a responsible citizen, tax supporter, and student, I must decide my stand on the issues.

Do I interpret it correctly, to say that a two year college has a chain of command as follows: the faculty can make suggestions to the administration, of which they can accept or reject; administration can make suggestions to the president, of which he can accept or reject, and the president must weigh many suggestions, and then recommend action to the Board of Trustees, who can then decide law. If this is true, then a president of a college is truly a leader. Aren't leaders hired to keep things going smoothly? As I see it, things aren't going smoothly and we have a crisis. Faculty and administration, in my opinion, are given no choice but to plead their own cases for their own survival in this institution. Possibly the first of many people will loose their jobs or be severly cut in salary to satisfy the monitary need of this institution. Couldn't something have been done to prevent a retrenchment? Where does this retrenchment leave the student, taxpayer and resident of this college district? It looks like to me, that we are being penalized for others errors in judgment and penalized good through lack of choice and elimination of quality instructors!

I'm only expressing my views, but I feel that with a tax referendum passed or not, the urgent need for stronger leadership is evident. The president and administration are more mobile, and can move on to greener pastures, but us thousands of taxpayers, aren't as mobile, and must face whatever comes along. The question is now; what must we face? I really believe that our college is an asset to the community. But I wonder how long we can expect it to exist under our present conditions?

Please give this thought some serious consideration. I certainly have taken the time to, and glad I did. I'm sure more voices will be heard as time goes along.

Gracie Grove  
R. R. #1  
Dixon, IL 61021

gg  
2-78

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE

DIXON, ILLINOIS 61021

DATE February 7, 1978

#D2a

## MEMORANDUM

TO: Sauk Valley College Board of Trustees

FROM: Dr. George E. Cole *G-E.C.*

SUBJECT: Position of Director of Public Safety

In keeping with our efforts to cut back on administrative costs, the Board agreed at our last meeting to permit Robert Crouse, Director of Public Safety, to return to full time teaching in the Criminal Justice Program.

Dean Williams has recommended that the duties formerly performed by Mr. Crouse be accomplished in a manner specified in the attached memorandum.

### RECOMMENDATION:

"The Position of Director of Public Safety not be refilled, and the duties of this position be accomplished in accordance with procedures described in the attached memorandum from Dean Williams."

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE, DIXON, ILLINOIS 61021

DATE January 25, 1978

## MEMORANDUM

TO: Dr. Cole

FROM: Dr. Williams *BD*

RE: Assignment of Public Safety Administrative Duties to Richard Holtam

Attached is a communication to you regarding the assignment of Mr. Crouse's administrative duties to Mr. Holtam. The reason for my request that it be withdrawn at the last Board meeting, was that- apparently we did not have all of our communications correct and, a thorough understanding of this assignment between all parties, at that time.

We have remedied these communication problems and all parties are in full agreement with the attached proposal, as re-submitted herewith.

1m  
enc

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE January 25, 1978

## MEMORANDUM

TO: Dr. Cole

FROM: Dr. Williams

RE: Assignment of Public Safety Administrative Duties to Richard Holtam

In relation to the administrative assignments for the Director of Public Safety, it is my recommendation that this administrative position not be re-filled. I am fully aware of the efforts about the campus to cut costs, and, after discussing this position with my administrative staff, we feel that, with some additional effort, of course, we can handle these assignments. We will have to make the following adjustments:

A. An overload will be paid to someone to handle the Fire Control Program. This was done in the past, prior to the creation of this administrative position.

B. I am recommending that Mr. Crouse and Mrs. Burnham be placed under the immediate supervision of Mr. Holtam as Director of Public Service Programs, and that Mr. Holtam take on the additional Public Safety administrative assignment.

As you know, Mr. Holtam has been teaching contractual load of 19 credit hours, plus 1 additional course, each summer session as part of his contract. Mr. Holtam has agreed to accept these new duties under an arrangement which would change his contract effective June 1, 1978, to the extent that he would teach 13 credit hours and not be required to teach the additional course in the summer.

C. I, frankly feel that when administrative salaries are discussed that strong consideration must be given to Mr. Holtam for his acceptance of these additional responsibilities, however, I know that the Board has not begun that discussion and I would suggest that a recommendation be held off until that time.

D. I have discussed some functions that Mrs. Burnham will be able to assume; for example- the Advisory Committee of the Criminal Justice Program. She is more than willing to do this and we are encouraging her along that line.

Thus, I believe we have been able to make a very important cost-cut to the institution. This should encourage other areas to do the same in the near future.

1m  
enc

cc: Richard Holtam

# SAUK VALLEY COLLEGE

#D26

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE February 7, 1978

## MEMORANDUM

TO: Sauk Valley College Board of Trustees

FROM: Dr. George E. Cole C.E.C.

SUBJECT: Fractional Contracts - Nursing Program

The attached recommendation from Dean Williams requests Board approval for the continuation of the fractional instructional contract for Karen Huber.

### RECOMMENDATION:

"Board approval to issue a contract to Mrs. Karen Huber for nine (9) equated hours to teach HEA 095E during the spring semester 1978 for a salary of \$3,721.00."

# SAUK VALLEY COLLEGE

RURAL ROUTE ONE, DIXON, ILLINOIS 61021

DATE February 3, 1978

## MEMORANDUM

TO: Dr. Cole

FROM: Dr. Williams (RW)

In keeping with previous discussions regarding the staffing of our Nursing Program for this year, the Board approved the issuing of fractional contracts to cover, in the absence of Mrs. Rosemary Johnson, currently on leave from the LP Nursing Program.

It is my understanding that the Board requested that I come back to them for further approval this semester, regarding new contracts to be issued.

I am, therefore, requesting approval to issue a contract to Mrs. Karen Huber for nine (9) equated hours, at a salary of \$3,721.00, for the purpose of teaching HEA 095E.

The total salary issued under this fractional contract arrangement, both for Fall '77 and Spring '78, will not exceed Mrs. Rosemary Johnson's total previous salary.

I would appreciate your forwarding this to the Board of Trustees at their next regularly scheduled meeting. Thanks for your cooperation.

1m

# SAUK VALLEY COLLEGE

#86

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE February 7, 1978

**MEMORANDUM**

TO: Dr. George E. Cole

FROM: John E. Sagmoe

Attached is a rather in-depth response from Mr. Ronald Marlier, Director of Financial Aid, regarding the recent audit report as it pertains to Financial Aid guidelines and academic progress of students. For the purpose of clarification, I offer the following summary of Ron's report:

- 1) Prior to the Educational Amendments of 1976, the institution by institutional academic policy determined whether a student was in good standing. If the student was in good standing and if the institution allowed the student to attend school, the Financial Aid Office allowed financial aid to the student.
- 2) Under the Educational Amendment of 1976, a distinction was made in that policies that gave the right for a student to attend classes were not the same as policies that governed the right of a student to obtain financial aid.
- 3) There evidently were problems encountered in implementing all of the 1976 guidelines in the Fall of 1976. According to the Financial Aid Office, we did not receive the final regulations for the 1976 Educational Amendments until late that fall, and it was not until January of 1977 that the Sauk Valley College Board approved the "Academic Standards of Progress" policy for students on financial aid. Thus, full compliance with that act was not fulfilled until that spring semester.
- 4) The attached "Academic Standards of Progress" policy has been fully implemented at Sauk Valley College. The Financial Aid Office now monitors the academic progress of all financial aid students.

As a point of information, this past semester approximately 173 were identified as not meeting academic progress guidelines and were taken off of financial aid programs. Twenty-five of these students were allowed to continue on financial aid programs after their cases were reviewed on the basis of mitigating circumstances. At this time, I cannot tell you how many students re-entered Sauk Valley College utilizing their own sources of income. I do plan to obtain this information within the next week or so when the final registration-Student Directory for the Spring 1978 Semester is available.

JES/vld

COLLEGE POLICY ON "STANDARDS OF PROGRESS"  
AS IT PERTAINS TO RECEIVING FEDERAL FINANCIAL AID  
AT SAUK VALLEY COLLEGE

Students receiving Federal financial aid funds must remain in good standing and show measurable progress toward their certificate or degree. (Title 45, Ch. I, Part 144.2-20, Federal Regulations.)

For purpose of implementing this policy the following criteria will be used:

- I. Where two or more courses totaling at least six or more credit hours are undertaken and the student fails and/or withdraws from all, the student will be determined to have made unsatisfactory progress and may be terminated from receiving Federal financial aid at Sauk Valley College for the following semester.
- II. Failure to successfully earn credit in at least fifty percent of the courses undertaken will be determined to have made unsatisfactory progress and may be terminated from receiving Federal financial aid at Sauk Valley College for the following semester.
- III. Federal financial aid recipients must maintain the following grade point averages as listed in the Sauk Valley College academic probation policy published on page 22 of the current college catalog to be considered as making satisfactory progress toward their certificate or degree.

Semester Hours Attempted	Cumulative Grade Point Average
12 - 30	1.50
31 - 45	1.75
46 - 60+	2.00

The law requires a review of each financial aid recipient's academic record at the end of each regular semester. Any extenuating circumstances which can be fully documented, will be considered for continuance on Federal financial aid programs on an individual basis.

This policy does not preclude a student from enrolling in subsequent semesters and re-establishing satisfactory progress. When this occurs, the student will again become eligible for Federal financial aid participation.

NOTE: THIS POLICY ALSO PERTAINS TO ALL STATE FINANCIAL AID PROGRAMS

# SAUK VALLEY COLLEGE

RECEIVED

RURAL ROUTE ONE,

DIXON, ILLINOIS 61021

DATE January 24, 1978

## MEMORANDUM

TO: John Sagmoe

FROM: Ronald Marlier

RE: Questions By The Auditors Relative To Disbursing Funds To Students Not In Good Standing

After several conversations with Robert Schmidt of The Department of HEW, Financial Aid Branch, Region V, he stated that they were using the audit guide which was published in May 1976, of which I have a copy. Attached to this memorandum you will find the eligibility requirements for students to participate on pages 24 and 26. Needless to say, I see no reason to requote the statements since it is relatively self-explanatory.

In my research of students transcripts, I have found that students had attempted numerous courses, sometimes over 100 credit hours, and never reached a point to be evaluated for academic probation or dismissal. According to the college catalog, a student is not evaluated until he has completed 12 semester hours of course work. Under the old guidelines, the financial aid office has always operated under the policy that if a student was allowed to attend classes, and some have over a period of six or seven semesters, then as long as the college allowed him to go to school those students were considered for financial aid participation.

One very striking difference between the Education Ammendments of 1974 and those of 1976, is a matter of language. Under the old audit guidelines, relative to participation, it makes no mention whatsoever of academic probation or dismissal and leaves it pretty much to the opinion of the institution whether or not the student can maintain good standing. Likewise, the same principle applies to the Supplemental Educational Opportunity Grant where a student should have been showing academic or creative promise, again leaving it to the opinion of the institution whether or not that student can maintain good standing. In parenthesis it states: (demonstrated by acceptance for study at the institution). No where under the old guidelines does it make any reference to a satisfactory progress in the students program of study, but only alludes to (in the opinion of the institution can maintain good standing in the course of study).

The financial aid office at Sauk Valley College, under the old guidelines, was never required to peruse students profiles to determine good standing in the past. Under the Education Ammendments of 1976, the financial aid office is now required to do so and we now have an institutional policy to effectively monitor students continued participation under federal and state financial aid programs. In June of 1976, and under the direction of the board policy which was passed in January of 1977, students were identified for the entire 1976-77 academic year relative to compliance. This list of names was provided to the auditors of which they looked at 24 names. Naturally in my opinion, all of these students, of which there were 170, would not be considered showing academic or creative promise and that is the reason why they were pulled. Previously, I do not feel the responsibility for determining good standing or academic progress fell in the realm of the financial aid office.

January 23, 1978

John Sagmoe

Questions By The Auditors Relative To Disbursing Funds To Students Not In Good Standing

The government has now dictated to the colleges what they mean by satisfactory progress, for not only the present, but the future, including new attendance requirements.

I am enclosing a few transcripts, of which I have never seen until this year, which would probably reflect what the auditors were looking at, and if indeed this is the case, I believe the auditors comments would be justified with the exception of laying the blame on the financial aid office.

I have no further comments other than saying that I have also attached a copy of the new law which can be compared with the old law which now puts that responsibility on the financial aid office and takes it away from the institution.

Mr. Schmidt said he felt that there was no need to send a letter explaining this since I pretty much reflected what consisted of our telephone conversation in this memorandum.

I hope this satisfies Mrs. Prescott and any other board member that might have had questions relative to the auditors comments.

jm

cc Robert Edison

(Note: If an institution was participating in only one of the programs (CWSIP, for example) and then enters the second program (SEOGIP) in a later year, or if an institution drops out of one or both of the programs and reenters at a later date, a new three-year average would have to be established using the appropriate later base years. This average also would be reported on OE Form 1036.)

The auditor should review the documentation supporting the institution's computation of expenditure figures for the three base years. Although the computation may require some estimation by the institution, the auditor should determine that there is a sound basis for the estimates and that the estimates are reasonably supported.

Determine that the institution is spending an amount equal to or in excess of this average amount of its prior institutional expenditures in each year the CWS Program and/or SEOG Program is in effect at the institution.

#### E. SUPPLEMENTAL EDUCATIONAL OPPORTUNITY GRANTS PROGRAM

##### ELIGIBILITY OF STUDENT PARTICIPANTS

From selected students' application forms (the auditor may use the same sample for review of disbursements to students) determine whether the application form and supporting records provided sufficient information for the institution to determine that:

1. the student is or intends to become a U.S. citizen,
2. the student shows evidence of academic or creative promise and is capable, in the opinion of the institution, of maintaining good standing in his course of study (demonstrated by acceptance for study at the institution),
3. the student has been accepted for enrollment as at least a half-time undergraduate student at the institution or, in the case of an undergraduate student already attending the institution, is enrolled on at least a half-time basis,

(Note: For grants received prior to July 1, 1973, the student must have been enrolled as a full-time student.)

#### ELIGIBILITY OF STUDENT PARTICIPANTS

Review selected student's application forms (the auditor may use the same sample selected for payroll disbursements) to determine whether the application form provided sufficient information on the financial need of the student in relation to his source of income.

From the records supporting the selected applications ascertain that the institution made a determination that:

1. the student is or intends to become a U.S. citizen (Section 302),
2. the student is capable, in the opinion of the institution, of maintaining good standing while being employed under the program (Section 302),
3. the student has been accepted for enrollment at the institution on at least half-time basis or, in the case of a student already enrolled in and attending the institution, is in good standing and is in attendance on at least a half-time basis either as an undergraduate, graduate, or professional student,

(Note: To be eligible for the program prior to July 1, 1973, the student must have been a full-time student.)

4. the student is in need of employment in order to pursue a course of study at the institution (Chapter IV).
5. the student has executed and signed an affidavit of educational purpose. (This applied to employment under the CWS after July 1, 1973.)

#### PRIORITY OF STUDENT PARTICIPATION

Determine whether there is an effective procedure for giving preference for employment under the CWS program to students with the greatest financial need.

#### ELIGIBILITY OF OFF-CAMPUS PROJECTS

Determine whether the institution has written agreements with any off-campus organizations to which College Work-Study students have been assigned. Determine that the off-campus agency qualifies as a participating organization (Section 517a and b).

## PROPOSED RULES

107-1

purposes of this section, a payment period is a period of time covered by the following:

(1) If a student withdraws from or is terminated by an institution prior to the institution's scheduled start of classes, all funds described in paragraph (g)(1) of this section shall be considered an overpayment to be refunded.

(2) If a student withdraws from or is terminated by an institution between the institution's scheduled start of classes and the midpoint of the payment period:

(i) Determine the total number of days within the payment period and divide that number in half to determine the number of days to the midpoint of that payment period; (ii) subtract the number of days the student was enrolled during that period from the number of days leading up to the midpoint; (iii) divide the amount obtained in paragraph (g)(3)(D) of this section by the number of days to the midpoint of that payment period; (iv) multiply the amount disbursed to the student as determined in paragraph (g)(1) of this section by the ratio established in paragraph (g)(3)(iii) of this section.

(3) Any institution of higher education which disburses funds to students on a weekly basis or more frequent intervals, shall be exempt from the provisions of paragraph (g)(3) of this section.

(4) If a student withdraws from, or is terminated by the institution after the midpoint of the payment period, none of the funds described in paragraph (g)(1) of this section shall be considered an overpayment.

(5) If at the time the institution determines whether a student is making satisfactory progress in the course of study he is pursuing, it finds that the student did not (i) attend any classes, (ii) complete any required work, or (iii) take final examinations during the prior payment period, any funds described in paragraph (g)(1) of this section shall be considered an overpayment to be refunded.

(6) Determining grant funds to be restored. If a refund is determined under paragraphs (g)(2), (3), and (4) of this section, the amount of grant funds to be restored to the appropriate grant account shall bear the same ratio to the total refund as the grant award bears to the sum of the financial aid (i) disbursed to that student and (ii) credited to his account, for that payment period.

(20 U.S.C. 1076)

Section 170.17 of Part 170 of Title 45 of the Code of Federal Regulations is amended to read as follows:

### § 176.17 Payment of grant.

(a) A student's award for an academic year shall be divided among payment periods which correspond to the number of semesters, trimesters, or quarters in the institution's academic year. The amount which may be paid during any payment period shall be in the same ratio to the student's award for the academic year as the length of that payment period bears to the length of the

academic year at that institution. An institution which does not utilize such academic terms shall reserve at least half of a student's Supplemental Grant for an academic year for payment to him after the midpoint of such academic year. Within each payment period the institution may pay the student at such times and in such installments as the institution determines will best meet his need for such funds.

(b) Before making the initial payment of a Supplemental Grant for any year to a student the institution shall obtain from that student a written acceptance of the grant and a signed statement indicating that the student received notice of the amount of his Supplemental Grant, of the fact that such amount may not exceed 50 percent of the total amount of student financial aid made available to him through the institution, of the nature and source of the other student financial aid made available to him through the institution, and of the fact that the payment of the Supplemental Grant is conditional on the recipient's maintaining satisfactory progress in the course of study he is pursuing according to the regularly prescribed standards and practices of the institution from which he received the grant and on the recipient's carrying an academic workload sufficient to qualify him as at least a half-time student during the academic year.

(c) No payment of funds may be made unless the institution determines that the student:

(1) Is maintaining satisfactory progress in the course of study he is pursuing, according to the standards and practices of the institution at which the student is in attendance;

(2) Is not in default on any loan made from a student loan fund at that institution or on a loan made, insured, or guaranteed under the Guaranteed Student Loan Program (Title IV-2, HEA) for attendance at such institution; and

(3) Does not owe a refund on grants previously received for attendance at such institution under this part, the Basic Educational Opportunity Grant program or the State Student Incentive Grant Program.

(d) Notwithstanding paragraph (c) of this section, if an institution at the beginning of a payment period determines that the student is not maintaining satisfactory progress, but is able prior to the close of that payment period to reverse that determination, it may make grant payment for that period to the student; if that determination is made subsequent to the close of that period no funds may be advanced to the student for that period, nor may the student's award be adjusted to reflect the loss of aid for that period.

(e) Notwithstanding paragraph (c) of this section: (1) If a student receives an overpayment and thus owes a refund, on a grant for attendance at that institution because of institutional error, the institution may disburse funds to that student, assuming that the student is otherwise eligible to receive such funds if that student: (i) Acknowledges in writing the amount of the overpayment and (ii) agrees to make a refund for the reasonable period of time.

(2) If a student receives an overpayment and thus owes a refund, on a Basic Grant awarded to him at that institution, that student may disburse unearned aid funds to that student, assuming the student is otherwise eligible to receive such funds, if that student: (i) Acknowledges in writing the amount of the overpayment and (ii) agrees to make a refund for the reasonable period of time.

(3) If a student receives an overpayment and thus owes a refund on a Supplemental Grant awarded to him at that institution, that student may disburse unearned student aid funds to that student, assuming that the previous (i) and (ii) conditions are met, and that the student is otherwise eligible to receive such funds, if that student: (i) Acknowledges in writing the amount of the overpayment and (ii) agrees to make a refund for the reasonable period of time.

(4) If a student receives an overpayment and thus owes a refund on a Supplemental Grant awarded to him at that institution, that student may disburse unearned student aid funds to that student, assuming that the previous (i) and (ii) conditions are met, and that the student is otherwise eligible to receive such funds, if that student: (i) Acknowledges in writing the amount of the overpayment and (ii) agrees to make a refund for the reasonable period of time.

(5) In determining whether a student is in default on a loan made from a Guaranteed Student Loan fund at that institution, if the student has a grant from the institution, it shall not be in default on the amount of the Guaranteed Student Loan made for the student at that institution.

(6) A recipient of a Basic Grant under this part is not eligible to receive payment of a grant to a recipient: (1) If the recipient is financially unable to maintain satisfactory progress in the course of study he is pursuing according to the regularly prescribed standards and practices of the institution; (2) if the student is in default on the grant; and (3) if the student is not carrying an academic workload sufficient to qualify him as at least a half-time student during the academic year.

(20 U.S.C. 1076b)

## PART 176—Basic Grant

### CHANGES

Section 160.16 of the Code of Federal Regulations is amended to read as follows:

### § 196.75 Payment of basic grant opportunity grants

(a) An individual basic grant opportunity grant may be paid to a student on the basis of his/her enrollment.

(1) That the individual basic grant meets the criteria of the grants of § 196.3. In the event that the institution provides information which the student does not know or does not have knowledge with regard to his/her enrollment;

(2) That the individual basic grant opportunity grant is paid to the student;

(3) The amount of the basic grant opportunity grant is calculated to exceed § 196.3;

February 6, 1978

Dr. George Cole  
Sauk Valley College  
R. R. #1  
Dixon, IL 61021

Dear Dr. Cole:

As a taxpayer and citizen of the Sauk Valley College district, I am deeply concerned with the recent dismissal of six faculty members. As President of Sauk Valley College, maybe you can answer some of my questions regarding this matter.

Therefore, I have enclosed a letter of this nature. Any information you can give me will be most helpful.

Thank you very much.

Sincerely,

*Gracie Grove*

Gracie Grove  
R. R. #1  
Dixon, IL 61021

gg/Encl.

As a taxpayer and student of Sauk Valley College, I was completely stunned and dismayed of the fact that six faculty members of Sauk Valley College are being dismissed at the end of this 1977-78 school year.

How can we just accept this fact and watch good, moral upstanding citizens from our own communities, who have set good examples for our students be dismissed? How can such a dedicated, talented, excellent teaching staff with all the necessary educational background and experience be dismissed from Sauk Valley College? I personally know all of these people who are being dismissed, and I have high regard for them.

Some of these people began with the inception of the college. They have helped build and create good educational programs in their specialized fields. Through the years with the college, they have improved and revised their programs to meet the needs of students, etc. Some of these people have been here a shorter time, but they, too, have given quality education, services, etc. to our community.

Talk about loyalty and promotion of Sauk Valley College? I have personally known, that during their careers at Sauk Valley College, these dismissed faculty have willingly devoted several hours of their own time through promotions for the college. They have donated their time through information services, sports events, lectures, seminars, public speaking, service organizations, etc. Sauk Valley College gladly accepted their willingness to give of themselves, but now Sauk Valley College is also willing to close the door on their faces. That doesn't sound reasonable to me.

As a taxpayer, I have several questions I would like answered. Two years ago, three new administrative positions were created, and thus three new administrators were hired at approximately \$60,000 base pay. How are they generating credit hours for the college and bringing in revenue? It is my understanding that only teaching faculty can generate credit hours, which is the major source of revenue.

Haven't the dismissed faculty members had excellent or above average enrollments? By terminating these people, what are we going to accomplish? Except a loss of revenue? Without teachers there will be no classes available, without available classes, there will be no students, and without students, there will be no revenue. What is the strategy used in long range planning for our college?

Why can't qualified full time faculty teach some of the classes that part time faculty now hold for the coming 78-79 school year? Is it true that some of the faculty members being dismissed were refused when they requested to teach a class that a part time instructor now holds?

I would appreciate any information regarding these matters. Otherwise, I am confused about the true issues of this dismissal. As a taxpayer, I have the attitude that we are being deprived of quality education, by losing qualified faculty. Why must we be subjected to this loss when we, as taxpayers, are helping support the Sauk Valley College district?

gg/2-78

Feb 12, 1978

Sauk Valley Pres. Geo Cole:

You have no conception of the damage you and your administrators are doing to S.V.C. by planning to dismiss, fire, discharge, or kick out 6 senior members of the faculty.

Would it not show better judgment to dismiss administrative personnel and excess secretaries, who have expressed such horrible judgment. "Cut the chaff" where needed.

But remember, Mr Cole, you came to S.V.C. long after these well qualified, experienced, and successful professors did. They have proven their ability to get subject matters across to mediocre pupils, who graduated and make the deans list and now are making an honest living.

I am a retired teacher, a tax payer, I favored bringing a junior College to Rock River Valley years ago. Let's not kill this college's reputation with bad judgment.

Very recently Ronald Regan, on TV said we will experience a depression within 2 yrs. Then, Mr Cole, Will you ask each teacher to take a 30% wage cut? Are you old enough to remember that? 1936 I do.

For the sake of the students of S.V.C. Please re-employ those teachers. They need real teachers.

Sincerely E.M. Mensch

February 9, 1978

Dr. Cole:

Having some of these same opinions, I will take this opportunity to express them.

Three years ago a questionnaire concerning the feasibility of the three assistant deans was circulated. Student opinion ran negative at that time! However, the issue was adopted as policy and implemented. The cost to the budget was not, apparently, offset by an increase, either in enrollment or credit hours.

Sir, it would seem you are passing a golden opportunity, that of listening to, being aware of, and/or acting upon student opinion.

It would also appear, sir, that no lesson was learned by you or the Board through the Paulsen mess. It appears as though administrative irresponsibility brought about that blunder. It also appears that innuendo and personal grudges have no place in the realm of administrative duties and/or responsibilities.

Sir, I do believe a more thorough investigation of this situation is in order. Included in this study should be a more realistic approach to the ideals of loyalty and trust. These are traits which one cannot expect from part-time personnel and such lack can breed more trouble than worth in the long run.

Sir, I sincerely hope you will find the time to consider these matters.

Thank you for your time.

A former student

*Becky Tornow*  
Becky Tornow

Enclosure

# Students speak out on Sauk dismissals

By SUZANNE HANNEY

Ask a student at Sauk Valley Community College what he or she thinks about the retrenchment of six faculty members and you get mostly negative comments on the loss of teachers and possible waste within the school and positive comments on the way the school could promote itself to bring in new funds.

In the face of declining enrollment and credit hours on which state aid is based, the SVC board at its Jan. 30 meeting terminated the contracts of six SVC faculty members, effective at the end of the current school year. Citing economic necessity, and a Feb. 1 contract deadline for notification of tenured teachers, Donald Coplan, board chairman, said the move had to be made immediately. Those being released include John E. Devine Jr., assistant professor of Modern Language; Donald R. Kyle, associate professor of Psychology; Charles C. Harper, assistant professor of Earth Science; Daniel D. Mabee, associate professor of Physical Education; Philip S. Osborn, assistant professor of Business and Cynthia Lawrence of the counseling office. If the retrenched positions open again, the contract stipulates that they must be offered first to the retrenched faculty members. However, Coplan said at the 30 meeting that he did "not wish to hold a rot out in front" of the teachers. Coplan also said the board would make cuts in the administration before a July 1 deadline.

Since the retrenchments, the topic has popped up continually in classes and out, students said, and since the retrenchments, SVC Associated Student Board members and students have circulated a petition which "expresses our disapproval of the retrenchment."

Furthermore, we resent the manner in which it was conducted," Associated Student Board members declined comment on the petition at this time.

In our own "man-in-the-street poll," we approached random groups of students in the SVC cafeteria and lounges and asked them the same question, "What do you think of the faculty retrenchments?"

"It's going to hurt the school," said Jan Mann of Rock Falls.

"There will be less sessions of some classes red. If students can't work their schedule so it fits in with jobs, they won't take them. Classes will be larger," said Linda Haas of Sterling.

"They handed out that piece of paper at the end of the course that asked how we liked the course and the teacher. What happened to it?"

Look into that," said John Manno of Rock Falls.

"I take it really personally because they're going to fire Devine and he's the one who taught me how to write," said Rick Buzzard of Dixon.

"I thought it was ridiculous, because they fired a couple of really good teachers—Harper and Devine. Devine's really good, really intelligent; I've learned a lot from him," said Kevin Aurand of Dixon.

"Plus he's been here for 12 years," said a son of a faculty member, who asked not to be named.

"I'm deficient in writing, myself; I learned a lot from him," said Bill Gillen of Sterling. "There seems to be too much of a line. We have to cut teachers instead of thinking of alternatives," Gillen added.

"A lot of faculty members are asking what the future holds for them at Sauk if tenured faculty can be fired," Aurand added.

"I've had Mr. Devine for both my classes and I know Charlie Harper; it's just a shame. It's a terribly self-defeating thing to do and it will hurt more than it will ever help," said Molly Bulfer of Sterling, who also said she helped draft the student petition.

"A lot of people are intelligent, but they can't really communicate. There's a difference between being intelligent and being able to get the message across," Gillen said.

"That's supposed to be the difference with a junior college with small classes where you can talk to the faculty," Aurand added.

"I don't think they were justified," said Shirley Lendman of Dixon.

"I thought it was pretty poor. There were other steps they could have taken. A lot of them would probably have rather taken a cut in pay than get fired," said Tom Henkel of Dixon.

"My only question is, they fired Charlie. Suppose you're going into English and you need a science. What are people going to do who aren't that good in science? There's only biology, physics and chemistry. I had seven hours of Earth Science. But I'd be lost in chemistry; biology, I might pull a C if I stretched it," said Richard Stockton of Sterling, a sophomore who said he intends to continue in clinical psychology.

"Another thing, they fired Cynthia who ran the job service. It was a pretty good service for kids here who needed jobs. When I was unemployed, I found a couple of possibilities. And I thought Devine was a really good teacher. He knew what he was talking about," Stockton added.

"They've fired, in the students' eyes, five of the best instructors out here," said a former SVC faculty member, who asked not to be named.

"These men are being chastised because they spoke up for what they knew was right. But Phil Osborne has taught beyond the call of duty and he's been with the college since the first day it started. He's done janitorial work and everything else to help get it started. But because he's outspoken and couldn't hide it to the administration, good ol' Phil is being replaced because he's not good ol' Phil anymore.

"The same with Charlie Harper. But behind the scenes, he's a darn good teacher.

"John Devine, the word is, was hired originally as a foreign language instructor. They told him he would either be replaced or switch to English. He did so and I understand he's supergood. But because he's not teaching in the field he was schooled for in college, he's being let go," the former teacher said.

"I can't see firing faculty when there's all those secretaries and so many other places. Why fire someone with a doctorate?" said Lori Nelson of Sterling.

"Why fire anyone at all; it didn't start with the faculty or maintenance," said Randy Ellinaker of Sterling, who also works in maintenance as part of work study.

"That's really true. When I was in high school checking out colleges, SVC was rated in the top 10 in its nursing program," said Nelson. Nelson also said that teachers like Devine brought in more in credit hours than the \$15,000 base salary.

"His \$15,000 base salary is nothing compared to what students would pay for him," she said.

Another faculty member commented on waste within the school.

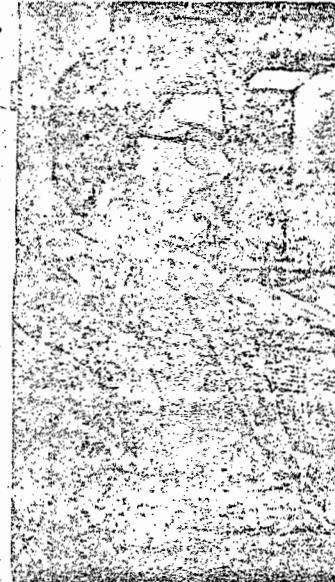
"The question is why do we have custodial help getting paid top professional salaries for screwing in lightbulbs. And why do you have to see five people before you can get keys when it goes back to maintenance anyway. They have staff on top of staff when one person could do the job if he'd get off his dead ass. It's three times as bad as anything I saw in the Army."

"I get a little carried away because it's our tax dollars going down the drain. But with proper administration, the college could be run on a break-even basis, which is all that was ever intended for a school. I'd just like to see the whole mess straightened out so young people have a good place to get a cheap education," he said.

This faculty member also commented on the three assistant deans, who were hired in the fall, 1976, and whose three positions command approximately \$60,000.

"One time the heads of departments did these jobs and they were paid a little extra to do these things in their off hours from class. And it wasn't even \$10,000. Instead of having each dean have his own secretary, two should share," the faculty member said.

# Students speak out on SVC dismissals



Rick Buzzard . . . "He taught me how to write."



Randy Ellmaker . . . "Sauk needs more promotion within the locale."



Molly Bulfer . . . "Terribly self defeating."

Ralph Gelander, assistant to the president of public information, said the assistant deans were hired to free teachers from administrative positions. Each of the deans also teaches less. Their lack of seniority does not concern them, he said, because the contract only covers members of the Faculty Association. "The contract spells out criteria not for the assistant deans but for those eligible in the Faculty Association. Their own contract requires that they be eliminated first and calls for a deadline. The faculty wanted that because it gives them more time to look for a job," Gelander said.

Adult students showed some deviation in their views, although full-time students tended to be more concerned about the cutbacks.

"They could have cut back on extra clerical workers, instead of someone who has all that knowledge. I feel it was a personal grudge," said Betty Messenger of Polo, a sophomore in social work. "If you lose quality instructors, you will lose enrollment," Messenger added.

However, Al Paschal of Prophetstown said the first he learned of the dismissals was in the most recent edition of the Chieftain, the campus newspaper. "I guess they've got to do nothing," he said.

"I just came up from SIU-Edwardsville and we're going through the same enrollment drop, 2,000 to 3,000 over the last three years. There's teachers with nothing to do and something has to be done. The same thing is happening all over," said Wayne Schaefer of Dixon.

"There's a clear dividing line between the administration and faculty. The faculty talks about the administration and the administration about the faculty. As long as they have two opposing groups, they'll never get anywhere," said Kevin Rodseth of Sterling.

#6-4a

RECEIVED FEB 2 1978

To: *Dr. Cole*

Retrenchment. Sounds terrible, doesn't it? It is terrible when you consider the cases of two faculty members of Sauk Valley College who just recently learned that the college considered their positions "costly" and therefore could be "justly" eliminated.

The two faculty members I am speaking of are Phil Osborn, Associate Professor of Business, and John Devine, Assistant Professor of Modern Language.

According to Monday night's board meeting at Sauk, the college is faced with financial difficulties and finds it necessary to cut expenditures. As a former employee and present student of Sauk, I can surely see better ways to cut expenditures without having to dismiss these two faculty members.

One way would be to cut down on heating in the college and provide insulation during the winter months. A recent thermography test performed by the Northern Illinois Gas Company indicated that Sauk Valley College suffers from high losses of heat due to the lack of insulation. Lower heat settings in the building would save considerable amounts of money and not change the effect inside the building to any extremes. Also, the air conditioning in the summer could be regulated to a lower setting. Another form of savings to the college would be to dispense with unnecessary lighting. Lights in areas such as ceiling lights above third floor could be shut down so only a few lights were left on.

Other expenditure cuts could be made in areas of teaching that show low student enrollment. It would appear logical to choose to eliminate low enrollment departments since student enrollment indicates a student's choice in his or her field of study. Perhaps Mr. Osborn and Mr. Devine do not have an increase in enrollment this semester in the classes they are teaching, but Sauk must take into consideration the many semesters these two instructors have taught at the college, and the value of their teaching to the students who have graduated and to those still attending. The mere thought of a retrenchment of these two faculty members is an insult to their loyalty towards Sauk Valley College as well as towards their students. It seems to me that the cuts in faculty, if these cuts are even "justified", should have been made in the part-time faculty, not in the full-time faculty!

It is also my understanding that the faculty is on a ten-month contract and a proposed ten-month contract has been mentioned for members of the Counseling Department. Why not have the administration on a ten-month contract as well. It seems odd to

have the entire administration work at SVC all year when not all the faculty will be there. If the administration feels that the college needs to cut expenditures, let them pull their share and contribute by cutting down their work load.

Students like myself attend Sauk Valley College expecting quality education in imperative courses such as Language and Business. Face it, these two courses are needed in today's world. I can tell you that if the retrenchments take place, and these two instructors are indeed dismissed, students in these two fields of study will find it difficult to experience the student-teacher relations that now exist. This difficulty will arise when less faculty will have to fulfill their own obligations to teaching as well as carrying the load of these faculty members that SVC wants to dismiss. The result: more students in less classes.

To all area taxpayers, and to those of you who are enrolled at Sauk now or plan to enroll in the future, it is your obligation to voice your opinion regarding this matter and make it known to Dr. Cole, President of the college, and Ronald Coplan, Chairman of the Board of Trustees, that you want quality education with experienced instructors such as Phil Osborn and John Devine. I'm not sure how far the college intends to push the issue of retrenchment, but everything has its breaking point.

Respectively submitted,



JoAnne Levan

Copy for Bd.

#G-4b

Feb. 2, 1978

Dear Sirs:

I find it outrageous that you should chose to fire six professors from Lank Valley when so many other places could be cut.

What about the three new deans? What about newly hired professors instead of ones who have taught here for 10 years? What about parking lot lights?

I always thought so highly of Lank Valley and have attended many classes myself there, besides attending

2.

many of the school's functions  
that the way this was handled  
is a personal insult.

The board should reconsider  
this action immediately and an  
apology is certainly due to  
the integrity of the professors  
involved.

Sincerely,  
Jane Zimmerman

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Bob Jones Jr.
2. Linda Butteridge
3. Becky Reitzel
4. Bernadette Giblin
5. Diane McCaulley
6. Bill Haas
7. Chris Thompson
8. Scott Burrows
9. Fred Gillman
10. Richard B. Snyder, Jr.
11. Don Whitmire
12. Terri Hoerner
13. Margaret De la Fuente
14. Jeff Jarvis
15. Ray McCann
16. Jim Adair
17. Kay Aker
18. Julie Harms
19. Lisa Welch
20. Dolores Barron
21. Darlene Yucus
22. Conrad Brodbeck
23. Mike Lallan
24. Judy Jordan

25. Jill Dunn
26. Tim Kibler
27. Marie Kreger
28. Sharon Powers
29. Maxine L. Partie
30. Tony Nevele
31. Jim French
32. Jeff Klotz
33. Karen Bamel
34. Brad Kruse
35. Mike Johnson
36. Joe Janssen
37. Mark Bowman
38. Ray Nos
39. Arthur Otilano
40. Dale Bewick
41. Mary Jo Shabell
42. Glenna Hagen
43. Mary Ann Von Ah
44. Doug Parker
45. Keith Yucus
46. Lij Becker
47. Steve Mercer
48. Tim Penner

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Joni Donalson
2. Joe Johnson
3. Trish Kesselring
4. Colin Hummel
5. Karen Hess
6. Linda Hill
7. Vicki A. Jacobs
8. Bruce Thicksten
9. Pete Lepinoga
10. Mary Klein
11. Pat Kildauer
12. Dianne McFadden
13. Diane Osborne
14. Kymn Rollie
15. William Mitchell
16. Alicia Dale
17. Mary Buckley
18. Kenee B. Cross
19. Linda A. Mapey
20. Benj G. Mankos
21. Leonard R. Russell
22. John S. Soddy
23. John F. Viriak
24. Roger H. Brown Jr.
25. Theresa Akers
26. Mary Sigafus
27. Roberta Taylor
28. Shelley Pitchford
29. Deborah L. Mego
30. Steve Mercer
31. John Cunnett
32. Julie Powell
33. Maria Valdez
34. Jeanette L. Pierce
35. Debbie Aut
36. Tom Sean
37. LeRoy Compton
38. Greg Wilhelm
39. Maureen McMillin
40. Colleen Farmer
41. Babs Johnson
42. Robin M. Durkin
43. P. Jean Miller
44. Quaid M. Sison
45. Robert Z. Shepard Jr.
46. Shelly Brandt
47. Mari K. Kanupp
48. Vickie Cychaner

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Debra J. Paulam
2. Deanne Broderick
3. Gupe Cantu
4. Isabel Cristina Garillo
5. Lawrah Emerick
6. Lucy Ortiz
7. Cindy Geesey
8. Angeline Reloff
9. Neon H. Goodell
10. Mainta Cantu
11. Cindy Moore
12. Civay Russell
13. Kaylyn Wagner
14. La Steven Lorcho III
15. Sharon Lescie
16. Michael Frank
17. Kathleen Bodner
18. Judy Widman
19. Joyce S. Pfester
20. Carla Y. Singley
21. Patti Hayes
22. Pat Hallauer
23. Caroline J. Amoquita
24. Steve Oliver
25. Dawn M. McDaniel
26. Brad Oehler
27. Scott Hannah
28. Kris Mayer
29. Steve Oster
30. Kelly Anderson
31. Tori Sward
32. Jane Stevenson
33. Patti Keller
34. Dawn Flanagan
35. Kathy Kueel
36. Gayle A. Myers
37. Yinkie Wagner
38. Bev Neesmeier
39. Anne Novak
40. Kimrie Tuttleson
41. Tom Frost
42. Tim Kuehl
43. Tim Dogen
44. Ron Happach
45. Bonnie Johnson
46. Catherine M. Gray
47. Betty Messenger
48. Rob Richardson

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Cookie Kinsley (mary)
2. Brigid Geary
3. Brad Hartje
4. Lindy Straub
5. Stephanie Marshiser
6. Charles R. Tackett
7. James Snemeth
8. Paul E. Sibbitt
9. Bennett P. Gamel
10. Mary Seidel
11. Debbie Garvan
12. Jose A. Hidalgo (76)
13. Ana Koopf
14. Stephanie A. Bugn
15. Glacie Daniels
16. Tami Whitstone
17. Mary Hatch
18. Pam Ballard
19. Kary Thomas
20. Terri Scofield
21. Donna Schumard
22. Serena Anderson
23. Jodie Klinefelter
24. Sindy Williams

25. Kris Fields
26. Mary Jane Shaw
27. George Bawser
28. Donna Rye
29. Harold S. Sorrell
30. Michael E. Puglisi
31. Steven J. Manak
32. Phonda Eshuck
33. Blenda L. Biogran
34. Tony Orane
35. Tom Rachell
36. Kevin D. Slayton
37. Tanya Marks
38. Deahn L. Palmer
39. Jal Lovett
40. Mike Knueff
41. Donald E. Sjors
42. Pat Devone
43. John Gasseigne
44. Steve Downing
45. Kala Fitts
46. Phyllis E. Buck
47. Dave Thompson
48. Kris Teske

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Gary L. Hayenga
2. Amy Heets
3. Alan Smith
4. Nancy Sharp
5. Roxanne Jenkins
6. ~~Jeffrey George~~
7. ~~Mark T. Valinch~~
8. Ginger L. Christensen
9. Lisa Stewart
10. K. Edwards
11. Janice Chatte
12. Sharon L. Newton
13. Anita Vandusen
14. Randy Ellmeyer
15. Mary Gonzales
16. Jerry Marullo
17. Gary Scudder
18. Velma Partin
19. Carol Steinhurst
20. Milda Fuentes
21. Sandy McAndrews
22. Marge Murray
23. Rose Thompson
24. ~~Therese Ernst~~

25. Carol A. Beuwell
26. ~~Cathy Sotell~~
27. ~~Dean Hordump~~
28. ~~Mike Stettler~~
29. ~~Carol Seiser~~
30. ~~Paula E. Farn~~
31. ~~Laurel Hicks~~
32. ~~Bud Hillman~~
33. ~~Ann Marquis~~
34. ~~Beverly Jacob~~
35. ~~Keith Shaw~~
36. ~~Gregory Johnson~~
37. ~~Sandra Person~~
38. ~~Bill Sand~~
39. ~~Carol M. Merritt~~
40. ~~Opie Colyer~~
41. ~~Jan Morgan~~
42. ~~Roger Gottschalk~~
43. ~~Carol LaTouche~~
44. ~~Peri Gervin~~
45. ~~Rhonda Hodge~~
46. ~~Patricia Leguera~~
47. ~~Cathy Bryan~~
48. ~~Frank Craig~~

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Steve Johnson
2. Lynn Schipper
3. Ed Lovel
4. Pick Baker
5. Suzette L. Wolber
6. Mahine Cornelius
7. Selene Harley
8. Naugha E. Sutton
9. Joseph David Ortiz
10. Elaine Hogue
11. Dene Shaw
12. Bernardo Vega-Padilla
13. Richard B. Fuhr
14. Detroit Best
15. Donna Miles
16. Pat Brandon
17. Doree Mabucus
18. Shereeca Akers
19. Olivia Cleverger
20. Joseph Fried
21. Debra Barron
22. Susan Talaga
23. Denise Van Dusen
24. Shelly Grindt

25. Susan L. Jaurek
26. Andrea Sisson
27. Nancy Spratt
28. Cindy Epper
29. C. Gillmer
30. Mary Phillips
31. Ann Holmerson
32. Lynn Maxon
33. Paul Kelly
34. James Carr
35. Trista Niebauer
36. Roselle Vargas
37. C. Klaproth
38. Dawn Satterfield
39. Cindy Eppes
40. Pick M. James
41. Leonard Turner
42. Graig Steffee
43. Kevin B. Durand
44. Chris Bent
45. M. Le Hall
46. Julie Apple
47. Bruce Earley
48. Phil Tolson copy to [redacted]

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Susan J. Selles
2. Vicki Veracini
3. Juan Johnson
4. Karen Goff
5. Paul Van Holten
6. Lori Atwell
7. Mary Buffen
8. Bitch Folsom
9. Ed Burk
10. Linda Haas
11. Carol Hastings
12. Jerry Poole
13. Paula Bull
14. Jeanie Duffield
15. George Schlen
16. Lyle Clark
17. Gail McCallister
18. Lois Tarter
19. Peggy Brechin
20. Dorothy Gilson
21. Milda Fuentes
22. Evelyn Davis
23. Elizabeth Drama
24. James A. Starr

25. Joseph A. Petay
26. John L. Hall
27. Wayne Eastland
28. Gerald H. Tay
29. Norman J. Clancy
30. James Shyler
31. Craig Waller
32. Greg Hendel
33. Jacob M. Olson
34. Arlyn G. Rahn
35. Gil Guad
36. Bennett Blackard
37. Richard Lytle
38. James Brown
39. Linda Taylor
40. Dennis Ross
41. Roxanne Totlow
42. Rosanne Powell
43. Wende Slusser
44. Kitt Brozene
45. see share
46. Linda L. Dorn
47. Joe Nagel
48. Toni Waller

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Judith L. Faille
2. Elaine Craig
3. Joyce Odenthal
4. Beckie Rebs
5. Bill Kurtz
6. Scott D. Courtney
7. James P. Henkel
8. Hugo Paluszay
9. Pat Heilly
10. Cindy Olson
11. Lisa Morrissey
12. Bob Bushman
13. Bill Hill
14. Eva Rodriguez
15. Rhon Van De Leest
16. June Williams
17. Jameson O'He
18. Barb Cott
19. N. J. Dornell
20. Harold E. Dornell Jr.
21. Douglas T. Croft
22. Edward H. Conway
23. Sigil Young
24. Donald P. Hansen

25. Elmer J. McKenna  
26. Marcusito Garcia  
27. Michael D. McDowell  
28. Sale L. Jones  
29. Gerald D. Taylor  
30. Jack R. Richards  
31. Chris E. Pollock  
32. Harold P. Bish  
33. Kevin Castle  
34. Kit A. Beavon  
35. Paula Kelly  
36. Kenneth L. Farley  
37. Leslie Clark  
38. Steve W. Miller  
39. Donna P. York  
40. Rosei Donoho  
41. Helena Spotts  
42. Lori Alvarez  
43. James B. Davis  
44. Jannia S. Hughes  
45. Debby Bapple  
46. Dennis Mitchell  
47. Barbara Pasada  
48.

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Larry Burger
2. Merle R Clark
3. Ken Heerdt
4. John M. Frey
5. John Lehman
6. Dean Kessel
7. Virginia Williams
8. John Henry
9. \_\_\_\_\_
10. \_\_\_\_\_
11. \_\_\_\_\_
12. \_\_\_\_\_
13. \_\_\_\_\_
14. \_\_\_\_\_
15. \_\_\_\_\_
16. \_\_\_\_\_
17. \_\_\_\_\_
18. \_\_\_\_\_
19. \_\_\_\_\_
20. \_\_\_\_\_
21. \_\_\_\_\_
22. \_\_\_\_\_
23. \_\_\_\_\_
24. \_\_\_\_\_

25. \_\_\_\_\_
26. \_\_\_\_\_
27. \_\_\_\_\_
28. \_\_\_\_\_
29. \_\_\_\_\_
30. \_\_\_\_\_
31. \_\_\_\_\_
32. \_\_\_\_\_
33. \_\_\_\_\_
34. \_\_\_\_\_
35. \_\_\_\_\_
36. \_\_\_\_\_
37. \_\_\_\_\_
38. \_\_\_\_\_
39. \_\_\_\_\_
40. \_\_\_\_\_
41. \_\_\_\_\_
42. \_\_\_\_\_
43. \_\_\_\_\_
44. \_\_\_\_\_
45. \_\_\_\_\_
46. \_\_\_\_\_
47. \_\_\_\_\_
48. \_\_\_\_\_

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Cheryl Peterson
2. Kathy Albrecht
3. Christine Polys
4. Sandra Stoddard
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_
10. \_\_\_\_\_
11. \_\_\_\_\_
12. \_\_\_\_\_
13. \_\_\_\_\_
14. \_\_\_\_\_
15. \_\_\_\_\_
16. \_\_\_\_\_
17. \_\_\_\_\_
18. \_\_\_\_\_
19. \_\_\_\_\_
20. \_\_\_\_\_
21. \_\_\_\_\_
22. \_\_\_\_\_
23. \_\_\_\_\_
24. \_\_\_\_\_

25. \_\_\_\_\_
26. \_\_\_\_\_
27. \_\_\_\_\_
28. \_\_\_\_\_
29. \_\_\_\_\_
30. \_\_\_\_\_
31. \_\_\_\_\_
32. \_\_\_\_\_
33. \_\_\_\_\_
34. \_\_\_\_\_
35. \_\_\_\_\_
36. \_\_\_\_\_
37. \_\_\_\_\_
38. \_\_\_\_\_
39. \_\_\_\_\_
40. \_\_\_\_\_
41. \_\_\_\_\_
42. \_\_\_\_\_
43. \_\_\_\_\_
44. \_\_\_\_\_
45. \_\_\_\_\_
46. \_\_\_\_\_
47. \_\_\_\_\_
48. \_\_\_\_\_

We the undersigned students of Sauk Valley College and members of the Associated Student Board, wish to express our disapproval of the retrenchment of the following faculty members: Mr. John Devine, Mrs. Cynthia Lawrence, Mr. Dan Mabee, Mr. Don Doyle, Mr. Phil Osborn, Mr. Charles Harper. Furthermore, we resent the manner in which it was conducted.

1. Edwin Teter
2. Harry Owens
3. Rick Hayleywood
4. Terry Shindell
5. Dennis J. Lewis
6. Don Campbell
7. Perry Houston
8. Don Bungess
9. Karen Grady
10. Corrine Perino
11. David Nagy
12. Bud Tidsworth
13. Bob Wilkey
14. Jim Morgan
15. Brian Schmidt
16. Davis Epson
17. Chuck Ryden
18. Duane Gantner
19. Rick Reeser
20. Shelley Norris
21. Marly Schnelle
22. Betty Wood
23. of. Wilson
24. Thomas E. Lewis

25. Dean P. Schatz
26. Dene Buer
27. Johnelle Hansen
28. David D. Hansen
29. Kim Petachman
30. Coral Gibbons
31. Leanne J. Wright
32. Linda L. Weidner
33. Liz Mammen
34. Rick Engle
35. Allen Petrich
36. Cheryl Nieberg
37. Linda Pottlager
38. Norbert Pompe
39. Lauren Quinn
40. Mazari (Saray, M.)
41. Kym McDoall
42. Keith M. Colletta
43. Ken Kent
44. John Joe
45. Kenneth Von Holten
46. John Glyn
47. Dave Grimes
48. Patricia A. Person