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November 11, 2009

Dr. Robert L. Mees  
President  
John A. Logan College  
700 Logan College Rd.  
Carterville, IL 62918-2500

Dear President Mees:

The monitoring report you submitted to our office has now been reviewed. A staff analysis of the report is enclosed.

On behalf of the Commission, I accept the report on Governance and Integrity and Ethical Behavior. No further reports are required. The institution's next comprehensive evaluation is scheduled for 2016.

I am also enclosing a copy of the institution's Statement of Affiliation Status, which reflects the actions I have taken on behalf of the Commission. If you have any questions about this analysis or any other evaluation matters, please let me know. I can be reached via email at [jtaylor@hlcommission.org](mailto:jtaylor@hlcommission.org) or by voice at (800) 621-7440 x 104.

Sincerely,

John A. Taylor, D.Mus.Ed.  
Vice President

Enclosures

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The Higher Learning Commission

Commission on  
Higher Education  
of the North Central  
Association of  
Colleges and Universities

NCA

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## STAFF ANALYSIS OF INSTITUTIONAL REPORT

DATE: November 10, 2009

STAFF: John A. Taylor

REVIEWED BY: Katherine C. Delaney

INSTITUTION: John A. Logan College, Carterville, IL

EXECUTIVE OFFICER: Robert L. Mees, President

PREVIOUS COMMISSION ACTION RE: REPORT: A monitoring report due on 11/01/09 focused on Governance and Integrity and Ethical Behavior.

ITEMS ADDRESSED IN REPORT: The office of the Commission received John A. Logan College's report on the above topic on 10/26/09.

STAFF ANALYSIS: John A. Logan College hosted a comprehensive visit in 2007. The visiting team expressed a concern in its report about the policies and practices of the Board of Trustees *vis à vis* the administration of the College, the hiring practices, and the day-to-day operations of the College. As a result, the Higher Learning Commission called for this monitoring report on the topics of governance, integrity and ethical behavior. The team recommended that the monitoring report consist of two parts, which was the organization adopted by the institution for the monitoring report. Those two parts are summarized below.

***Part 1: Summary of the types of activities (e.g., external consultation) undertaken to improve relationships within the governance structure and to create a climate of trust across the college, along with senior administration's current self-assessment of administration/board relations.***

The monitoring report included five initiatives that had been deliberately undertaken by the College to address the issues at hand.

- **Formation of Committees:**  
The College established and empowered two committees, including a Hiring Committee (whose task was to more clearly define hiring procedures and eliminate any appearance of a conflict of interest or nepotism, with the help of a consultant from SIU Carbondale), and a Board Policy Committee (whose task was to review all board policies to determine their currency and relevancy, with specific attention given to separating administrative procedures from policy statements).



- **External Consultant:**  
The College hired an external consultant, in keeping with the recommendation of the comprehensive visit team, who conducted a Board of Trustees/Senior Administration Workshop. Notes from the workshop that were included with the monitoring report indicate a very productive and straightforward discussion.
  
- **Focus group with the Board of Trustees**  
Prior to submission of the monitoring report (in May 2009), the College conducted a focus group session with the Board of Trustees to consider the following questions:
  - *In your opinion what do you attribute the perceived change [i.e. in College-wide survey] to?*
  - *What is your perception of the current board and administration's relationship?*
  - *What actions are necessary for the board and administration to maintain a high level of integrity and ethical and honest behavior?*

The monitoring report included notes from this focus group meeting, as well, and they indicated a great awareness on the part of the Board of Trustees regarding the issues noted in the above questions.

- **Attendance of Trustees members to additional meetings:**  
Members of the Board of Trustees attended professional meetings relating to topics of governance, including:
  - Illinois Community College Trustees Association (ICCTA), September 12-13, 2008: "Clarifying the Role of the CEO, the Board and the Board Chair"
  - Association of Community College Trustees (ACCT), October 29-November 1, 2008: "Conflict Management and Board Effectiveness"

***Part 2: Discuss the new survey results to the following two survey statements and the steps that have been taken to improve from the 2005 results: (1) The College Administration displays behavior that reflects integrity and is ethical and honest. (2) The College's Board of Trustees displays behavior that reflects integrity and is ethical and honest.***

The comprehensive visit team recommended that survey questions that had received low ratings should be readministered for the monitoring report. The 2005 survey was again administered in 2009. The following table indicates the response rate to both surveys:



### Survey Response Rates

	2005	2009
<b>Term Faculty</b>	52 (27%)	31 (17%)
<b>Operational Staff</b>	53 (35%)	87 (57%)
<b>Non Teaching Professional</b>	55 (44%)	111 (76%)
<b>Full-Time Faculty</b>	68 (68%)	70 (68%)

The three critical questions that concerning the visiting team are articulated below, along with the comparative mean scores for each:

### Mean Scores<sup>1</sup>

Classification	Q1: The College Administration displays behavior that reflects integrity and is ethical and honest.		Q2: The College Board of Trustees displays behavior that reflects integrity and is ethical and honest.		Q3: The College clearly identifies authority for decision making about organizational goals.	
	2005	2009	2005	2009	2005	2009
<b>Term Faculty</b>	3.216	3.839	3.240	3.607	3.469	3.857
<b>Operational Staff</b>	2.085	3.500	1.977	3.296	2.956	3.691
<b>Non Teaching Professional</b>	2.712	4.000	2.615	3.647	3.481	4.048
<b>Full-Time Faculty</b>	3.403	3.358	2.953	3.455	3.354	3.828

The monitoring report included the College's interpretation of the above results, i.e.:

- Among employee subgroups, there were significant differences in two groups; non-teaching professional and operational staff. These groups responded more favorably to Q1 (College Administration ethics and integrity) and Q2 (Board of Trustees ethics and integrity) in 2009.
- For Q1 (Administration ethics and integrity), the mean response increased from disagree (mean = 2.085) in 2005 for operational staff to neutral/agree (mean = 3.5) in 2009 (Figure 1). Trends in mean response among non-teaching professionals increased from disagree/neutral (mean = 2.712) in 2005 to agree (mean = 4.0) in 2009 (Figure 1). Term faculty trends also suggest improved perceptions regarding the ethics and integrity of Administration, although this group had a neutral/agree mean response in both 2005 and 2009 (mean = 3.216 and 3.939, respectively; Figure 1).
- For Q2 (Board of Trustees ethics and integrity), response means among all employee groups increased from the 2005 survey, suggesting improved perception

<sup>1</sup> Data for these questions were assigned categorical numbers (i.e., strong agree = 5, agree = 4, neutral = 3, disagree = 2, and strongly disagree = 1) for each survey year. Only data that included a response to the three questions were used in analyses.



- (Appendix 3). In 2005, operational staff disagreed (mean = 1.977) that the Board of Trustees reflected integrity, was ethical, and honest (Figure 2). However, in 2009, this same employee group had a higher mean response of neutral/agree (mean = 3.296; Figure 2). Similar increasing trends were observed in all employee subgroups*
- *For Q3 (College identifies authority for decision making), response means increased for all employee subgroups (Appendix 3), although most groups were neutral or neutral/agree in their 2005 response (operational staff: mean = 2.956, non-teaching professional: 3.481, term faculty: 3.469, and full-time faculty: 3.354; Figure 3). In the 2009 survey, mean responses ranged from neutral/agree (operational staff) to agree (non-teaching professionals)*

It is apparent that John A Logan College has taken the issues of governance, integrity and ethical behavior, as concerns cited by the 2007 comprehensive visit team, very seriously indeed. And the survey results indicate that in every classification of employee, for every question, the mean score has improved. The College is commended for this success and for its strong and positive response to the governance concerns that surfaced during the 2007 comprehensive visit.

**STAFF ACTION:** Accept the report focused on Governance and Integrity and Ethical Behavior. No further reports are required. The institution's next comprehensive evaluation is scheduled for 2016-2017.



# The Higher Learning Commission

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## STATEMENT OF AFFILIATION STATUS

JOHN A. LOGAN COLLEGE  
700 Logan College Rd.  
Carterville, IL 62918-2500

*Affiliation Status:* Candidate: 1970\*  
Accreditation: (1972- .)

### PEAQ PARTICIPANT

#### Nature of Organization

*Legal Status:* Public  
*Degrees Awarded:* A

#### Conditions of Affiliation:

*Stipulations on Affiliation Status:* None.  
*Approval of New Degree Sites:* Prior Commission approval required.  
*Approval of Distance Education Degrees:* Prior Commission approval required to offer degree programs online beyond the Associate of Arts Degree.  
*Reports Required:* None.  
*Other Visits Scheduled:* None.

#### Summary of Commission Review

*Year of Last Comprehensive Evaluation:* 2006 - 2007  
*Year for Next Comprehensive Evaluation:* 2016 - 2017  
*Date of Last Action:* 02/28/2008

#### Academy Participation:

Participating in the Academy for Assessment of Student Learning.