

3-28-1959

## 1959 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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Work and meetings

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and the Building Committee.

MINUTES OF THE MEETING

March 28, 1959

A meeting of the Board of Trustees was held March 28, 1959 at two p.m. in the Queen's Room of the Olympic Hotel, Seattle, Washington. Present Mr. V.J. Bouillon, Chairman, Mrs. Bernardines K. Frick, Mr. Herbert Legg, Dr. Archie Wilson, President Robert E. McConnell, Mr. Kenneth Courson, Secretary. Others present Mrs. Sidnie Mundy, Miss Margaret Mount, Dr. Kenneth Lundberg, Mr. Ed K. Erickson, Dr. J. Wesley Crum, Mr. Bruce Walker, Mr. Jack Morse and Mr. Fred Bassetti of Bassetti and Morse. Absent Dr. Roy Patrick Wahle.

MOTION NO. 89. It was moved by Mr. Legg, seconded by Dr. Wilson, that the approval of the minutes of the meeting of March 12, 1959 be withheld until the next meeting of the Board, and that the agenda for the meeting of March 28 be approved. The motion carried.

Mr. Courson stated that the approval of the minutes of the meeting of January 16, 1959 had been deferred until this meeting.

Mrs. Frick asked what business had been cleared at the meeting of March 12, as she was absent from that meeting. Mr. Bouillon explained that the March 12 meeting was a special meeting called primarily to approve and sign contracts with the architects for the Library and Classroom buildings, and also to sign agreements for the Master Plan.

President McConnell spoke concerning the National Defense Education Loan Fund. The understanding had been that the College would set aside a sum equal to one-tenth of the loan funds received from the Government. However, at a later meeting with the loan fund committee it was revealed that the amount to be set aside is one-ninth rather than one-tenth of the amount contributed by the Government. Therefore the Board needs to increase the figure from \$714.00 to \$795.00

MOTION NO. 90. It was moved by Dr. Wilson, seconded by Mrs. Frick, that Motion No. 85 in the minutes of the March 12, 1959 meeting be amended to read \$795.00 instead of \$714.00. The motion carried.

MOTION NO. 91. It was moved by Mrs. Frick, seconded by Mr. Legg, that the minutes of the meeting of January 16, 1959 be approved. The motion carried.

Mr. Bouillon asked for a spokesman to discuss the campus plan. Mr. Ed Erickson responded by pointing out a display of the campus plans. He stated that these plans were the result of many hours of committee

work and meetings with architects. He explained that this was a flexible open end type of plan and was a presentation for the next twenty years. The plans as explained have been approved by the Administrative Council and the Building Committee.

Mr. Jack Morse further explained the campus plan. He made the statement that in making decisions of building placements it was found that the railroad was a physical element which hampered the planning, and his firm had explored the possibility of having it moved from its present location, but found it was too costly to be considered. At first the Library building was to be located north of the railroad, but it was agreed by the committee that this was separating the campus too much. Mr. DeMonte's idea had been that the library should be center of the academic campus and needs to be close to student activity, therefore the Library building should be located south of the railroad, looking ahead for the placement of future academic buildings.

Mr. Morse stated that it is proposed in the long range planning that the Elementary School building should be converted to college classrooms. He further explained the value of having automobile parking areas outside the campus, and maintain service roads only, since there is much merit in keeping the campus compact in appearance. Mr. Erickson added to this by saying that by using narrow pathways the result will be that of spaciousness.

Mr. Walker stated that the campus plan is not looked upon as a fixed plan, but will change as time goes on.

Dr. Wilson questioned the use of the central power station and whether or not it will have to be expanded. Mr. Erickson answered that there would be a need for another feeder station on the north of the campus. Mr. Legg asked regarding the use of the water from the creek which flows by part of the campus. Mr. Erickson explained that the creek can be opened and brought into campus, so that the water could be used for a skating rink in the winter season. Also the creek provides beauty and landscaping possibilities.

Mr. Legg mentioned that the new gymnasium was built in accordance with a previous master plan and wondered how the placing of this building now fits into the present plan. Mr. Erickson stated that there is a need for parking area around the Physical Education building, and as a whole it does not seem like poor planning. He also felt that there is a need for a campus park and picnic grounds for visiting families.

Mr. Erickson stated that business property which adjoins the campus could probably be bought fifteen years from now when the businesses would not be doing so well due to the change in routing of traffic away from Eighth Avenue. He also stated that as property becomes available the College should purchase it even though it is ahead of the planning scheme. Mr. Legg asked regarding vistas in this planning, and felt that there may be a tendency to overdo vistas although there is value in vistas. Mr. Morse explained that his firm would like to see the removal of Eighth Avenue as a thoroughfare through the College campus, since he felt that the campus would be enhanced by developing the south side of Eighth Avenue. Regarding Mr. Legg's questions relative to landscaping, Mr. Morse said that he felt that attention should be given to this every biennium; that more interesting walkways should be put throughout the campus. Also he

thought it advisable to have a landscaping architect working along with the planners.

Mr. Morse said that it is important to hold the campus together, to make it appear as a unit, so that one would feel he was on campus, knew where it began and where it ended, and should be only for people who have business on campus, others should go around. In answer to Dr. Wilson's question regarding parking on campus, Mr. Erickson explained the value of perimeter parking. Mr. Legg asked regarding the students' reaction to this type of parking, and Mr. Erickson said that they seemed to favor the idea, they liked the closeness and compactness of the buildings.

Mr. Bouillon asked if the Board should take action on the campus plans. President McConnell stated that action should be taken. Mr. Erickson stated that planning will continue to come to the Board for approval; as the committee members work with campus architects they will continue to reappraise their thinking as plans develop. The primary purpose now is the acceptance of the scheme.

Mr. Legg asked regarding the space analysis. Dr. Crum answered that it was not yet complete.

Dr. Wilson asked whether or not the plans for campus expansion were all within the corporate limits of the City of Ellensburg, and the answer was Yes. Mr. Erickson explained that the plans have been shown to the City Manager. Dr. Wilson asked about commercial establishments in this area; he wondered if the zoning committee was taking the matter into consideration. Mr. Erickson stated that the campus was expanding in the direction of some established businesses, and the committee would take this into consideration, and he felt that additional businesses would not be considered in that locality once the College plans are made known. Mr. Legg said that the Board must meet with the City Planning Commission and have the campus plan entered into the records and also see that title companies are aware of it. President McConnell stated that three meetings had been held with the City Manager in the development of plans in order to make the budget request to the legislature. They are aware of the problems concerning power, lights, streets, etc.

Mr. Legg asked if any faculty members present saw any problems that should be considered. Mrs. Mundy, in answer to this, explained some of the details of the Air Force Academy campus she had recently visited with a group from Central.

Mr. Legg raised a question in regard to the College's relation with the City. He wondered if it might not be well to have protection when zoning is done. He felt that there should be an inter-relationship between the College and the City, so that the College can say this is what we tentatively approve - how can you help us. He thought, too, that the zoning problem could be studied and that it might be possible to freeze some of this property for the future so that there will not be placed streets where they might interfere with campus planning.

MOTION NO. 92. It was moved by Mrs. Frick, seconded by Dr. Wilson, that the contemplated plans of Bassetti and Morse for the next twenty years be approved, with the understand-

ing that the Board and faculty make changes that may come up in the future. The motion carried.

MOTION NO. 93. It was moved by Mr. Legg, seconded by Dr. Wilson, that those working with the City be asked to give additional thought to landscaping needs and the Board's relationship with the City of Ellensburg. The motion carried.

President McConnell expressed his personal appreciation for the fine working relationship the Board and the College has had with Bassetti and Morse.

President McConnell explained regarding the resolution approving the amendatory loan agreement with HHFA. He stated that since additional funds were needed for construction it was necessary to redo the agreement which changed the bond redemption amounts. Mr. Bouillon read the resolution to the Board members, and explained that the foregoing pages were precisely what had been agreed on before except the figures. President McConnell said that HHFA was satisfied with the new resolution. Mr. Bouillon stated that moneywise it would cost more. Mr. Courson said that the College does have sufficient funds for the additional payments.

MOTION NO. 94. It was moved by Dr. Wilson, seconded by Mrs. Frick, that the Board adopt the resolution as presented, namely,

WHEREAS, the Board of Trustees of Central Washington College of Education, Ellensburg, Washington, has heretofore approved and executed a Loan Agreement dated as of November 1, 1958, with the United States of America, acting by and through the Housing and Home Finance Administrator, for a loan in the amount of \$1,260,000.00 to provide dormitory buildings for single men and apartment buildings for married students, all with appurtenant facilities, at Central Washington College of Education, Ellensburg, Washington (Wash. 45-CH-31(D), Contract No. H-602-544); and

WHEREAS, the Board of Trustees of Central Washington College of Education has requested that the amount of the loan be increased from \$1,260,000 to \$1,446,000; and

WHEREAS, the United States of America, acting by and through the Housing and Home Finance Administrator, has tendered an Amendatory Loan Agreement for the purpose of increasing the amount of the loan as requested; and

WHEREAS, said Amendatory Loan Agreement has been duly read in open meeting, fully considered in accordance with all pertinent rules of procedure and legal requirements, and made a part of the records of the Board of Trustees; and

WHEREAS, it is deemed advisable and in the public interest that said Amendatory Loan Agreement be approved and its execution authorized;

NOW, THEREFORE, be it resolved by the Board of Trustees of Central Washington College of Education that said Amendatory Loan Agreement be and the same is hereby approved without reservation or qualification.

BE IT FURTHER RESOLVED that V.J. Bouillon, the Chairman of the Board of Trustees of Central Washington College of Education be and he is hereby authorized to execute said Amendatory Loan Agreement, and Kenneth Courson, the Secretary thereof, be and he is hereby authorized to attest the execution of said Amendatory Loan Agreement.

Approved and adopted this 28 day of March 1959.

The motion carried.

President McConnell announced that the contracts with Bassetti and Morse for design of Library were now ready for signature, and asked if the Board would like to have a discussion relative to the matter before signing. Dr. Wilson asked what criteria had been presented to the architect to follow in design of Library building. Mr. Erickson stated that the committee had not gone into great detail in building appearance and design, but more time has been spent on educational service of building. Dr. Crum and the Library Committee have been meeting to decide what services are needed; they will come up with a general plan of space and appearance which they feel will bring newness and freshness to the campus.

Dr. Crum stated that the Library building material originally handed to the architects was quite extensive. The committee has revised some since then. A consultant from Oregon was called in to go over one or two major problems, and since the conference with him the committee has formulated some very definite ideas in organizational pattern. This material has been forwarded to architects. Dr. Crum further stated that the plans are for an integrated library service; books, records, visual aids films, music, etc. will be contained in this library. Revised thinking is constantly going on relative to the planning. Mr. Legg asked if all groups to be served by the library are in agreement with this planning, and Dr. Crum answered that they were pretty much in agreement. Mr. Legg also asked if the concept was that of a large central library. Dr. Crum answered Yes, and stated further that any materials needed by students for study ought to be in this library, and there will be a guide line established to determine this need. It is planned that the building will be a three story structure, and that there will be one entrance and egress rather than multiple. Dr. Wilson asked if the architects were expected to have the exterior of the structure in keeping with previous appearances of other buildings. Dr. Crum answered that it would be so in a general way - the building would be expected to tie in. Mr. Erickson said that Culler & Gale were the architects for the Education building and that Bassetti and Morse will be working with them, so there will be tie in; the buildings will not be extreme; there is flexibility in the architecture.

Mr. Legg asked if Numbers 13 through 18 as revised in the architectural contract would hamper the architect in any way. Mr. Morse said that the agreement had already been signed so his firm will go along with that. He then read the clauses giving his explanation of each, and

stating that all the clauses were all right. He also stated that his firm felt that at some time during the construction period it would be to the advantage of the College to have an interior designer to work with them for furnishings for the building. He felt that this should be done in the early part of the work if feasible. Mr. Morse also mentioned that he knew a good man for this service, one who would bring the cost down, rather than turning to standard companies.

President McConnell stated that in working with the HHFA the new rate for sales tax of four percent was taken into consideration, but on the Library building the taxes were figured at three and one-third percent, therefore it will be necessary to reduce the area of the building since the estimate was made.

Dr. Wilson asked regarding the schedule for completion on the Library building, and Mr. Erickson answered that no date had been set as yet, and that the dormitories were now being started and were expected to be completed in January of 1960. President McConnell said that it was their thought that the Education building could get under way ahead of the Library building. Also he stated that the funds received in Referendum No. 10 for Library building cannot be changed, and if prices keep rising it will be necessary to reduce square foot area of building, so it is urgent to get the program under way as quickly as possible.

In answer to Dr. Wilson's question as to the length of time needed by architect to furnish design of building, Mr. Morse said that he thought the preliminary drawings could be completed in six to eight weeks and then allow two or three months for working plans, and could go out in middle or late fall for bids, and construction could be in progress before beginning of winter.

MOTION NO. 95. It was moved by Mrs. Frick, seconded by Dr. Wilson, that the Board approve the contracts with Bassetti and Morse for providing necessary plans and specifications for the Library building. The motion carried.

President McConnell spoke regarding the salaries of faculty and staff. He said that since the figures mentioned in the agenda had been made out the appropriation had been cut by the legislature \$40,000.00, therefore the figures as presented represented only a general formula. He explained that on Thursday, April 2, 1959, there would be a meeting in Seattle of the three Colleges of Education, represented by the three Presidents, Chairmen of the three salary committees and one Business Manager, namely, Mr. Kenneth Courson, for the purpose of reaching a common agreement on the matter of salary increases.

President McConnell went on to explain that there were several kinds of increases in salaries, one is to raise the salary scale and expand brackets, another is the general increment (a flat increase which goes to all people), then promotions in rank and special increments for merited raises.

Mr. Legg asked what impact the present salary picture would have on the present faculty; who would get more money? President McConnell answered that everybody would be moved up to same relative position, and would receive \$400.00 in general. The brackets must be moved up to be competitive with other institutions. In regard to the general increment of \$300.00, first there is not enough money for this, and second, Central

would not be in agreement with the other two institutions, and the hope is to have common agreement with the other two institutions. Additional money should go for growth. This budget has been brought down to five percent for first year and five percent for second year, or an average increase in salaries for faculty of seven and one-half percent. Another factor involved is that the three institutions do not see eye to eye on raising rank and the amount to give as increments. President McConnell stated further that it has been the consensus of opinion over the years that a biennial raise is more desirable than the annual raise.

President McConnell stated that he and Dr. Crum had conferred with all people and it was their decision that sixteen faculty members were entitled to promotion in rank. Also there is a possibility of some special increments being given if the money is available. Student employment rate has been raised to one dollar per hour.

Mr. Legg asked for an expression of opinion from the Faculty Council as to whether or not they favor concept of special increments. Dr. Lundberg stated that the Faculty Council was in favor of continuing the special increments. He explained that a professor who would merit an increment may be employed at a time during the biennium when, without the special increment system, he would not be in line for a pay increase until the beginning of another biennium.

Dr. Wilson asked if salary rank increases were necessary to obtain faculty and keep faculty because other colleges do this. President McConnell said that the College attempted to keep up with nearest averages.

President McConnell explained that observation has shown that the salaries of office personnel are a little below market, therefore it is thought advisable to increase more the first year (\$240.00 the first and \$120.00 the second). Other campus personnel are scheduled to receive an equal amount each year of \$180.00. Mr. Legg asked if the Union Group had expressed anything regarding what they should be paid. President McConnell stated that they had not, and the other institutions had gotten so little that the personnel at Central will feel happy to receive the raise now being considered. However, if other institutions succeed in getting more there is the possibility of pressure from this group although it is thought unlikely.

President McConnell stated that in working out the salary formula it was understood that additional staff members were needed, but it may not be possible to employ all at once, and not at \$6,500.00. There is also a need for more secretarial personnel. This matter will be discussed at the meeting with the other two institutions Thursday.

Dr. Wilson asked regarding spread in salaries. President McConnell stated that spread between bottom and top is not quite enough. Dr. Wilson then asked if it should not be based on a definite percentage. President McConnell answered that the College would like to make the increases on percentage; flat raises are not good; some place between is the answer. Mr. Bouillon said that the obvious answer is that we have definite amount of money; can't cut faculty member down. Mr. Legg asked about the possibility of getting new faculty with present set up. President McConnell stated that it was necessary to promote worthy ones and keep going the best we can. New faculty have to have past experience



before they get into the upper ranks. Dr. Wilson expressed the opinion that colleges were competing with industry as far as salaries were concerned. Mr. Legg asked if it might not be better to leave the salaries where they now are and make effort to get additional teachers with hope of getting more money next biennium; in other words give small pay increase and spend money on the needed additional faculty. President McConnell said that when the State Budget Director knows history of this thinking it will be hard to go beyond Governor's budget. Dr. Wilson brought up the point that it is necessary to pay more for capable replacements on faculty. President McConnell agreed. Dr. Crum said that he thought that not to increase salaries would be disastrous however, the plan could go too far in not employing new faculty. President McConnell suggested that after the meeting Thursday a decision could be made as to whether this matter should clear the Joint Boards, otherwise this Board could move faster on the matter. Mrs. Frick said that she thought that President McConnell and the salary committee could arrive at a solution. Mr. Bouillon thought that it would be well to reach a common agreement at the Thursday meeting and then to take the matter before the Joint Boards. Dr. Wilson wished to have the question clarified as to the role played by the Joint Boards - is it a discussion group only? President McConnell answered that was right, the Joint Board has no power.

A discussion was held relative to the next Joint Board meeting, and it was explained by President McConnell that it was customary for Central to host the spring meeting.

Dr. Lundberg explained that the committee members had been working on the salary matter for two years, and that speaking for the committee he could say that they were disappointed with State situation, disappointed about the failure of an income tax measure to be approved. He felt that the committee had proved that there was a need for the twenty-one percent increase and that the seven and one-half percent increase was an emergency compromise. Perhaps the citizens should be advised that the College is operating on an emergency program. This might limit enrollment, courses, etc. Also it causes poor morale. He said the the twenty-one percent as requested was honest and sincere attempt to come out with a salary scale comparable to other states with which we are competing for teachers.

Mrs. Frick stated that an economic condition exists in State which the Board cannot settle. Income tax would not help and would drive out industry. We have a period of leveling off and will have to hold to this budget.

Dr. Lundberg said that the committee would like to be assured that the Board is aware that a good program cannot be given with emergency fund. Also he asked if the committee had the responsibility to add additional faculty. President McConnell stated that there was a moral responsibility to add faculty. Some of the money was intended for additional faculty. Dr. Crum mentioned that Dr. Ellis' formula was out back, but we received more than the Governor's recommendation.

MOTION NO. 96. It was moved by Mrs. Frick, seconded by Dr. Wilson, that the Board approve the consideration of the salary procedures as outlined above by President McConnell. The motion carried.

President McConnell stated that Mr. George Beck of the Geology Department had asked to be retired on December 31, 1959. The reason for that date for retirement is that it will be easier to get a replacement at that time of the year. President McConnell, in presenting this information, stated that Mr. Beck was needed on the faculty. President McConnell recommended that Mr. Beck be given the title of Professor Emeritus.

MOTION NO. 97. It was moved by Mrs. Frick, seconded by Dr. Wilson, that Mr. George Beck be granted his retirement on December 31, 1959 and that he be elected Professor Emeritus. The motion carried.

President McConnell announced the resignations of the following:

Dr. Dan Oppleman, Education and Psychology - February 1, 1959  
Mr. John Fuller, English - August 31, 1959  
Mrs. Evelyn Baker - First Grade, CES - April 1, 1959

President McConnell also recommended for employment the following:

Miss Grace Armstrong, Third Grade, CES, September 1, 1959 at a salary of \$6,400.00 plus amount of raise in rank,  
Mr. Edward Klucking, Instructor in Geology to replace Mr. Beck, January 1, 1960 at a salary of \$5,400.00,

and President McConnell also stated that Mrs. Ruth L. Woods and Miss Amanda Hebler had requested extension of employment for one year, and that Mr. Howard Schaub of the Health and Physical Education Department had requested leave of absence from September 1, 1959 to June 30, 1960 for advanced study at Columbia University. President McConnell felt that this request was a worthy move on Mr. Schaub's part and one that should be granted.

MOTION NO. 98. It was moved by Mrs. Frick, seconded by Mr. Legg, that the personnel changes and the leave of absence as outlined above by President McConnell be approved. The motion carried.

President McConnell discussed the suggestion by Mr. Legg and Dr. Wahle that the College have a lectureship. He mentioned that since there is a shortage of funds it may be well to delay proceeding with the project at the present time. Mr. Legg asked if any faculty or administrative action had been taken in regard to this. President McConnell answered that it had been discussed, but the decision had been to leave it for Board discussion. Mr. Legg explained that the original idea grew out of a discussion with Dr. Elwyn Odell in which he mentioned that the Social Science Department was making effort to bring outstanding people in for summer employment. A stipend of \$3,000.00 and all expenses paid for summer term of 1959 was the requirement. It seems that the College would have to be prepared to pay \$4,000.00 for the quarter. The general idea had been endorsed in the discussion and the Administration had been asked to give the idea some additional thought. If a lectureship is to be established it should probably be rotated between various departments. It could be done once each summer or it could be done on a year round basis. The College is specifically authorized to provide lecturers. The other two colleges have indicated that

they may give thought to doing something quite similar. If approved, \$4,000.00 a quarter should be allowed for either salary or salary and expenses. President McConnell said that at the University of Washington private money was used for this purpose, and here it would need to come out of College's own budget. Dr. Wilson said that his feeling was that it is best to postpone this plan until we have ample funds. Mr. Bouillon stated that no action would be taken by the Board, but this would not preclude the possibility of further discussion of the lectureship at a later date.

President McConnell announced that he had been invited to attend an important conference on teacher education which will be held at the University of Kansas, Lawrence, Kansas on June 23-26, 1959. He explained that he and approximately two hundred other leading teacher educators have been invited to have an opportunity to participate in this conference sponsored by the National Commission on Teacher Education and Professional Standards. He recommended that Mr. Wayne Hertz also attend this conference to represent education group and he would represent the professional group.

MOTION NO. 99. It was moved by Mr. Legg, seconded by Mrs. Frick, that President McConnell and Mr. Hertz be authorized to participate in the conference at the University of Kansas June 23-26, 1959. The motion carried.

At this point in the meeting it was necessary for Mr. Bouillon to leave to keep another appointment, and the meeting was turned over to Mrs. Frick, Vice-Chairman of the Board.

MOTION NO. 100. It was moved by Mr. Legg, seconded by Dr. Wilson, that President McConnell be authorized to attend the meeting of Western Interstate Commission on Higher Education in San Francisco. The motion carried.

Mrs. Frick asked what should be done about a chairman of the Joint Board. It has been the policy to pass the chairmanship on from one Board to another every two years. Brief discussion was held relative to the date of the next meeting, and the tentative dates of either April 18 or 25 for the Joint Board meeting were considered, but not made definite.

MOTION NO. 101. It was moved by Mr. Legg, seconded by Dr. Wilson, that the meeting adjourn. The motion carried.

The meeting adjourned at four-forty-five p.m.

Respectfully submitted,

Secretary