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Central Washington College of Education
Ellensburg, Washington

MINUTES OF THE MEETING

July 25, 1959

A meeting of the Board of Trustees was held in Bellingham at the Bellingham Hotel Saturday, July 25, 1959, at eight a.m. Present Mr. V.J. Bouillon, Chairman, Dr. Roy Patrick Wahle, Mr. Herbert Legg, Dr. Archie Wilson, Mrs. Selma Therriault, President Robert E. McConnell, Mr. Kenneth Courson, Secretary. Also present Dr. Keith Rinehart, Dr. Samuel Mohler, Dr. Wesley Crum, Dr. A.H. Howard, Dr. Maurice Pettit, Mr. Bruce Robinson, and Mr. Clifford Wolfsehr.

MOTION NO. 156. It was moved by Mrs. Therriault, seconded by Dr. Wilson, that the minutes of the June 6, 1959 meeting be approved. Motion carried.

Mr. Legg asked regarding what action had been taken regarding resolutions Nos. 130 and 131 relative to notifying architects that projects are open for bids. President McConnell stated that he had not received any requests for employment from architects since the last Board meeting. He stated that he would write to Mr. McAdoo, the architect who had contacted Mr. Legg. He also stated that he had written to Mr. Fenn, State Engineer, relative to a list of architects which are on the Department of Engineer's list.

President McConnell stated that a correction should be made in the minutes of June 6, 1959 - page 18 - Motion No. 150 - the word "fraternity" should be corrected to read "living group".

MOTION NO. 157. It was moved by Dr. Wilson, seconded by Mr. Legg, that the word "fraternity" be replaced by "living group" in Motion No. 150 of the minutes of June 6, 1959 meeting. Motion carried.

Dr. Wilson stated that Motion No. 145 relative to discussion of the loyalty oath, which is incorporated in the National Defense Education Act, had not been adequately discussed although the minutes of the June 6 meeting have been approved. Mr. Bouillon asked if time should be taken for further discussion at this meeting.

MOTION NO. 158. It was moved by Mr. Legg, seconded by Dr. Wilson, that the minutes of June 6, 1959 be approved as corrected under agenda item 1(a). Motion carried.

MOTION NO. 159. It was moved by Mr. Legg that the tentative agenda as submitted, with the addition of item No. 12, be the agenda for this meeting.

President McConnell stated that there were two other items of

business, (1) the list of people who have been selected for faculty appointments, (2) the purchase of the Hanneman property.

MOTION NO. 160. It was moved by Mr. Legg, seconded by Mrs. Therriault, that the previous motion (No. 159) be withdrawn, and that items 12, 13, and 14 be added to the agenda. Motion carried.

Dr. Wilson stated that he had sent to each Board member a copy of a resolution concerning the National Defense Act which he had been considering for some time. Dr. Wilson read the resolution to the Board members for their approval.

MOTION NO. 161. It was moved by Dr. Wilson, seconded by Mr. Legg, that the following resolution be approved:

The National Defense Education Act of 1958 was enacted by the Congress "----to encourage and assist in the expansion and improvement of educational programs to meet our critical national needs----". Because the student loan provision of this Act plays a primary role in encouraging students to enter the important field of education, we feel that the student loan program can be further enhanced and strengthened by a repeal of the objectionable Title X section 1001(f) of this Act. This section (the so-called "Loyalty oath") is not only irrelevant to the purpose of this act but has actually discouraged expansion of educational programs by the withdrawal from participation in the program by some highly respected educational institutions. We note the withdrawal by: Reed College (Oregon), Bryn Mawr, Haverford, and Swarthmore (all in Pennsylvania), and Princeton (New Jersey).

In addition to discouraging participation in the program, Title X section 1001(f) is objectionable because it will most likely reinforce the growing and dangerous tendency of students to avoid all independent thinking and discussion about the values and goals of our nation for fear of being suspected of disloyalty.

Therefore we urge that the Congress repeal Title X section 1001(f) of the National Defense Education Act of 1958.

Furthermore, the secretary is directed to send immediately copies of this resolution to: Senators Warren G. Magnuson and Henry M. Jackson; Congressmen: Thomas M. Pelley, Jack Wesland, Russell V. Mack, Walt Horan, Thor C. Tollefson, Don Magnuson; and Congresswoman Catherine May.

Motion carried.

Mr. Legg asked if there should be any changes in the wording of the resolution as read. Mrs. Therriault felt that the wording was entirely satisfactory as written. She stated that many members of congress had spoken in favor of the removal of the loyalty oath from the Act. It was also stated that the loyalty oath was not in the original act when the problem was first studied.

Mr. Legg stated that relative to item 1(c) on today's agenda he had no objection to carrying over the matters which he had presented to the Board on May 30, 1959 to a future meeting, with the exception of item No. 15. He felt that the Board had been dilatory in requesting the faculty to work on long range planning and then doing nothing about accepting or rejecting the plans which they proposed.

President McConnell stated that long range planning is a continuous work, and that as matters come to fruition they have been brought to the Board. He mentioned that the work of the Site Committee is very valuable, and will be in operation from now on. Mr. Legg stated that none of the reports from Dr. Crum, Chairman of Long Range Planning, had yet been presented to the Board, and that a year has elapsed since this particular work was finished. President McConnell answered that long range committee matters come as items on the agenda as they are completed. Mr. Legg felt that there had been some matters requiring Board action and these had not been presented. President McConnell answered that if it could be indicated to him what the matters are, he would see that they are presented.

Dr. Wilson suggested that there was one item in the twenty-eight topics presented by Mr. Legg that could be considered by the Board, and perhaps acted upon, and that was Item No. 1 relative to a subscription to "Higher Education" for all Board members.

MOTION NO. 162. It was moved by Dr. Wilson, seconded by Dr. Wahle, that a subscription to "Higher Education", the monthly publication of the U.S. Department of Health, Education, and Welfare, be obtained for each Board member. Motion carried.

President McConnell stated that Mr. Wayne Hertz had now completed the work for his Ed.D degree, and was now qualified to receive a \$200 annual increment which had been withheld at the time salaries were determined.

MOTION NO. 163. It was moved by Dr. Wahle, seconded by Dr. Wilson, that a \$200 salary increment be granted Mr. Wayne Hertz, and that he be commended for completing the work for his Ed.D degree. Motion carried.

Mr. Legg asked if it were standard procedure to grant the increment at this time. President McConnell answered Yes, since it was withheld until Mr. Hertz was assured a degree. He further stated that he had a letter from the Dean of N.Y.U., who commented upon the excellence of Mr. Hertz' work in obtaining his education degree. The topic of Mr. Hertz' thesis was "Evaluating Teacher Education".

President McConnell presented to the Board a resolution for securing four steel frame buildings from Camp Hanford in Grant County. Mrs. Therriault asked if these buildings were an actual need to the College. She felt that they would not add to the appearance of the campus. President McConnell stated that space for storage was badly needed. Mr. Bouillon asked if the buildings would be temporary until permanent buildings could be secured. President McConnell answered that these steel buildings were very good buildings, and the only cost to the College is moving them from Camp Hanford to the campus, and that he recommended the buildings be secured.

MOTION NO. 164. It was moved by Mr. Legg, seconded by Dr. Wilson, that the Board adopt the following resolution:

WHEREAS, certain real property owned by the United States, consisting of four steel structures, located in the County of Grant, State of Washington, has been declared surplus and is subject to disposal for educational purposes by the Secretary of Health, Education, and Welfare, under the Federal Property and Administrative Services Act of 1949, as amended, and rules and regulations promulgated pursuant thereto; and

WHEREAS, the Central Washington College of Education needs said property and can utilize the same for educational purposes in accordance with the requirements of said Act and the rules and regulations promulgated thereunder;

NOW, THEREFORE, BE IT RESOLVED that the Central Washington College of Education shall make application to the Secretary of Health, Education, and Welfare for and secure the transfer to it of the above-mentioned property for educational use upon and subject to such exceptions, reservations, terms, covenants, agreements, conditions, and restrictions as the Secretary of Health, Education, and Welfare, or his authorized representatives, may require in connection with the disposal of said property under said Act and the rules and regulations issued pursuant thereto; and

BE IT FURTHER RESOLVED that Kenneth Courson, the Business Manager, be and he is hereby authorized, for and on behalf of the Central Washington College of Education, to do and perform any and all acts and things which may be necessary to carry out the foregoing resolution; including the preparing, making, and filing of plans, applications, reports, and other documents, including representations and commitments regarding use and time within which such use shall commence; the execution, acceptance, delivery, and recordation of agreements, deeds, and other instruments pertaining to the transfer of said property; and the payment of any and all sums necessary on account of the purchase price thereof or on account of fees or costs incurred in connection with the transfer of said property for surveys, title searches, appraisals, recordation of instruments, or escrow costs.

Motion carried.

MOTION NO. 165. It was moved by Dr. Wahle, seconded by Dr. Wilson, that a Change Order on student housing project to secure a deduct of \$109.20 be approved. Motion carried.

MOTION NO. 166. It was moved by Dr. Wahle, seconded by Mrs. Therriault, that a policy statement be adopted granting the President authority to sign all change orders not exceeding \$300, providing that information concerning the change orders be given to the Board at meetings immediately subsequent. Motion carried.

Dr. Wilson wondered if the upper level of \$300 would be sufficient to take care of all small change orders. Dr. Wahle answered that that amount was workable in operations at his school, and he felt it was a proper figure here.

A Resolution of Award of Contracts for Student Housing as required by HHFA was presented by President McConnell. Mr. Legg asked if this was a routine matter, or are there special questions that come up with award of contracts. President McConnell stated that the signing of these documents had been overlooked at a previous meeting.

MOTION NO. 167. It was moved by Mr. Legg, seconded by Dr. Wahle, that the following Resolution of Award for the construction of Student Housing be signed:

WHEREAS, after due advertisement proposals have been received, opened and considered, for the construction of Student Housing and

WHEREAS, it has been determined that the lowest responsible bids are as follows:

General Contract

Vandivort Construction-----	Basic Bid:	\$864,509.00
	Alternate #1:	+ 4,875.00
	Alternate #2:	+ 6,550.00
	Alternate #4:	+ 63,422.00
	TOTAL BID	\$939,356.00

Mechanical Contract

Central Mechanical Contractors-----	Basic Bid:	\$242,940.00
	Alternate M-1:	+ 938.00
	TOTAL BID:	\$243,878.00

Electrical Contract

Power City Electric-----	Basic Bid:	\$ 90,800.00
	Alternate E-1:	+ 2,582.00
	Alternate E-2:	- 5,000.00
	Alternate E-4:	- 3,460.00
	Alternate E-5:	- 360.00
	TOTAL BID:	\$ 84,562.00

NOW, THEREFORE, Be It Resolved by the Board of Trustees of Central Washington College of Education, Ellensburg, Washington that contracts for the aforesaid construction be awarded to the bidders named hereinbefore, and that contracts be executed with those bidders, subject to the approval of the HHFA.

Motion carried.

Mr. Courson presented a change order in the amount of \$11,554.00 for additional summer session salaries. He explained that the budgeted amount of \$110,000 to pay summer session faculty members was based on the old budget, and is not adequate. The additional amount is needed to pay visiting faculty members to the end of June 1959.

MOTION NO. 168. It was moved by Dr. Wahle, seconded by Dr. Wilson, that the change order in the amount of \$11,554.00 be adopted. Motion carried.

Mr. Legg asked if this change order was made as a matter of convenience for the visiting members, and Mr. Courson explained that the approval of the change order permitted visiting faculty members to be paid before they leave the campus.

A statement regarding the painting of the Physical Education Building was presented for approval as follows:

At a meeting of the Administrative Council it was agreed to completely paint the Health and Physical Education Building with the exception of the Field House. The architect's estimate for doing this work was \$6,565.90, \$1,100 of which will be taken from the appropriation for the construction of the building, and the balance will be taken from Surplus Operating Revenues of the 1958-59 College budget. Change orders on this project have not yet been received from the architect.

MOTION NO. 169. It was moved by Mr. Legg, seconded by Dr. Wahle, that the statement of repainting the Physical Education Building be adopted. Motion carried.

President McConnell made a general comment relative to the matter of liability insurance. He stated that the last legislature passed a law providing for the purchase of liability insurance for Board members, faculty and students, and that he is now recommending that the Business Manager be directed to secure prices on such insurance. The Board would not at this time be adopting the measure, but proceeding to make a study of prices, etc. Mr. Legg asked if other companies besides Aetna, as mentioned in the agenda, would be contacted, and he was assured that they would be. Mr. Courson stated that at the last Board meeting he was requested to secure information on liability insurance, and he stated further, that he had contacted the same agency that handles insurance for the University of Washington, The Sargent Company of Seattle. Mr. Courson read a letter from this company, but it did not give the information desired. He stated that he had contacted the General Insurance Company in Ellensburg, and they had prepared an outline of estimates. In this estimate all departments are covered with the exception of the Infirmary, and the information concerning that coverage would be secured later. The Infirmary should be covered as well as all other departments on campus. Dr. Wahle asked if an insurance broker presented a bid, and if so, is then the low bid accepted. He also stated that employment of a broker established continuity for fire insurance, and liability insurance as well. President McConnell stated that he had contacted Aetna in Ellensburg.

MOTION NO. 170. It was moved by Mr. Legg, seconded by Dr. Wilson, that the recommendation of President McConnell, as amended, be accepted until the matter is further considered.
(This motion was later withdrawn).

Dr. Wahle stated that the Board should be aware that it can deal directly with insurance agency, or it can hire one to prescribe, such as an insurance broker. He wanted it to be understood that the Board would make the selection of the company to handle the insurance, and that the Board is interested in the total processing of this matter.

Mr. Bouillon felt that the help of a broker was needed. Dr. Wilson asked how a broker was decided upon, and Dr. Wahle stated that since it was professional help, the same procedure as that of hiring an architect would be followed. Dr. Wahle suggested that there were competitive insurance agencies in Ellensburg, and the College may be under pressure to buy at home. He felt that the administration should have protection of Board if they go to that process. Mr. Bouillon stated that it could be specified that insurance be bought through local agents. Mr. Courson stated that the agencies contacted understand that what they are being asked for at this time is merely information relative to their services. Mr. Courson felt that it would be well if the Board would want to select a broker, since it seemed advisable that one person should be in charge of handling the insurance program. He also stated that the broker is paid only if he secures bids and places the insurance.

Dr. Wahle asked if the State office would be willing to offer suggestions for a broker of records. And if so, would it not be well to leave the matter to the discretion of the administration. He stated that he would be willing to leave the matter to the judgment of the administration to select a broker in the name of the Board.

MOTION NO. 171. It was moved by Dr. Wahle, seconded by Mr. Legg, that the Board adopt a policy with reference to the placement of liability insurance which includes the employment of a broker. Motion carried.

Dr. Wahle further stated that if the administration wished to bring to the Board a list of brokers they may do so, but if they wished, they may select the one that the administration recommended.

MOTION NO. 172. It was moved by Dr. Wahle, seconded by Mr. Legg, that the administration be directed to present to the Board a list of insurance brokers, together with administration's recommendations, if they wish to make same, as to the selection of a broker to negotiate for liability insurance. Motion carried.

Item No. 8 on the agenda was passed until the executive session of the Board.

In presenting Item No. 9 on the agenda, President McConnell stated that his statement regarding the matter was on record in the agenda. He asked if there were any questions from the Board relative to this. Mr. Bouillon stated that since the proposed code amendments had been divided into three sections, he thought it might be well to consider each item separately.

MOTION NO. 173. It was moved by Dr. Wilson, seconded by Dr. Wahle, that adoption of the proposed changes in the Faculty Code be made by sections. Motion carried.

MOTION NO. 174. It was moved by Dr. Wilson, seconded by Dr. Wahle, that amendment No. 1.F. and addition 1.G. and 1.H. be adopted. The amendments are as follows:

1.F. Functions of the Council. The Council shall be concerned with problems of personnel policy and procedure. The term "per-

sonnel policy and procedure" is understood to include SUCH MATTERS AS teaching load, tenure, salary scale, leaves of absence, non-teaching load, promotion in rank, academic freedom, AND THOSE ASPECTS OF ACADEMIC POLICY AFFECTING FACULTY MORALE AND PROFICIENCY.

1.F.3. Normally suggestions affecting academic policy are presented to the divisional chairman or the appropriate administrative officer of the college and through this person to the appropriate committee. HOWEVER, IF INDIVIDUAL FACULTY MEMBERS OR FACULTY GROUPS WISH TO SOLICIT GENERAL FACULTY DISCUSSION, suggestions may be presented to the Faculty Council. Should the Faculty Council decide the matter is significant, it shall take appropriate measures to determine faculty opinion and make recommendations to the President.

1.G. OPERATIONAL PROCEDURES. FACULTY COUNCIL PROCEDURES SHOULD BE ADEQUATE TO THE FACULTY COUNCIL'S RESPONSIBILITIES AS THE REPRESENTATIVE BODY OF THE FACULTY, AND IN CONFORMITY WITH ITS OBLIGATIONS TO THE ADMINISTRATION, THE FACULTY COUNCIL MAY INITIATE ANY OF THE FOLLOWING PROCEDURES: COMMITTEE STUDY; FACULTY OPINION POLLS; HEARINGS; REQUESTS FOR GENERAL FACULTY MEETINGS; REQUESTS FOR MEETINGS WITH OTHER STANDING FACULTY COMMITTEES; AND MEETINGS OF THE FACULTY FORUM.

1.H. THE FACULTY FORUM. THE FACULTY FORUM IS AN UNOFFICIAL MEETING OF THE FACULTY TO WHICH ALL MEMBERS OF THE FACULTY SHALL BE INVITED AND WHICH SHALL BE PRESIDED OVER BY THE CHAIRMAN OF THE FACULTY COUNCIL OR A FACULTY MEMBER DESIGNATED BY HIM.

Motion carried.

Mr. Legg stated that he would like to ask that the statement which he supplied, relative to Function of the Council, be entered in the minutes at this time as follows:

"I favor adoption. We give plenty of lip service to a democratic administration. I do not see that this is inconsistent with such a goal. I was pleased to note in other books of bylaws the use of a faculty Senate and of an elective department head system. I trust that at a later date we can have faculty and administration reaction to these matters.

I was disappointed in Ruml's "Memo to A College Trustee". I do not believe our faculty and administration would want the amount of trustee intervention proposed there!

MOTION NO. 175. It was moved by Mr. Legg, seconded by Mrs. Therriault, that the amendments G and H, Section VII, SALARY POLICIES, as follows be adopted:

G. That employment of faculty in the interim between the summer session (two terms) and the beginning of the academic year is permissible under the code providing that such employment is in lieu of one term of the summer session. Payment is to be made on a pro-rated basis consistent with summer session employment regulations up to a maximum of 1/9 (one-ninth) of the

regular academic year salary scale.

H. A person holding the rank of professor who does not meet the minimum standards as set forth in Section VIII shall be placed at the minimum salary for the rank and shall not be eligible for special increments.

Motion carried.

Item VIII D on page 3 of Amendments to the Faculty Code was discussed. President McConnell stated that this amendment is a matter of interpretation. The people who do extra work do not necessarily do an equal amount of work. He stated that he was asking that an interpretation be given of each case as it is evaluated by the administration and in terms of the extra work each person may do.

Mr. Legg stated that he would like to point out that we have had a procedure of unilateral interpretation. This Code makes amendments and interpretations which are presented to the Board, and if action is taken then they are accepted. This then becomes a contract.

President McConnell stated that the Faculty Council helps set policies which may be administered by the Dean of Instruction. Mr. Legg stated that there should be a procedure in the Code saying that the Faculty Council would interpret actions or else no action is taken. Dr. Rinsart stated that the Council could send interpretations to the Board if they wished it.

Dr. Wahle stated that if there is an interpretation to be made to the Code it may rest first with the faculty and then the next appeal would be to the administration. President McConnell answered that any matter of policy goes through the President to the Board. Dr. Wahle asked that if the matter was not settled within the faculty, is it then presented to the Board requesting an interpretation. Mr. Legg stated that these interpretations have no standing at law without a procedure for validating. Dr. Wahle stated that it is the Board which grants Faculty Code to exist. If Code says that final authority is the Board of Trustees, how can courts enter into the matter. Dr. Wahle further stated that he interpreted the Code as a working agreement between faculty and the Board of Trustees, and they are ethical procedures. Mr. Legg felt that that authority is subject to review. Dr. Wahle stated that once the Board has decided to adopt a code we place ourselves in jeopardy. Mr. Legg stated that, provided the courts hold, we have authority to enter into that agreement. Mrs. Therriault commented that the Code was already in effect and all the Board wished to do was clarify. Mr. Legg stated that the Board of Trustees may be sued if faculty member is removed without cause. Mr. Bouillon stated that the Board is clarifying this contract by mutual agreement. President McConnell stated that the Code is a working agreement between two parties.

Dr. Wahle stated that he had interpreted the Code, and other statements of this kind made by Board, as policy statements which could be reversed by the Board at its pleasure. Each time this Board develops a policy statement, whether it is procedural or otherwise, it apparently must examine to determine whether or not the policy statement is also a contractual statement in area of legality.

MOTION NO. 176. It was moved by Mr. Legg, seconded by Dr. Wahle, that amendment VIII D as follows be adopted:

1. Before any promotions in rank are determined, the Dean of Instruction shall prepare a list of those persons in each division who meet the specific minimum requirements for promotion as stated in VIII C above. Each of those responsible for promotions--the President, the Dean of Instruction, and the Chairman of the Division concerned--shall be provided with this list.
2. Normally, promotions in rank shall be determined annually. A committee composed of the President, the Dean of Instruction, and the Chairman of the Division to which the respective faculty member belongs shall determine promotions. This committee shall base its decisions as to which faculty members shall be promoted primarily on three factors:
 - a. Compliance with the specific minimum requirements for rank as stated in VIII C.
 - b. Compliance with the general requirements for rank and promotion as stated in VIII A.
 - c. Length of service at present rank.

Motion carried.

Item VIII E (page 3 of amendments) was brought up for discussion. Dr. Mohler stated that the principle change in connection with the proposed amendment VIII is in connection with VIII E. Dr. Rinehart stated that the chief change is that a list will be prepared by the Dean of Instruction and then sent to the President and the Chairman of the Division. These three pass on all promotions. It was thought that with the presence of such a list, no one who met requirements would be overlooked. Dr. Wahle commented that this would assure that all three parties involved would have knowledge of the people being considered for promotion.

MOTION NO. 177. It was moved by Mr. Legg, seconded by Dr. Wilson, that amendment VIII E as follows, without any change, be adopted:

A teaching faculty member who has met the minimum specific requirements for promotion and who has served four years as an instructor or six years as an assistant professor, or eight years as an associate professor without being promoted to the next rank shall receive from those responsible for promotions--the President, the Dean of Instruction, and the Division Chairman concerned--a statement giving the reasons why he has not been promoted.

Question not voted on.

Mr. Legg stated that he thought that if people were to accept status as Division Chairmen, with that status goes certain responsibilities. He stated further that he felt that this is established as good personnel procedures and would assume that the person making such statements does so in good faith.

Dr. Wahle stated that it seemed to him that there is validity in personnel procedure which allows for automatic promotions. He further stated that he felt that faculty should be protected from the embarrassment of asking why promotion was not granted. Mr. Legg felt that there should be a series of ratings after two years to show how the faculty member is getting along in his work.

Dr. Pettit stated that he felt that by adopting the proposed amendment we are doing something that will lead us into embarrassing situations. This is primarily that things become interpreted as automatic promotions, and we get into the quota system. The quota system is not good. Mr. Legg stated at this point that the Board needs information at its meetings on these matters. Dr. Wahle stated that he agreed with Mr. Legg; the initial concern he had is that the person receiving the statement of why he was not promoted automatically would not involve the person asking. He felt that this was a negative approach, and he would rather see the problem approached in a positive way by having an appraisal of the person. Mr. Legg felt that with this there could be minimum protection, and in addition there can be personnel practices which the Board may be asked to carry out.

President McConnell felt that a written evaluation of rating of faculty is all right. He stated that he would be surprised if Central's faculty would want to be rated. It would be possible to work up a procedure rating for them through a system of committees and not by ratings of the faculty.

Dr. Wahle stated that he would like to develop the idea that the administration of the College is the responsible party for these personnel matters. For the protection of faculty, as well as Board, it would appear that the Board is the overseer. In order to evaluate the work of the administration the Board should be constantly apprised by periodic reports to the Board about the faculty. Then the Board has the feeling that it could establish the facts that the administration has been wise or unwise according to the reports presented. He definitely felt that VIII E is a negative approach, and again suggested a positive approach to the promotion problem.

Dr. Mohler stated that it was never the intention of the faculty or the Faculty Council that automatic promotions would result. However, the faculty does assume that if a person has served for a number of years and is not promoted there must be some good reason, and if there is a good reason it would be simply stated. There were two faculty members who served for eleven and thirteen years without being promoted. They did not request promotions, and these men never knew why they were not promoted, and this is bad for morale. Our feeling is that eight years, without promotion, is a very long time. Our attitude is that an explanation, even though embarrassing, would be an excellent thing. The faculty member may never know the reason for not being promoted, and I feel that he should know.

Dr. Wahle felt that the above statement by Dr. Mohler would be true, but at the same time as these proposals come to the Board, it would appear that we should know that which we do not now know, such as: here is a non-promotion and also a statement from the administration concerning this fact and reason for the non-promotion. He further stated that what he was trying to elucidate is that this is an administrative function and

that the Board should not get into the matter except to ask reasons why.

Mr. Legg stated that the point he saw was that the faculty considers certain minimum necessities in this and that the Board might want to go further by asking administration to give periodic reports on all faculty personnel.

Dr. Wilson stated that he was not satisfied at last discussion where promotions of faculty were concerned. Information to the Board on the matter was not made available, and he said that he would appreciate more and more information to work from. He felt that VIII E is perhaps a negative approach. He preferred to have a list of promotions presented to the Board which covered each member of the faculty as to why they should be promoted. He stated further that he felt the adoption of this amendment was now in order.

Dr. Pettit stated that the Academic Affairs Committee would like very much that there be worked out a little more in the matter as to how recommendations can be made and work with each individual regularly. The committee asks that the Board delay action until a more favorable recommendation can be made. He further stated that we have Board and we have Chief Executive, and Administrative Council, Academic Affairs Committee, and also faculty represented by the Council. This is a very needed body. This is just as important to the faculty, the administration and to the Board, but our mode of operations is getting us into trouble, and that is that matters pertaining to what we are talking about administering are being defined by Faculty Council and then by-passing all bodies as it goes to the Board. The Academic Affairs Committee is asking for a further consideration, a little more time to work it out.

MOTION NO. 178. Dr. Wilson moved the previous question. (No action).

At ten a.m., Mr. Legg suggested that the meeting recess until immediately following the lunch hour.

The meeting reconvened at three p.m.

Item VIII E was again brought up for discussion. Mr. Legg stated that since the morning meeting he had discussed this matter further with Faculty Council members and Academic Affairs Committee members. He felt that this matter is new and has not yet been thoroughly considered by any one of the groups. He would, therefore, prefer to defer action on this matter and ask the administration to give thought as to whether they want to work on a job rating appraisal, and ask the Faculty Council to meet and determine whether or not they wish to consider it or hold it in abeyance for a while. This is not an emergency situation.

MOTION NO. 179. It was moved by Mr. Legg, seconded by Dr. Wahle, that Motion No. 177 be tabled. Motion carried. Dr. Wilson voted 'No'.

Dr. Wilson asked for comments by the Faculty Council representative. Dr. Rinehart stated that he felt he could not comment as an individual, but as a representative of the Council. He said that he recognized personally the justice of Mr. Legg's remarks. Dr. Mohler stated that he felt there was not an immediate crisis. At the moment there is no out-

standing case where a grievance might be involved.

President McConnell suggested that various committees study the matter and have their opinions reviewed by Council and then get together. Dr. Wahle stated that the Board is not opposed to the concept expressed in VIII E, but there is a positive approach and it may be that the amendment should go a bit farther. Mr. Bouillon felt that this matter should be placed on the next agenda.

President McConnell recommended that he be authorized to appoint a Committee of Seven to suggest policies for the selection of names for buildings and areas. He stated that he had discussed this matter with the Administrative Committee. Both faculty and students will be on the committee. This is something that should be thought through very carefully.

MOTION NO. 180. It was moved by Dr. Wilson, seconded by Dr. Wahle, that the President be authorized to appoint a Committee of Seven to suggest policies for the selection of names for buildings and areas. Motion carried.

Mr. Legg stated that some thought should be given to have the participation of students and alumni in the selecting of names for buildings and areas.

Mr. Bouillon stated that the History of the College under the authorship of Dr. Samuel Mohler had been discussed at a previous meeting, and he felt that in deference to the author it is now time to settle the matter. At this time only a part of the manuscript has been reviewed by two or three of the Board members. It is necessary first to accept the manuscript for publication and then to provide the funds to do so. At this time no funds have been specifically allocated. Dr. Wilson was willing to accept the recommendation of the History by those who have read the manuscript and who are much more acquainted with Ellensburg than he is.

MOTION NO. 181. It was moved by Mr. Legg, seconded by Dr. Wahle, that the Board accept the manuscript of the History of the College by Dr. Mohler, and ask that the administration advise regarding the possibility of securing funds for its publication. Motion carried.

Dr. Wahle stated that he had had the opportunity to read about one-fourth of the History, and he was thoroughly engrossed and fascinated. The presentation was readable and highly entertaining. He felt that as it was presented before, in addition to honor a person who has given much of his time to this work, that as the State grows older this area must have historical resources preserved. The original data may be destroyed. This publication would be a contribution historically, and an archive contribution as well. He would like to see the Board proceed with the publication.

President McConnell stated that the A.A. Hanneman property could now be purchased by the College for \$13,000.00. This piece of property has been appraised for the College. It was not possible to purchase at the appraised price, but an agreement has been reached on a price of ten percent more than appraised price. This piece of property completes the part of the block needed for the Central Storage Building.

MOTION NO. 182. It was moved by Mr. Legg, seconded by Mrs. Therriault, that authorization to purchase the Hanneman property be granted. Motion carried.

President McConnell presented a list of new faculty appointments. He made brief comments on each of the appointees relative to their college affiliations.

MOTION NO. 183. It was moved by Dr. Wahle, seconded by Mr. Legg, that the following list of faculty appointments be adopted:

Bill J. Ranniger	Asst. Professor of Education	\$8,400
	Dir. of College Elementary Sch. - 12 mos.	
Betty Dieringer	Asst. Professor of Education	6,300
	First Grade, CES	
Henry B. Hammer	Asst. Professor of Education	6,200
	Fourth Grade, CES	
David Burt	Instructor in English	5,500
Gene D. Kelly	Instructor in Art	5,700
Edward A. Hungerford	Asst. Professor of English	6,200
Cdette Golden	Asst. Prof. of French & Spanish	6,800
Eric Beardsley	Asst. Prof. of Physical Ed.	6,400
Elizabeth Jones	Teacher of the Dance	4,700
Bernard L. Martin	Acting Instructor in Mathematics	5,700
	(replacement for R. Johnson, on leave)	
Theodor Naumann	Associate Prof. of Psychology	7,778
Mary Elizabeth Whitner	Asst. Professor of Music	6,000
Harold Fieldman	Instructor in Physical Ed.	5,300
Mary Louise Brown	Asst. Professor of Home Econ.	5,800
Edward P. Klucking	Instructor in Geology	5,400
	(appointment effective Jan. 1, 1960)	

Motion carried.

President McConnell announced that Mr. H. Glenn Hogue is retiring from the College faculty, and asked the Board to pass a resolution to that effect.

Mr. Legg expressed his pleasure that there is a wide spread in the salary range for the new faculty appointments, and this he considered to be desirable.

Dr. Wilson asked about the advisability of employing faculty who have just previously been through the routine of being students at the College. President McConnell stated that usually they have been away for a period of time at other schools gaining valuable experience.

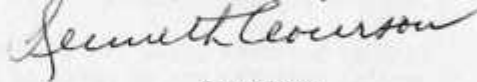
Dr. Wilson stated that he would appreciate receiving, before Board meetings, lists of appointees with letters of comment, rather than having such information given verbally at the meeting.

MOTION NO. 184. It was moved by Dr. Wahle, seconded by Mrs. Therriault, that an appropriate resolution be prepared honoring Mr. Hogue. Motion carried.

Dr. Wilson stated that he would like to have on the next agenda a short written summary of the construction projects that we now have underway on the campus, and this written summary be prepared by architects on the projects and be sent to Board members several days before Board meets, and then have this item discussed at the next Board meeting.

The meeting adjourned at three-forty-five p.m. to go into executive session.

Respectfully submitted,

A handwritten signature in cursive script, reading "Kenneth Courson". The signature is written in dark ink and is positioned below the typed name.

Secretary

The Board of Trustees reconvened at four p.m., Saturday, July 25, 1959.

The topic of the revocation of the teaching certificate of John Dearing was submitted by Dean J. Wesley Crum through President McConnell.

MOTION NO. 185. It was moved by Mr. Legg, seconded by Dr. Wilson, that the Chairman of the Board of Trustees be authorized to sign the necessary papers and set the date for a hearing and that a representative of the Attorney General be requested to be present at the hearing. Motion carried.

MOTION NO. 186. It was moved by Mr. Legg, seconded by Mrs. Therriault, that no action be taken on the petition letter for reemployment of Dan L. Opplaman (letter of June 16) and that the letter requesting a letter of recommendation be referred to the administration and the Chairman of the Board of Trustees for response. Motion carried. Dr. Wilson voted 'No'.

Respectfully submitted,

Acting Secretary

AGENDA

1. Minutes of meeting of June 6, 1959
 - a. Correction of minutes - Page 18, Motion 150 replacing word 'fraternity' with the words 'living group'.
 - b. Reconsideration of discussion of Loyalty Oath - Motion No. 145
 - c. A list of the 28 items referred to in Motion 154 were mailed to all members of the Board. They may be placed on agendas of future meetings as time permits.
2. Mr. Wayne Hertz completed the work for his Ed.D. degree. It is recommended that he be granted a \$200 annual increment which was withheld because of his not qualifying at the time salaries were determined.
3. Resolution for the Department of Health, Education and Welfare to secure four steel frame buildings from Camp Hanford in Grant County. These are to be used as storage buildings. Resolution will be available at meeting.
4. Sign change order on student housing project to secure a deduct of \$109.20. Should the President be given authority to sign these small change orders?
5. Pass resolution of award of the general contract, the mechanical contract and the electrical contract as required by the HHFA. Resolution will be brought to the meeting.
6. Budget Change Orders to be presented by the Business Manager.
7. Report about liability insurance as provided in Chapter 187, Laws of 1959. Your President recommends that the Business Office be directed to negotiate with the Aetna Insurance Company to secure a price on a policy similar to that recently purchased by the University of Washington.
8. Consideration of the revocation of the teaching certificate of John William Dearinger. Report will be made by Dean J. Wesley Crum.
9. Proposed Changes in Code:
 - Page 1 - Functions of the Council
 - Page 2 - Salary Policy and Procedure for employment during interim between summer and autumn
 - Page 3 - VIII D, Procedure for Determining Promotion
VIII E, Explanation of Non-Promotion

President's Notation:

These were presented at the last meeting. In Motion 139 the administration was asked to evaluate the proposed amendments. This statement was made in writing and the Faculty Council has a statement also explaining the effect of these changes. Since there was a minority

vote on these, they were also discussed by Academic Affairs Committee on July 7. This committee passed a motion that the Board of Trustees be urged to delay action of the three proposed changes until the faculty has had an opportunity to study the implications more fully.

I have the following suggestions to make:

1. That with the further assurance from the Faculty Council in its document of July 16 that the Faculty Forum is a discussion group only all of Page 1 be adopted.
2. That Page 2 be adopted with the understanding that each staff member involved be considered on his own merits in terms of the amount of extra work to be done. Any adjustment resulting from further study should become effective July 1, 1960.
3. That VIII D be adopted.
That VIII E be adopted with the understanding that the words "upon request" be inserted between the words "receive" and "from" in the fourth line.

As your Executive Officer I am willing to administer all policies which you adopt.

10. Naming of Buildings and Areas - It is recommended that the President be authorized to appoint a Committee of Seven to suggest policies for the selection of names for buildings and areas.
11. Consideration of History of the College.

Items added to agenda at meeting:

12. Approval of items for next agenda.
13. Presentation of new faculty appointments by President McConnell.
14. Purchase of Hanneman Property.