4-2-1969

CWU Faculty Senate Minutes - 04/02/1969

Arlene Manship

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ROLL CALL

Senators Present: All Senators or their alternates were present except Stephen Bayless, Ralph Gustafson, Elwyn Odell, and Donald Schliesman.


AGENDA CHANGES AND APPROVAL

MOTION NO. 552: Mr. Hawkins moved, seconded by Mr. Harsha, to add the following to the agenda under Old Business:

Statement from Mr. Herb Legg petitioning the Faculty Senate to consider the reappointment of Mr. Cliff Wolfsehr to the faculty at Central Washington State College and to make Senate recommendation to the President and the Board of Trustees that Mr. Wolfsehr be rehired.

The motion carried by a voice vote. The matter was placed on the agenda as Item "D" under Old Business.

MINUTES

There were no minutes ready for approval.

COMMUNICATIONS

Mr. Levell read the following communications to the Senate:

1. A letter from the Student Government Association of CWSC, dated April 1, 1969, stating a "strong and vigorous endorsement" of the Spring Symposium and requesting that the Faculty Senate make a determined effort to save the Symposium. The letter further stated that the SGA endorses Mr. Burt’s proposal of January 22, 1969, as one potential method of accomplishing the purposes of Symposium.

2. A letter from Mr. John Terrey, dated March 31, 1969, regarding the attendance of the Senate's representative to the CWSC Foundation Board at the annual meeting on April 12, 1969. The matter of selecting a nominee from the Senate to serve on the Foundation Board was referred to the Student Affairs Committee. They will make a selection and then bring the matter to the Senate for approval.
3. A letter from the Associated Students of Bellevue Community College, inviting CWSC to enter an "unboat" race, to be held at Vasa Park on Sammamish Lake in April. This letter was referred to the Student Affairs Committee.

4. A letter from Dean Jacobsen and Dean Gillam, dated April 2, 1969, concerning the Jacques Wachs case. The Senate Personnel Committee met with the Deans' Council concerning the Jacques Wachs tenure case as directed by Senate Motion No. 549 of March 26, 1969. After discussion, the Deans' Council again reviewed the case and recommended that tenure be granted to Mr. Wachs. Considering the fact that some Senate members are interpreting the Deans' Council reply of March 7, 1969, to Senate Motions Nos. 519 and 520 of February 5, 1969, as general institutional policy rather than a specific reply to the Jacques Wachs tenure case, the Deans' Council wishes to withdraw that statement (March 7, 1969) in favor of the current reply (April 2, 1969).

Mr. Levell stated that as Chairman he would like to endorse the last paragraph of the letter from Dean Jacobsen and Dean Gillam, which states, "It is our hope that any possible future misunderstandings or disagreements might result in early discussion between the Deans' Council and the Senate Personnel Committee with as amicable an outcome as our meeting last week."

REPORTS

A. Executive Committee

Mr. Levell reported that the Executive Committee met with President Brooks to discuss the plan for reorganization of college administrative structure. The Executive Committee endorses this plan and it will be distributed to Senators in the near future. Comments, constructive criticism, or suggestions are solicited and should be submitted to the Senate Chairman or, preferably, to President Brooks.

B. Standing Committees

1. **Code Committee**: Mr. Dillard distributed a written report of the Senate Code Committee. The report stated that the Code Committee had invited Mr. Thomas K. Dalglish to join the Code Committee as an ex officio member and that he had accepted. Dean Gillam met with the Code Committee to discuss proposed Code changes. The Code Committee will put into Code language those proposals discussed and listed in the report, and procedures for implementation will be followed according to Section XIII, B, of the Code. A proposed Code interpretation, regarding Lecturers' years of service, was also presented in the report.
MOTION NO. 553: Mr. Dillard moved, seconded by Mr. Harsha, that the following Code interpretation be accepted by the Senate:

A person appointed to professorial rank, subsequent to holding the title of lecturer, may be granted by the President and the Board of Trustees, upon recommendation of his department and dean, the right to apply the time served as lecturer toward tenure achievement, sabbatical leave eligibility and promotion.

The motion carried by a unanimous voice vote. (Mr. Hawkins abstained.)

2. Student Affairs Committee: Mr. Nylander reported that the Student Affairs Committee has been meeting concerning the campus policies and procedures in the event of disruptive disturbances and other similar emergencies. The Committee is waiting on any action because it is felt that anything it would do now would be meaningless in view of legislation and/or court interpretations which are pending in regard to this and related matters.

C. Ad Hoc Committees

1. Salary Committee: Mr. Mitchell presented the final portion of the Salary Committee's Report for Senate action:

MOTION NO. 554: Mr. Mitchell moved, seconded by Mr. Comstock, that Assistant Professors, step 8 or below on the salary scale, receive 1 step general increment; and Assistant Professors at step 8.5 receive 0.5 step general increment. The motion carried by a unanimous voice vote.

MOTION NO. 555: Mr. Mitchell moved, seconded by Mr. Verner, that Associate Professors, step 14.5 or below on the salary scale, receive 0.5 step general increment. The motion carried by a voice vote.

MOTION NO. 556: Mr. Mitchell moved, seconded by Mr. Dillard, that the Senate adopt the following points of the Salary Committee Report:

3. Promotion. The first priority of the remaining 30% of the increased salary appropriation shall be given to faculty promotions.

4. Special Increment. The remaining money shall be used to give special increments to those faculty members designated by the department chairmen and deans as being worthy of special merit. These special increments may be either steps in addition to a general increment or they may be used to move a faculty member into the overlap steps for each rank.

The motion passed by a hand vote of 12 Ayes, 6 Nays, and 12 Abstentions.
MOTION NO. 557: Mr. Mitchell moved, seconded by Mr. Hammond, that Professors, step 20 or below on the salary scale, receive 0 step general increment. The motion passed by a roll call vote of 17 Ayes, 12 Nays, and 1 Abstention.


Abstaining: L. Fisher

ADJOURNMENT

The meeting was adjourned at 6:05 p.m. There will be a special Senate meeting on April 9, 1969, at 4:00 p.m., in Hertz 123.
FACULTY SENATE MEETING OF April 2, 1967

ROLL CALL

Senator

Bayless, Stephen
Berry, Kenneth
Brooks, James
*Buckler, Lloyd Robert Davidson
Burt, David
*Canedo, Anthony
Comstock, Dale
Condit, Colin
DeMerchant, John Leavitt
*Dillard, David
Dudley, Stanley
Duncan, L. C.
Easterling, Ida
Fadenrecht, George
Gustafson, Ralph
Hammond, Kenneth
Harsha, Kenneth
Hawkins, Charles
Jakubek, Doris
Keller, Chester
*Levill, James
McCarty, Richard
Mitchell, Robert
Nylander, James
Odell, Elwyn
*Porter, Durwood Betty Evans
*Reynolds, Monte
Schlesman, Donald
Smith, Ray Zolten Kramar
Trout, Betty
*Unruh, Dan
Verner, Jared
Williams, Harold
*Wright, Charles

Alternates

Fairbanks, Richard
Bergstrom, Alan
Jacobsen, Eldon
*Legg, App
Collins, Frank
*Anstutz, Herbert
Robinson, Bruce
Nelson, Frank
Leavitt, E. Gordon
*Liboky, John
Brunner, Gerald
Bowen, Ted
Lipskey, Glenn
Waugh, Shirley
Taylor, Azella
Andress, Joel
Flam, Robert
Sessions, Frank
Lampman, Louise
Bachrach, Jay
*Nauria, Theodor
Fisher, Lee
Murphy, E. Smith
Hileman, Betty
Denman, Clayton
Howell, Norman
*Davidson, Robert
Richards, Kent
Baker, Luther
*Ruebel, Roy
Johnson, Sheldon
Galbraith, Gordon
*Alexander, Malcolm

(* At-large members)
Others Present
Jacques L. Wachs
BA Robinson
Janet M. Fortune
C. Russell Foss
Roger Stewart
Thomas K. Daylisk
Harold
Jacob
Martin
Bill
Fred
4/29 April 2,
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TO: Faculty Senate
FROM: Dave Dillard, Chairman
Senate Code Committee
RE: Code Committee Report

On March 11, the Senate Code Committee met with all members present. Invitation was made to Mr. Thomas K. Dalglishto join the Code Committee as an ex officio member. Dalglisht Accepted.

Dean Gillam met with the Code Committee to discuss proposed Code changes.

PROPOSED AMENDMENTS

The Code Committee will put into Code language, the following proposals. Procedures for implementation will be followed according to Section XIII, B of the Code.

1. **Section IV** As we are now appointing adjunct professors (without pay or voting privileges), the Code should provide for such appointments.

2. **Section IV** Central has a program of appointing Distinguished Visiting Professors on a short term basis. We feel we should consider the possibility of appointing Distinguished Lecturers and Distinguished Professors who could earn tenure and sabbatical leave.

3. **Section XI, B** Many persons who have had several years experience at an institution or institutions give up their accumulated sabbatical leave time to join our faculty. Some prefer not to lose this rejuvenation period and refuse to become employed by us. We suggest code change such as: "Where circumstances make it justifiable persons newly appointed to the faculty may, upon recommendation of the department, transfer up to three years' service in other institutions toward eligibility for sabbatical leave."

4. **Section III, B, 4** Employment of new faculty may be handicapped by situations in which the candidate may not meet all requirements for the academic rank desired (i.e., he may lack one year of experience.) It is recommended that under special circumstances, employment at rank may be offered, with approval of the department and dean, subject to ratification by the President and the Board of Trustees.

5. **Section V, C, 2, a; V, C, 3, a; V, C, 4, b, 1** As N.C.A.T.E. equivalence may not be the more appropriate equivalency in some fields, it seems unwise for the institution to be bound by a particular professional association's definition of equivalency. Suggest the phrases "Doctor's degree (or N.C.A.T.E. equivalent)" be changed to "Doctor's degree (or equivalent, i.e., N.C.A.T.E.)"
CODE INTERPRETATION

Res: Lecturer's years of service
    Requested by Dean Gillam

A person appointed to professorial rank, subsequent to holding the title of lecturer, may be granted by the President and the Board of Trustees, upon recommendation of his department and dean, the right to apply the time served as lecturer toward tenure achievement, sabbatical leave eligibility and promotion.
AGENDA

Regular FACULTY MEETING

Wednesday, April 2, 1969
4:00 - 6:00 p.m.
Marks 123

I. ROLL CALL

II. AGENDA CHANGES AND APPROVAL

III. MINUTES - No minutes are ready for approval

IV. COMMUNICATIONS

V. REPORTS

A. Standing Committee

B. Ad Hoc Committee

VI. NEW BUSINESS

VII. OLD BUSINESS

A. Salary Committee's Recommendations

B. Symposium

C. Committee of Five Report on Faculty Morale.

D. Petition to Request B. of T. to rehire Watsch

VIII. ADJOURNMENT -

Signature: [Signature]

Date: April 2, 1969
REPORT OF THE SENATE AD HOC SALARY COMMITTEE

Submitted to the Faculty Senate Feb. 3, 1967
The Committee of the Board of Trustees of the University of Iowa met at a regular session on [date], 1958, and was called to order by the President, [name], who formally opened the meeting. The minutes of the last regular meeting were read and approved, and the Treasurer's report was reviewed and accepted. The President then presented the following items for discussion:

1. The adoption of the proposed budget for the fiscal year 1959-60.
2. The approval of the proposed personnel changes for the academic year 1958-59.
3. The implementation of the administration and faculty relocation plan for the upcoming year.

The committee then adjourned.
Conclusion

In conclusion, we recognize the necessity of a salary policy which will help maintain the high quality program which is necessary to maintain the college as a center for excellence. To do so, it is important to ensure that the salary policy is fair and adequate for all faculty members. The policy should provide for yearly salary increases without undue pressure on the college's budget. Additionally, a salary policy that recognizes the contributions of faculty members who have made exceptional contributions to the college community, as well as providing for withholding the normal increments from those who are not carrying their share of the load, is essential. It is the responsibility of department chairmen, deans, and the faculty to maintain this high quality program which is necessary to maintain the college as a center for excellence.
The 26 step salary scale with 0.5 step intervals shall be retained with a 10% increase for the 1966-67 scale, with the modification that beginning with step 15, each 0.5 step be 102% of the one just below. For example step 16 in 1966 or step 19, etc.

The general principles and practices specified in the Faculty Code, Section B, Paragraph B, shall be followed with the following clarification or procedure. As suggested in the Code, scale adjustments and general increments shall constitute at least 70% of the increased salary appropriations.

1. Scale Adjustment
   The entire scale shall be increased a fixed percentage as determined by a cost of living index. The actual index used shall be determined each year.

   The college retirement plan should be modified to allow the following as part of the scale adjustment:

   a. The use of tax-sheltered annuities as well as the present plans.

   b. Contributions to the retirement plan by the college at a determined rate regardless of the amounts paid by each faculty member.

   c. Provision to allow faculty members to vary their contribution to the retirement plans in order to meet their individual economic and income tax status.

2. General Increments
   In keeping with the philosophy stated above, any money remaining in the scale adjustment and general increments category, after the scale adjustment, shall be distributed as general increment according to the following schedule.
6. Assistant Professors: Step 5 or below, 1 step: Steps 6 to 8.5, 0.5 step.

5. Associate Professors: Step 14.5 or below, 0.5 step.

It is to be understood that these general increments may be determined by departmental colleagues and chairman, in consultation with the appropriate Deans, determine that it is in the best interest of the department to do so.

3. Promotion
The first priority of the remaining 30% of the increased salary appropriation shall be given to faculty promotions.

1. Special Increment
The remaining money shall be used to give special increments to those faculty members designated by the department chairman and Deans as being worthy of special merit. These special increments may be either steps in addition to a general increment or they may be used to move a faculty member into the overlap steps for each rank.

"No man will take counsel, but every man will take money. Therefore, money is better than counsel."

---Jonathan Swift

Salary Committee
Robert Mitchell: Chairman
Ann J. Lowe
Pat G. Stanghessy
Russell Rees
Max Zwanziger