

11-9-1973

1973 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

Follow this and additional works at: http://digitalcommons.cwu.edu/bot_minutes

Recommended Citation

Board of Trustees, Central Washington University, "1973 - Board of Trustee Meeting Minutes" (1973). *CWU Board of Trustees Meeting Minutes*. Book 240.

http://digitalcommons.cwu.edu/bot_minutes/240

This Book is brought to you for free and open access by the University Archives and Special Collections at ScholarWorks@CWU. It has been accepted for inclusion in CWU Board of Trustees Meeting Minutes by an authorized administrator of ScholarWorks@CWU.

CWSC
Archives

MINUTES
BOARD OF TRUSTEES
CENTRAL WASHINGTON STATE COLLEGE
ROOMS 204-205, SUB
NOVEMBER 9, 1973
8:00 P.M.

RECEIVED
DEC 11 1973
LIBRARY

The regular meeting of the Board of Trustees was called to order by the Chairman, Mr. Philip Caron, in the SUB Rooms 204-205 on the campus of Central Washington State College.

ROLL CALL

PRESENT

Board of Trustees Members:
Mr. Philip Caron, Chairman
Mr. Raymond Garcia, Vice Chairman
Mrs. R. Hugh Minor
Dr. Eugene Brain
Mr. Herbert Frank

Others:

Dr. James E. Brooks, President
Mrs. Catherine Sands, Chairman, Faculty Senate
Mr. Roger Ferguson, President, ASC

INTRODUCTION

Mr. Caron, on behalf of the members of the board, thanked Roger Ferguson and the men of Kennedy Hall for hosting a dinner for the board just prior to the meeting.

APPROVAL OF MINUTES

MOTION NO. 3942: Mrs. Minor moved, seconded by Dr. Brain, to approve the minutes for the regular meeting of the Board of Trustees on October 12, 1973. The motion carried.

CHANGES TO THE AGENDA

Item VII. D.- Scheduling of Hearing on Parietal Rule for November 30, 1973, was added to the agenda.

REPORTS

Status of Reserves Report

Mr. Courtney Jones presented the Status of Reserves Report for the board's approval.

MOTION NO. 3943: Dr. Brain moved, seconded by Mrs. Minor, to approve the Status of Reserves Report Through Budget Change #44, Fiscal Year 1973-74. The motion carried.

Progress Report--Faculty Code

Dr. Brooks reported that a committee designated by the Faculty Senate had been suggesting revisions and advising him on the Faculty Code revision that he had prepared through direction of the trustees. A number of meetings have been held to review the draft sentence by sentence. President Brooks indicated he will now attempt to rewrite the draft incorporating several of the suggestions which were made by the committee members and by members of the trustees; the revised draft will then be submitted to the board as soon as possible. Dr. Brooks also indicated that two questions which were raised and discussed repeatedly were the code amendment procedures and whether the code is a contract or policy. He suggested that Dr. Benton or others on the committee might wish to comment on the proposed code.

Dr. Robert Benton, Chairman, CWSC Chapter AAUP, commented that the unacceptable provisions of the code by the faculty are that the new code will not be ratified by the faculty and that amendments to the code will not be made by the faculty. Dr. Benton indicated the draft of the code remains an unacceptable document on these points.

COMMUNICATIONS

Death of Dr. Charles Wright

Dr. Brooks noted that each board member had been telephoned immediately following the death of Dr. Charles W. Wright, Director of Library Audiovisual Services. President Brooks indicated he felt the loss of Dr. Wright was a great one for Central Washington State College. Chairman Caron concurred with Dr. Brooks' remarks and added that he had just recently become acquainted with Dr. Wright and found his untimely death hard to believe.

A letter from Dr. Richard Waddle, Director of Libraries, indicating Dr. Wright's dedicated service to the college was acknowledged by the members of the board.

NEW BUSINESS

Business Affairs

Resignation--Breckenridge

MOTION NO. 3944: Dr. Brain moved, seconded by Mrs. Minor, to accept the resignation of Leon Breckenridge, Physical Plant Engineering Manager. The motion carried.

South Campus Mall Development--Contract Award

MOTION NO. 3945: Mrs. Minor moved, seconded by Dr. Brain, that the low bidder, Gilbert H. Moen Construction Company, general contractors of Yakima, be awarded a construction contract for the construction of the South Campus Mall Development for a total acceptable contract amount of \$188,901. The motion carried.

Academic Affairs

New Appointments, 1973-74

MOTION NO. 3946: Mr. Frank moved, seconded by Mrs. Minor, to approve the new appointments as listed on the agenda with the exception of James O. Carpenter. The motion carried.

The approval of appointment of James Carpenter was deferred until the next meeting of the board at which time Dr. Harrington indicated he would have Dr. DeShaw and Dr. Carlton present to discuss the IOTA program with the members of the board.

Following are the approved new appointments:

Kenneth L. Brott, Adjunct Instructor in Anthropology, beginning October 1, 1973 and continuing through Spring quarter, 1974

Hellen A. Israel, Adjunct Assistant Professor of Psychology (concurrent with present appointment of Counseling Psychologist and Director of Residence Hall Living)

Richard L. Meier, Adjunct Instructor of Psychology

William W. Parker, Lecturer in Psychology, part-time for Fall quarter, 1973

Karl R. Rickabaugh, Adjunct Assistant Professor of Psychology (concurrent with present appointment as Counseling Psychologist, Counseling Center

Steven R. Wall, Adjunct Instructor of Psychology

William C. Smith, Director of the Central Washington Archaeological Survey (concurrent with present appointment as Associate Professor of Anthropology).

MOTION NO. 3947: Mr. Frank moved, seconded by Dr. Brain, that the approval of the appointment of James O. Carpenter be tabled until further information is received by the board. The motion carried.

Reappointment

MOTION NO. 3948: Mr. Frank moved, seconded by Mrs. Minor, to approve the reappointment of Jane G. Beale, Assistant Professor of Music, Winter quarter, 1974. The motion carried.

Advisory Committee for Washington Center for Career and Technical Studies

MOTION NO. 3949: Mrs. Minor moved, seconded by Mr. Garcia, that the board grant approval of the Advisory Committee for the Washington Center for Career and Technical Studies. The motion carried.

Faculty Reduction in Force Policy

Dr. Brooks made available to members of the board and audience copies of the final draft of the Reduction-in-Force Statement and Plan, dated November 9, 1973.

Dr. Brooks indicated several factors behind the need for the development of such a policy: continuing decline in enrollment, loss of student tuition and fee income (\$153,631 for 1973-74), loss in student credit hours, requirement to reduce faculty to 73% of formula, Governor's request to meet with the state college presidents on November 21 to review the Governor's veto message (which the Governor regards as a mandate) and how the state colleges have responded. President Brooks indicated all these factors have created a situation which must be responded to and he recommended that the board accept the Reduction-In-Force Statement and Plan and declare a state of financial exigency. Dr. Brooks indicated he would be willing to go through the statement and plan with the members of the board.

Mr. Caron indicated that he had received a request from one of the members of the board that since this was in the area of personnel that the board go into Executive Session. The Chairman indicated that before they did that they would like to entertain any comments from the audience.

Dr. Benton distributed 1973 copies of the AAUP Red Book together with a cover letter. He commented that many members of the faculty worked closely with Dr. Brooks in developing the Reduction-In-Force Statement and Plan. He indicated he would give his support to the basic premise in the plan to save faculty members rather than to get rid of them. Dr. Benton did voice concern about dates being used for termination notices (page 5 of the plan), and asked that at least 12 months notice be given after the second year of academic service.

Dr. Martin Kaatz objected to the board's going into Executive Session. He raised the question of whether the state rather than the board should declare a state of financial exigency. He wondered whether enough has been done to make the state aware of what the Reduction-In-Force would cost the state and suggested it would be only a temporary economy. He indicated there should be a phasing-out rather than decapitation of the faculty. Dr. Kaatz also mentioned the effect that would be felt by the college in deletion of course offerings and hours classes could be held.

Dr. Walter Berg mentioned that he did not have the final draft of the policy. He stated that he felt more faculty members had not appeared at the board meeting for discussion of this important issue because they are frightened and wish to maintain a low profile. He indicated he felt the Reduction-In-Force Statement and Plan was ambiguous and did not provide proper or clear criteria on which to determine which programs should be deleted; he suggested that because of this, professor popularity might be used. He voiced concern that the Affirmative Action section (on page 7 of the final draft) would prove to be too restrictive to some departments. He also expressed concern at the absence of a nepotism statement in the plan. Dr. Berg also raised a question concerning the administration sharing in a reduction. Dr. Berg suggested that the board proceed with another statement providing for three-quarters work and pay for everyone (he commented it was better to have a part-time job than no job at all), reconsidering certain portions of the present statement and removing some of the unfairness.

Mr. Richard Johnson asked the board to address the question of the Executive Session.

In answer to questions raised by Dr. Kaatz, Dr. Benson, and Mr. Johnson, Mr. Milam indicated that it was within the board's prerogative to declare financial exigency for its own agency within the state.

Mrs. Catherine Sands indicated that the faculty did participate through the Faculty Senate and Faculty Forum in the preparation of the document the board was considering.

Dr. Brooks indicated he had not discussed nepotism in the statement or plan because he did not think it was legally proper; Mr. Milam concurred.

Dr. Brooks reviewed the work the administration has done in the past with the Governor, the Office of Program Planning and Fiscal Management, legislative committees and the Council on Higher Education asking that our funds not be cut. He outlined meetings that would be taking place in the near future at which time Central representatives would be trying to work out compromises. Some of the meetings mentioned were: November 16--Joint Subcommittee on Higher Education concerning lagged enrollment approach to funding, November 19--Senate Ways and Means Committee concerning enrollment and our reduction-in-force policy, and November 21--meeting with the Governor to review the Governor's veto message and Central's response to it.

Dr. Harsha spoke briefly to the question of criteria for retaining or deleting programs and said that if the faculty wanted to go on three quarters salary to save positions, this should be a decision made in each department.

The question was again raised concerning the board going into Executive Session for a discussion of the Reduction-In-Force policy and Mr. Frank indicated the board was allowed to consult with its legal advisor on matters such as these. Mr. Frank indicated the board members had received an earlier version of the statement and plan but had not received this particular draft until this evening and therefore had not had the opportunity to review it or ask questions. He indicated there were certain portions of the final draft that the board would like to discuss in private with their legal counsel and he felt they were allowed to do this under the law.

Concern was expressed that faculty members be allowed to speak to the Reduction-In-Force Statement and Plan following the board's Executive Session. The Chairman gave assurance that everyone would be allowed to speak.

RECESS

The Chairman of the board called a recess to allow the board to go into Executive Session at approximately 9:10 p.m.

RECONVENED

The Chairman reconvened the board in regular session at approximately 10:20 p.m.

Reduction-In-Force Statement and Plan, and Declaration of Financial Exigency

Mr. Caron announced the board wished to make the following changes to the Reduction-In-Force Statement and Plan:

1. Page 1, paragraph 5 -
 - a. Deletion of the words "attempt to" in the second sentence.
 - b. Deletion of the words "and assistance will be given to those who seek positions elsewhere." (Mr. Caron explained that the board felt this should be incorporated in a separate policy.)
2. Page 3, item 1-a under Maintenance of the instructional program -
 - a. Addition of the words "under this priority" following the word "terminations" in the first sentence.
3. Page 4, item 3, second paragraph
 - a. Addition of the words "the tie will be broken by date of appointment by the board. If the tie still exists," following the word "layoff" in the first sentence.

4. Page 4, item 3, third paragraph -

- a. Addition of a new sentence at the end of the paragraph to read "In instances where employees have the same beginning date of full time services, seniority shall be determined in the following order:
 - a. First date of appointment to full time service by the Board of Trustees;
 - b. First date of the signature of a letter of intent to accept employment;
 - c. First date of application for employment."

5. Page 4, item 4 -

- a. Deletion of entire paragraph (This section concerned the Affirmative Action Program and members of the board indicated since Central already had an Affirmative Action policy it is not necessary to repeat it in this statement and plan.)

6. Page 5, third paragraph -

- a. Deletion of the words "or salary" following the word "notice" in the first sentence.

7. Page 6, item 7 -

- a. Deletion of the entire section 7.

8. Page 6, item 8 -

- a. With the deletion of the above section 7, this section number becomes section 7.

The Chairman asked for any comments or discussion from the audience.

Dr. Benton asked if a change in termination notification dates had been considered by the board and the Chairman replied that the board had seen no reason to deviate from the current Faculty Code.

The Chairman again asked for additional comments. There were none forthcoming.

MOTION NO. 3950: Mrs. Minor moved, seconded by Mr. Frank, that the Board of Trustees approve the Reduction-In-Force statement as a board policy and on the basis of enrollment decline, loss of student tuition and fee income and reduction in credit hour generation, declare a state of financial exigency to last until September 1, 1975 with the changes stated by the Chairman. The motion carried.

Scheduling of Hearing on Parietal Rule, November 30, 1973

Mr. Milam advised the board that they had received from the Superior Court for Kittitas County, Judge Horton's order directing them to make a determination on the validity of the parietal rule requiring all freshmen and sophomores single and under 21 to live in one of the college's residence halls.

Mr. Milam advised it would therefore be necessary to hold a hearing on the parietal rule. The hearing was set for 9 a.m. on November 30, 1973. Mr. Milam also advised there would be a presentation of witnesses for the college and for Miss Judy Talman in this matter.

The Chairman indicated the board would choose a hearing officer and would notify Mr. Milam.

NEXT MEETING

There was a discussion regarding the date of the next board meeting. The next regular meeting is scheduled for December 14, 1973. The administration requested that the board meet on December 7. In view of the hearing just scheduled it was proposed that the board hold its next meeting on November 30, since it would already be on campus. The administration expressed some difficulty in having the revised Code and Reduction-In-Force materials ready for the board by November 30. It was decided that the matter would be left to the President to schedule a special meeting of the board.

ADJOURNMENT

The meeting was adjourned at approximately 10:35 p.m.