

11-30-1973

1973 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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MINUTES
BOARD OF TRUSTEES
CENTRAL WASHINGTON STATE COLLEGE
ROOMS 204-205, SUB
NOVEMBER 30, 1973
4 P.M.

RECEIVED

DEC 11 1973

LIBRARY

The special 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

APPROVAL OF MINUTES

MOTION NO. 3951: Mr. Frank moved, seconded by Dr. Brain, to approve the minutes for the regular meeting of the Board of Trustees on November 9, 1973. The motion carried.

CHANGES TO THE AGENDA

Dr. Brooks asked to add the item of Dr. William Gaskell's death under Communications.

REPORTS

Status of Reserves Report

MOTION NO. 3952: Mrs. Minor moved, seconded by Mr. Garcia, to approve the Status of Reserves Report Through Budget Change #74, Fiscal Year 1973

COMMUNICATIONS

Death of Dr. William Gaskell

Dr. Brooks distributed copies of a letter from John Lybyer, Principal, Shoultes Elementary School, Marysville Public Schools, indicating the quality of Dr. Gaskell's service and the loss felt by his death. Dr. Brooks stated this was typical of many letters being received about Dr. Gaskell. He spoke of Dr. Gaskell's long record of service to Central and indicated his death was indeed a loss to the institution.

EXECUTIVE SESSION

The Chairman indicated that since the board was approaching the personnel section of the agenda he wished to state that he had received a request for the board to go into executive session to consider individual personnel items. Mr. Milam indicated he would like the record to show that the board went into executive session for the primary purpose of consulting with its Attorney General on legal matters (in connection with the proposed revisions to the RIF Statement and Plan) and that this was within the provisions of the Open Meeting law. The Chairman indicated this would be included.

The board went into Executive Session with the Assistant Attorney General at approximately 4:17 p.m.

RECONVENED

The Chairman reconvened the special meeting of the board at approximately 5:06 p.m.

NEW BUSINESS

Academic Affairs

Resignation

MOTION NO. 3953: Mrs. Minor moved, seconded by Dr. Brain, to accept the resignation of Dorothy A. Huntoon, Assistant Professor of Food and Nutrition, effective end of fall quarter, 1973. The motion carried.

New Appointments

Dr. Joe Schomer discussed the IOTA program for the members of the board.

MOTION NO. 3954: Dr. Brain moved, seconded by Mr. Frank, to approve the appointment of James O. Carpenter, Clinical Professor of Education. The motion carried.

MOTION NO. 3955: Mrs. Minor moved, seconded by Mr. Garcia, to approve the appointment of Joan Howe, Instructor of Foods and Nutrition, winter and spring quarters, 1974. The motion carried.

Reappointments

MOTION NO. 3956: Mr. Frank moved, seconded by Dr. Brain, to approve the following reappointments. The motion carried.

- Thomas L. Eckman, Lecturer in Environmental Studies effective from January 2, 1974 through March 29, 1974 (Federal Grant)
- Madalon Lalley, Lecturer in Education, winter quarter 1974
- Dale W. Lanegan, Lecturer in Education, part-time winter quarter, 1974 (Special Education Grant)

Professional Leaves for 1974-75

Dr. Harrington stated this item was brought to the board's attention as it would be part of the reduction in force plan. He recommended that no action be taken by the board at this time as the members had just received the information. The item will be placed on the next board of trustees agenda for consideration.

Board of Academic Appeals

It was recommended that this item be delayed until the next meeting of the board. The board members concurred.

Proposed Revision to the Reduction-in-Force Statement and Plan

Dr. Brooks reviewed the meetings the college representatives have had with the Executive Coordinator and members of the Council on Higher Education, Senate Ways and Means Committee, the Subcommittee of the Joint Committee on Higher Education, the Governor and others. Dr. Brooks indicated he had also met with the other college presidents and the two university presidents. Dr. Brooks said in all these meetings a three-year reduction in force plan has been recommended. Dr. Brooks emphasized the decision has to come from the Governor of the State and Dr. Brooks indicated he had urged him to make a decision one way or another. Dr. Brooks said the Governor seemed sympathetic and indicated he would have some information this week or at the latest Monday morning. Dr. Brooks indicated he hoped the Governor would not make the state colleges make a direct cut this year but would allow the three-year phase-out.

Dr. Brooks indicated that until a decision is made and final information received Central must have a plan that allows it to meet the mandated staffing formula. He emphasized that Central has to be ready to meet the emergency.

Dr. Brooks stated he felt Central has made progress in its meetings with the legislature and the Governor but it is still left with having to have a reduction plan.

In connection with the Reduction-in-Force statement and plan passed by the Board of Trustees at its last meeting, Dr. Brooks indicated he had received communications from Dr. Blanton and Dr. Heckart and he had shared these with the board.

Dr. Brooks apologized for bringing the Reduction-in-Force Statement and Plan to the board again. He explained that after the last policy was approved by the board it developed that the priorities for reducing the staff could be interpreted to reduce faculty for cause. He stated this was the main reason for making the changes. The changes have been indicated to Ms. Sands, the Deans and Dr. Harrington. Dr. Brooks then reviewed the changes that have been made to the policy.

Mr. Milam also spoke to the reason for the proposed changes and indicated that shortly after the passage of the RIF policy his office began receiving calls from departments and it became apparent that the priorities allowed the opportunity to compare one faculty member with another which walks right into the dismissal for cause question.

Mr. Milam stated the RIF policy is to effectuate reducing the staffing force and the surplus should be reduced on the basis of seniority.

Mr. Milam said he regreted that it has become necessary to make revisions to the policy at this time and in this fashion. He added that the policy as passed by the board would be difficult to defend legally on a case by case basis.

The Chairman asked for comments from the audience and asked that they be restricted to the proposed changes.

Dr. Benton raised the question of changing from 10 days to 3 days the time allowed a faculty member who disagrees with his department or program reduction-in-force recommendations to appeal in writing to the Vice President for Academic Affairs. The three days would be 3 working days from receipt of written notification from his department chairman of the submission of the recommendations to the appropriate Dean. Dr. Benton also questioned whether the policy would allow the maintenance of programs. He reviewed the AAUP guidelines under financial exigency which provide for early and careful faculty involvement and faculty determination of where reductions should be made to maintain quality programs.

The Chairman asked for additional comments from the audience. There were none.

Mr. Frank questioned the necessity of changing the 10 days to 3 days and said he didn't see how it would affect operations and that he felt it was unfair and might be misconstrued.

Discussion continued and several administrators indicated it would not be possible to comply with the Faculty Code if the time for appeal was advanced to 10 days. Under the original plan approved by the Board of Trustees on November 9, 1973 there would have been enough time to allow ten days, however, because of the need to revise the plan it has become necessary to use 3 days in order to keep within the time period outlined in the Faculty Code. It was also pointed out that the faculty would have various other appeal options open to them including an informal hearing before the Faculty Senate Personnel Committee and, as provided for in RCW 28B.19. A question was raised as to whether failure to appeal within the three day limit would affect the other methods of appeal. Mr. Milam stated it would not preclude use of other appeal methods.

MOTION NO. 3957: Mrs. Minor moved, seconded by Dr. Brain, that the board approve the proposed revisions to the Reduction-In-Force Statement and Plan as suggested by the administration and that exceptions will be noted (people who are unable to reply in three days because they are out of the country or for other legitimate reasons), and that in future years the policy will return to 10 working days.

After further discussion and assurance of the availability of additional appeal routes, Mrs. Minor and Dr. Brain withdrew Motion 3957.

MOTION NO. 3958: Mrs. Minor moved, seconded by Mr. Garcia, to adopt the Reduction-In-Force policy as amended and as it appears under date of November 30, 1973 with the exception that in all years henceforth the figure of 3 days will be changed to 10 days. The motion carried.

Dr. Benton objected to the board action and to the board's meeting in Executive Session.

Dr. Benson indicated that Dr. Benton's comments had led the discussion to the matter of the 3 days versus the 10 days appeal time and that there were other matters of concern with the RIF policy.

The Chairman indicated the discussion was closed and the members of the board had to return to a hearing which they had been in all day and which had been recessed until 6 p.m. to allow the board to conduct this meeting.

NEXT MEETING

December 7, 1973 at 8 p.m. was the time established for the next meeting of the board. This will be a special meeting.

ADJOURNMENT

The meeting was adjourned at approximately 6:03 p.m.

MOTION NO. 3959: Mr. Frank moved, seconded by Dr. Brain, to approve the minutes for the special meeting of the Board of Trustees on November 30, 1973. The motion carried.

CHANGE TO THE AGENDA

The Chairman asked if there were any changes to the agenda and Dr. Brooks replied there were no additions to the agenda as this was a special meeting, however, there would be a change in the order of presentation in the academic affairs area.

COMMUNICATIONS

Dr. Jones indicated the members of the board had received two private communications: (1) An AAUP Statement resulting from a meeting of the AAUP Chapter on December 4, 1973, and (2) a letter from Dr. W. C. Dr. Brooks commented the communications were not listed on the agenda but were mentioned because they relate to items being considered at this board meeting.

NEW BUSINESS

Business and Administrative Affairs

Contract Approved Between Local 330-Washington Federation of State Employees and CWGC

Mr. Bonn indicated the contract between Local 330-WFSE and CWGC was renegotiated and it was decided that since the existing contract has been beneficial to both parties that the same contract be approved to extend from July 1, 1973 through June 30, 1974.