

12-7-1973

## 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  
DECEMBER 7, 1973  
8:00 P.M.

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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  
Dr. Eugene Brain  
Mr. Herbert Frank

ABSENT

Mrs. R. Hugh Minor

Others:

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

APPROVAL OF MINUTES

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.

CHANGES 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. Brooks indicated the members of the board had received two private communications: (1) An AAUP Statement resulting from a meeting of CWSC's AAUP Chapter on December 6, 1973, and (2) a letter from Dr. Gillam. 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 CWSC

Mr. Bohne indicated the contract between Local 330-WFSE and CWSC 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, 1975

without any changes.

MOTION NO. 3960: Mr. Frank moved, seconded by Dr. Brain, that the Board of Trustees approve the renegotiation of the contract with Local 330 of the Washington Federation of State Employees, AFL-CIO for the period from July 1, 1973 through June 30, 1975 as presented by the administration. The motion carried.

Authorization to Sell Real Property--Elwood Manor

Mr. Bohne indicated the college had received an appraisal on this property and would like to offer it for public sale.

MOTION NO. 3961: Dr. Brain moved, seconded by Mr. Garcia, that the Vice President for Business and Financial Affairs be delegated authority to advertise, sell, and execute sales documents for that certain real property located at 701 North Pine Street, Ellensburg, known as "Elwood Manor," and more particularly described as follows: Beginning at a point 80' North of the NE corner of Block 3, Ellensburg Original Addition; thence West 120'; thence North 120'; thence East 120'; thence South 120' to the point of beginning, Kittitas County, state of Washington, and further that said authority shall be limited to a sale for cash to the highest bidder in an amount not less than \$35,000, the fair market value estimated on August 24, 1973 by C. Bruce Eslick, M.A.I., Appraiser. The motion carried.

Waiver of Two-Credit Minimum on Courses

Mr. Bohne explained that new mini (1 credit) courses were being developed. Having to pay \$30 (the present minimum) as opposed to \$15 might make the difference in enrollment so the administration is recommending that the minimum be lowered to \$15 for a one unit course.

MOTION NO. 3962: Mr. Frank moved, seconded by Dr. Brain, that the minimum two credit fee (\$30.00) for each resident student be eliminated for any one unit course (\$15.00). The motion carried.

Additional Authority in Gillam Litigation

Mr. Milam asked that this be discussed with the members of the board in an executive session. The item was delayed until later in the meeting.

New Boiler House Bid Award

MOTION NO. 3963: Dr. Brain moved, seconded by Mr. Frank, that the low bidder, Gilbert H. Moen Construction Company, general contractors of Yakima, be awarded a construction contract for the construction of the New Boiler House for a total acceptable contract amount of \$479,900. This total figure takes into account the base bid of \$474,400 and additive alternate #3 of \$5,500. The motion carried.

Mr. Frank asked for information regarding the architect for the SUB remodeling. He indicated there was white material bleeding down the west side of the building. Mr. Frank indicated this item had been noted as one item to be corrected before the building was accepted. Mr. Braida said he would furnish the requested information to Mr. Frank.

Resignations

MOTION NO. 3964: Dr. Brain moved, seconded by Mr. Garcia, to accept the following resignations. The motion carried.

John M. Chrismer, Associate Professor of Business  
Education and Administrative Management, effective  
June 30, 1975  
Marjorie M. Langeness, effective July 1, 1974  
Charles H. Nadler, effective end of the 1973-74  
contract year  
Conrad B. Suits, effective end of current academic year

Appointments

MOTION NO. 3965: Dr. Brain moved, seconded by Mr. Garcia, to approve the following appointments. The motion carried.

Frances K. Bovos, Assistant Professor of Early Childhood  
Education for winter and spring quarters, 1974  
(temporary appointment)  
Barbara A. Miller, Coordinator for the Child Development  
Association Consortium Grant, November 12, 1973 to  
May 31, 1974

Professional Leaves for 1974-75

Dr. Harrington recommended that professional leaves be granted to eight professors. During the discussion Dr. Harrington indicated three departments had submitted letters regretting that their departments could not support professional leaves for 1974-75. The departments were Economics and Business Administration, Education and English. Dr. Harrington also noted that one professor had appealed the recommendation.

MOTION NO. 3966: Mr. Frank moved, seconded by Mr. Garcia, to approve professional leaves for the following. The motion carried with Dr. Brain abstaining.

John Agars, Associate Professor of Art--3 quarters  
Paul E. LeRoy, Associate Professor of History--3 quarters  
George Macinko, Professor of Geography--3 quarters  
Usha G. Mahajani, Professor of Political Science--3 quarters  
Hazel A. Dunnington, Associate Professor of Theatre  
and Drama--2 quarters  
Webster F. Hood, Associate Professor of Philosophy--3 quarters  
Catherine J. Sands, Assistant Professor of Anthropology--  
3 quarters  
Eugene J. Kosy, Professor of Business Education and Admin-  
istrative Management--3 quarters

Approval of Final Reduction-In-Force Plan

Dr. Harrington indicated this item and item 2b (Faculty Tenure, Retirements, Appointments and Re-appointments for 1974-1975) are tied together. He discussed various implications of the proposed RIF policy final plan using material which had been provided for the board and for many members of the audience. Dr. Harrington emphasized the plan was recommended on the basis of the "worst possible" situation which could develop for Central. He noted the plan was designed to retain as many faculty as possible and that the administration would work with all faculty who would have to seek other positions. He added that it was indeed with regret that it would be necessary to recommend the termination of any faculty. Dr. Harrington stated in his letter of transmittal of the proposed final plan and at the board meeting "that a great deal has yet to be accomplished, e.g. obtain legislative support in January, increase our enrollments on and off campus, improve our curriculum and our instruction and retention rate." Dr. Harrington concluded with the hope that with the cooperation of the legislature, faculty, staff and students it would not be necessary to carry out the proposed reductions immediately.

Several students who were present at the meeting were asked if they wished to comment and they spoke against the elimination of programs and specifically the Chinese language program. Dr. Brooks indicated a student petition asking that programs not be reduced had been forwarded earlier to the members of the board. The students asked that the board reject the proposed RIF plan for further scrutiny.

Dr. Robert M. Benton asked that his two-page prepared statement be included in the official board minutes (attachment no. 1). A discussion ensued centering around Dr. Benton's statement that "the board has not demonstrated, and it cannot demonstrate, that the college is currently in the state of financial exigency." It was pointed out that directives have been received from those who control the college's budget (OPP&FM and Governor) that these steps would be required. Dr. Brooks pointed out the faculty has to decide what it wants--the adoption of a RIF plan which spells out exactly what the college plan will be if its budget is cut in January, or wait until disaster strikes when there will not be sufficient time to treat the faculty fairly and courteously by giving them adequate termination notice. Dr. Harrington also pointed out that the budget requires that the college be at 73% of staffing formula the second year of the biennium. This is mandated by the legislature and means a reduction of faculty positions. According to the Faculty Code action on the proposed RIF final plan is required at this meeting or the waiver of notice of termination requirement to the faculty. Mr. Caron pointed out that even if the plan is effected this evening, if the enrollment and budget picture improves, the plan can always be returned to the board for modification and hopefully it will be possible to do this.

Faculty: Dr. Brooks apologized because there had not been time to prepare the necessary graphs usually presented for the board's information. There was a discussion of delaying the granting of tenure until such information is available. The academic dean, Dr. Harrington and some faculty members spoke of the faculty morale problems if tenure were delayed.

Dr. Floyd indicated that before the recent changes were made in the RIF policy he had asked Mr. Armand L. Tiberio the AHE/WEA UniServ Representative for an analysis of the proposed policy. Dr. Floyd indicated he had received a copy of the analysis made by Mr. C. Kenneth Grosse of the Law Offices of Keller, Rohrback, Waldo, Moren and Hiscock. Dr. Floyd indicated a copy of the analysis was being placed on file in the reference library.

#### EXECUTIVE SESSION

Dr. Harrington requested the board to consider Tenure, Retirements, Appointments and Reappointments and appeals in executive session. The Chairman recessed the meeting to allow the board to go into executive session at approximately 9:30 p.m.

#### RECONVENED

The Chairman reconvened the special board meeting at approximately 11 p.m.

#### Reappointment and Granting of Tenure for Faculty in Second or More, Year of Service at Central

Dr. Harrington read the list of faculty recommended for Re-employment for Third Probationary Year (with doctorate), Re-employment for Third Probationary Year (with non-doctorate terminal qualification in discipline), Re-employment for Third Probationary Year (without doctorate), Re-employment for Third Probationary Year (without doctorate--stipulations of prior contract regarding degree status remain in effect), Re-employment for Fourth Probationary Year (with doctorate, no assurance of tenure), Re-employment for Fourth Probationary Year (with non-doctorate terminal qualifications in discipline) no assurance of tenure, Re-employment for Fourth Probationary Year (without doctorate --stipulations of prior contract regarding degree status remain in effect) no assurance of tenure, Re-employment for Fourth Probationary Year (without doctorate) no assurance of tenure, Re-employment for Fourth Probationary Year (with doctorate--with the conditions of review prior to the end of Spring Quarter, 1974) no assurance of tenure, Grant Tenure (with doctorate), Grant Tenure (with non-doctorate terminal qualification in discipline), Delayed Tenure Consideration Subject to Completion of Stipulations of prior contract regarding degree status, Re-employ for Fifth Probationary Year with delay of tenure (without doctorate) and consideration of tenure before end of Spring Quarter, 1974, Re-employment for Fifth Probationary Year (defer tenure one year as a result of the reduction-in-force plan with the condition of review prior to the end of Spring Quarter, 1974), and Terminate Contract.

Board members raised the question of the percentage of tenured faculty; Dr. Brooks apologized because there had not been time to prepare the necessary graphs usually presented for the board's information. There was a discussion of delaying the granting of tenure until such information is available. The academic deans, Dr. Harrington and some faculty members spoke of the faculty morale problems if tenure were delayed.



Dr. Schliesman said that one of the implications of having a large number of the faculty tenured is the possibility of having staff who seem to have run out of new ideas. To overcome that type of concern there has been established at least two clearing houses that are attempting to establish faculty exchange programs. Central this fall indicated interest in participating in both programs-- one operating out of Mankato State College in Minnesota and one out of Washington, D. C.

MOTION NO. 3967: Dr. Brain moved, seconded by Mr. Frank, to approve the reappointment and tenure recommendations for faculty in their second, or more, year of service during the 1973-1974 school year and terminations of contract, as read by Dr. Harrington. The motion carried.

Mr. Frank spoke of the trustees' concern for the best interests of the college and the difficult decisions which have to be made. He indicated the board has been in touch with the Governor's office and have made every effort to do the very best they can in the present situation. He urged the faculty to work together with the administration rather than becoming divided. He indicated that by pulling together we can make the blow fall as softly as possible and maybe, just maybe the board may not have to take the steps it will be voting on at this meeting.

Dr. Harrington asked that the Reduction-In-Force final plan be accepted with the condition that the administration be permitted to come back at any board meeting for modification of the plan if the legislative action affects this school to a lesser degree than is anticipated under the proposed final plan. Dr. Brooks also indicated that it would be his hope that the administration could come back to the board in the very near future for the modification of the plan, but he indicated the answer as to whether or not that will be possible lies with the legislature.

MOTION NO. 3968: Mr. Frank moved, seconded by Mr. Garcia, for the approval of the Final Reduction-In-Force Plan as presented. Mr. Frank indicated he voiced this motion regretfully but with a sense of meeting an obligation.

It was suggested that item lb on page 9 be deleted; present item lc would then become lb. Mr. Frank accepted this suggestion. The motion carried with the section indicated deleted.

Dr. Harrington read the names of four faculty to be terminated as a result of the Reduction-In-Force Plan, effective June, 1974, and the names of three faculty to be terminated with one year's notice with option available to faculty member to teach winter, spring and summer (at 3/9 salary), 1974 or winter, spring and fall, 1974. (The names are on file in the President's office.)

MOTION NO. 3969: Dr. Brain moved, seconded by Mr. Garcia, to approve the terminations as read by Dr. Harrington. The motion carried.

Following the passage of this motion, Chairman Caron noted that all members of the board regret the necessity for this action.

Additional Authority in Gillam Litigation 28 January 11, 1971.

MOTION NO. 3970: Mr. Frank moved, seconded by Dr. Brain, that the Board of Trustees authorize the Attorney General's Office to take whatever actions are necessary and proper to protect the interests of the state in the matter of Gillam v. Brooks. The motion carried.

Board of Academic Appeals

Mrs. Sands reviewed the work of the faculty and students in preparing the Rules Governing the Board of Academic Appeals For Central Washington State College. She noted it was felt the campus was very much in need of this type of board. A lengthy discussion followed.

MOTION NO. 3971: Mr. Frank moved, seconded by Mr. Garcia, that the Rules Governing the Board of Academic Appeals for Central Washington State College be approved as presented with the editorial changes and changes set forth in Sections VII-d and XI. The motion carried with Dr. Brain opposed (Dr. Brain felt that Section X re grade changes should be dropped or made advisory). The approved changes are as follows:

- Page 1, Section II, d., second sentence - change "find" to "fill" (editorial change)
- Page 4, Section VII, d., first sentence - deletion of the words "and/or other testimony"
- Page 4, Section VII, d, third line - deletion of the word "evidence" and substitution of the words "such witnesses"
- Page 4, Section VII, d., fifth line - deletion of the words "records or"
- Page 5, Section VII, i., second line - change "genuine" to read "germane" (editorial change)
- Page 5, Section IX, b., last line - change "changes" to read "charges" (editorial change)
- Page 6, Section XI, deletion of entire present section (section to be rewritten by Mr. Milam to include wishes of board members to have the parties request permission to appeal a decision of the Board of Appeals to the Board of Trustees, and to have procedural matters spelled out more completely).

A question was raised as to whether the Faculty Senate would have the opportunity to approve or reject the amendments just approved by the Board of Trustees. It was agreed the Faculty Senate Chairman will be furnished a copy of the Rules Governing the Board of Academic Appeals for Central Washington State College as finally approved by the Board of Trustees.



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NEXT MEETING

The next regular meeting of the board will be January 11, 1973.

ADJOURNMENT

The meeting was adjourned at approximately 12:30 a.m.

The special meeting of the Board of Trustees was called to order by the Chairman, Mr. Philip Green, in the break room of the Sea Tac Terminal Building.

BELL CALL

<u>PRESENT</u>	<u>ABSENT</u>
<u>BOARD OF TRUSTEES MEMBERS:</u>	
Mr. Philip Green, Chairman	Mr. Herbert Frank
Mr. Raymond Catala, Vice Chairman	
Mrs. E. Hugh Kibbe	
Dr. Guyton Stein	

STAFF:  
 Dr. James S. Woodie, President  
 Mrs. Catherine Woods, Chairman, Faculty Senate  
 Dr. Robert Ferguson, President, ASC

APPROVAL OF MINUTES

MINUTES NOV. 1972: Dr. Stein moved, seconded by Mrs. Woods, to approve the minutes for the special meeting of October 3, 1972. The motion carried.

CHANGES TO THIS ORDER

Dr. Washington listed the following changes to the agenda:

- 61. August 11, 1973 should read May 11, 1973
- 62. Acting Director's name should be included now-- David S. Lundy, M.D., Acting Director of Student Health Services, beginning immediately and through June 30, 1974
- 72. Effective date should read February 1, 1974 rather than February 3, 1974
- 10b. Addition: Omar Krasova, Lecturer in Ethnic Studies for the 1974-75 academic year (reappointment)
- 13c. Addition: Phillip W. Hriscoe, Lecturer in Ethnic Studies for the 1974-75 academic year (reappointment)
- 17. Change word "Policy" to read "Plan"
- 18. Addition: Contract, Law and Justice Planning Office, cooperative venture, Elberta County Board of Commissioners and Central Washington State College.