

5-31-1974

1974 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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MINUTES
BOARD OF TRUSTEES
CENTRAL WASHINGTON STATE COLLEGE
SPECIAL MEETING
SUB, ROOM 204-205
MAY 31, 1974
3:00 P.M.

The special meeting of the Board of Trustees was called to order by the Chairman, Mr. Philip Caron, in the SUB, Room 204-205.

ROLL CALL

PRESENT
Board of Trustees Members:
Mr. Philip Caron, Chairman
Mrs. R. Hugh Minor
Mr. Herbert Frank

ABSENT
Mr. Raymond Garcia, Vice Chairman
Dr. Eugene Brain

Others
Dr. James E. Brooks, President
Dr. Duncan McQuarrie, Chairman,
Faculty Senate
Mr. Pat Reiley, President, ASC

APPROVAL OF MINUTES

MOTION NO. 4039: Mrs. Minor moved, seconded by Mr. Frank, to approve the minutes for the special meeting of May 17, 1974. The motion carried.

CHANGES TO THE AGENDA

The only change to the agenda was the addition of a CWSC Foundation report under IV. REPORTS.

REPORTS

CWSC Foundation

Dr. Harrington reported on the funding of the Mexico Program. He indicated only the Partners of Americas money remains in the CWSC Foundation, the other monies for the Mexico Program are now processed through the regular business channels of the Business Office. Dr. Harrington indicated an audit of the entire Mexico Program should be available to the board at its meeting in June.

RECESS

The Chairman indicated he had received a request for the board to go into executive session before additional items on the agenda are considered. The Chairman recessed the board meeting at approximately 3:12 p.m. to allow the board to go into executive session.

RECONVENED

The Chairman reconvened the special meeting at approximately 4:13 p.m.

NEW BUSINESS

Academic Affairs

Report on R-I-F Plan for 1975-76

Dr. Harrington indicated he regretted that he would be unable to provide a final report at this time on the R-I-F Plan for 1975-76. Dr. Harrington indicated the projected enrollment figures have not been received from OPP&FM. A report will be prepared for the trustees after the enrollment figures have been computed for fall quarter 1975, Dr. Harrington stated, and said he was setting a target date of November 15 for preparation of this material.

Dr. Harrington also indicated that because enrollment figures for fall quarter 1975 are running about 300 ahead of last year's figures and because of an anticipated increase in off-campus student programs, he is quite optimistic.

Resignations

MOTION NO. 4040: Mr. Frank moved, seconded by Mrs. Minor, to accept the following resignations as read by Dr. Harrington. The motion carried.

- Ronald J. Allbaugh, Assistant Professor of Education, effective at the end of summer session, 1974
- Douglass A. Roby, Assistant Professor of History, effective at the end of spring quarter, 1974
- Forest A. Zimpfer, Assistant Professor of Business Education and Administrative Management, effective at the end of spring quarter, 1974

Leaves of Absence

MOTION NO. 4041: Mrs. Minor moved, seconded by Mr. Frank to approve the following leaves of absence. The motion carried.

- Ralph D. Gustafson, Professor of Education, effective one-half time fall and winter quarters, 1974-75 (time will not count toward service at Central)
- Ronald W. Hales, Assistant Professor of Driver and Safety Education, effective for the 1974-75 academic year (time will not count toward service at Central)
- Branton K. Holmberg, Associate Professor of Psychology, effective half-time for the 1974-75 academic year (time will count toward seniority)
- Jan H. Mejer, Assistant Professor of Sociology, effective for the 1974-75 academic year (time will not count toward service at Central)

Reappointments, Faculty

MOTION NO. 4042: Mr. Frank moved, seconded by Mrs. Minor, the approval of the reappointment of the following Early Childhood Education staff as listed by Dr. Harrington. The motion carried.

Frances K. Bovos, Lecturer in Early Childhood Education, for the 1974-75 academic year
Sylvia A. Boyle, Lecturer in Early Childhood Education, part-time appointment during winter and spring quarters of the 1974-75 academic year
Edith M. Greatsinger, Lecturer in Early Childhood Education for the 1974-75 academic year
Joye M. Heimbeck, Lecturer in Early Childhood Education, for the 1974-75 academic year
Joe A. Jansen, Lecturer in Early Childhood Education, for the 1974-75 academic year
Margaret J. Lawrence, Lecturer in Early Childhood Education, for the 1974-75 academic year
Mary Ellen Matson, Lecturer in Early Childhood Education, for the 1974-75 academic year
Jo B. Mitchell, Lecturer in Early Childhood Education, for the 1974-75 academic year
Imani A. Mwandishi, Lecturer in Early Childhood Education, for the 1974-75 academic year
Gertrude M. Rodine, Lecturer in Early Childhood Education, for the 1974-75 academic year
Janet E. Silva, Lecturer in Early Childhood Education, for the 1974-75 academic year.

Tenure and Re-employment

MOTION NO. 4043: Mrs. Minor moved, seconded by Mr. Frank, to approve the re-employment and tenure list as submitted by Dr. Harrington. The motion carried. The list follows:

Re-employ for Third Probationary Year (without doctorate)
Yang, Ho-Chin, Assistant Professor of Chinese (2/3 time)
Mejer, Jan, Assistant Professor of Sociology
Winters, Roger, Assistant Professor of Political Science

Re-employ for Fourth Probationary Year (with doctorate--no assurance of tenure)
Refai, G. Z. Assistant Professor of History
Warren, Gordon, Assistant Professor of History

Re-employ for Fifth Probationary Year with Deferral of Tenure (without doctorate)
Harris, H. John, Assistant Professor of Philosophy

Re-employ for Fifth Probationary Year with Deferral of Tenure (with doctorate)
Jacobs, Robert C., Associate Professor of Political Science

Grant Tenure (with non-doctorate terminal qualification in discipline)

Canzler, Lillian, Assistant Professor of Early Childhood Education

Defer Tenure

Goedecke, Walter R., Professor of Philosophy
Kerr, Thomas, Associate Professor of Political Science
Dietrich, Donald, Associate Professor of Science Education/Chemistry

Appointments

MOTION NO. 4044: Mr. Frank moved, seconded by Mrs. Minor, to approve the following appointments. The motion carried.

Walter H. Arlt, Assistant Professor of Physical Education and Assistant Football Coach, reassigned as Assistant Professor of Physical Education and Head Track Coach (will continue as Assistant Football Coach).
Robert B. Pace, Consultant to scientific field programs, effective from May 15, 1974 through June 30, 1975 (Civil Service Exempt)

Promotions

MOTION NO. 4045: Mrs. Minor moved, seconded by Mr. Frank with pleasure, to approve the following promotions. The motion carried.

To Professor

Alumbaugh, Richard V., Psychology
Boles, Ronald J., Science Education
Byrd, F. Ross, Bus. Ed. & Admin. Mgt.
Cunha, Clifford C., Music
Hasbrouck, Richard W., Chemistry
Hileman, Betty J., Physical Education
Lowther, Lawrence L., History
Smith, Milo R., Theater and Drama

To Associate Professor

Arcidiacono, Michael J., Mathematics
Garrett, Roger L., Communication
Goodey, Darwin J., Psychology
Gregor, John G., Physical Education
Heckart, Beverly A., History
Patton, Helen D., Education
Sahlstrand, James M., Art
Tolin, Philip, Psychology

Program 05

Yeh, Thomas Y., Library

Board Affairs

Election of Board Officers for 1974-75

The Chairman reviewed the report of the Nominating Committee which had recommended Mr. Raymond A. Garcia as Chairman and Mr. Herbert L. Frank as Vice Chairman. The Chairman asked for additional nominations from the floor. There were none.

MOTION NO. 4046: Mrs. Minor moved, seconded by Mr. Caron, that a unanimous ballot be cast for Mr. Raymond A. Garcia as Chairman of the Board of Trustees for the 1974-75 year, and for Mr. Herbert L. Frank as Vice Chairman of the Board of Trustees also for the 1974-75 year. The motion carried.

Business and Administrative Affairs

Dedication of Land Within Fourteenth Avenue Right of Way

MOTION NO. 4047: Mr. Frank moved, seconded by Mrs. Minor, that the college property upon which is built Fourteenth Avenue between Walnut and Maple streets be vacated by the college and an expression of intent to dedicate to the City of Ellensburg be handed to the Governor. The motion carried.

Discontinuance of State of Financial Exigency for 1974-75

MOTION NO. 4048: Mrs. Minor moved, seconded by Mr. Frank, that the Board of Trustees declare that the state of financial exigency established on November 9, 1973, through Motion No. 3950, no longer exists for the following reasons:

1. restoration of \$201,000 to CWSC's budget by the state legislature in April of 1974
2. more favorable enrollments than had been anticipated for 1973-74, as well as more encouraging prospects for enrollment in 1974-75
3. relief in the college's staffing situation through use of leaves of absence, professional leaves, the four quarter plan and other improvements.

The motion carried.

12 Month Employees to be Continued to September, 1974

Dr. Brooks presented the lists of 12 month employees to be continued to September, 1974 with no change in salaries. The list included employees reporting to the following administrators: President, Vice President for Business Affairs, Vice President for Academic Affairs and the Executive Assistant to the President.

MOTION NO. 4049: Mr. Frank moved, seconded by Mrs. Minor, that the current 12 month employees as listed be continued to September, 1974. The motion carried. (The lists are on file in the President's office.)

Affirmative Action Policies

John Harrison and Wallace Webster opened the discussion on the proposed Affirmative Action Policies involving Nepotism, Pregnancy and Maternity Leave and Equal Employment Opportunity. Mr. Harrison noted the administration had provided the members of the board with a set of recommended policies which were developed by Mr. Webster's office, modified by the President's Council and audited by the Office for Civil Rights for compliance with federal law. Mr. Harrison indicated that in subsequent meetings with some members of the board some revisions to the Pregnancy and Maternity Leave and Equal Employment Opportunity policies have been requested. Mr. Harrison stated these revisions are now before the board. Because of the time element these revisions have not been approved by the Civil Rights Commission, HEPB or other related agencies as to compliance with state and federal statutes.

MOTION NO. 4050: Mrs. Minor moved, seconded by Mr. Frank to approve the Nepotism policy as presented by the administration. (A copy is on file in the President's office.)

There was a lengthy discussion regarding the Pregnancy and Maternity Leave policy with board members indicating their concern that women undergoing voluntary abortion be under the care of a licensed physician. Mr. Harrison and Mr. Webster indicated the Pregnancy and Maternity Leave policy was written to adhere to federal and state statutes which indicate the policy must be established to furnish the same privileges as those provided for other disabilities.

MOTION NO. 4051: Mr. Frank moved, seconded by Mrs. Minor, the the policy on Pregnancy and Maternity Leave be adopted as presented with the proviso under Section 4 (page 4) LEAVE BENEFITS FOR PREGNANT WOMEN, that the following clause be added: "Provided that in the case of voluntary abortion care is administered prior to, during and after the abortion by a licensed physician." The motion carried.

The discussion moved on to the Equal Employment Opportunity policy. Mr. Frank asked that the first paragraph of the above policy contain the sentence: "The college precludes employment of persons possessing criminal records in the Campus Police Department."

The discussion continued with Mr. Frank indicating his objection to the use of ratios and quotas and his belief that it is incumbent upon the institution, in order to serve its students and the people of the state, to recruit, employ and promote, the best individual available. Concern was expressed by the administrators that the college not be out of compliance with federal and state statutes and executive orders. Dr. Brooks indicated his feeling that if the

college continued a benign neutrality in employment practices, it would be hard for the college to comply with the federal and state mandates. Mr. Harrison stated he felt the institution would be placed in the very difficult position of adopting policies which would not be approved by the reviewing agencies.

Mr. Frank Cole and Dr. Larry Lowther of the Human Rights Advisory Council of Kittitas County spoke in favor of the Equal Employment Opportunity policy as presented by the administration in order that remedial action may be taken by the college in its hiring policies. Mr. Harrison also spoke of the "catch-up problem." Dr. Williams noted the college should have clearly defined qualifications for vacant positions, and should make every effort to advertise and solicit for women and minority applicants for these positions. Dr. Schliesman indicated his feeling that if the college were prepared to demonstrate why the remaining candidates were not chosen this would be acceptable to the review agencies.

Mr. Frank noted he felt the college should make every effort to see that women and minorities have equal consideration in hiring but that he could not vote for the Equal Employment policy if it were established on anything less than the employment of the best qualified person--male or female, black, Chicano, Indian, white or whatever the color of skin. Mr. Frank offered to resign if it would make it easier for the administration, and again stated his views were based on sincere convictions against which he could not vote.

A compromise wording was offered by Dr. Brooks which would preserve Mr. Frank's concern about hiring the most qualified person. (In the first sentence of the last paragraph of the Equal Employment policy the words "consider for employment all" were added following the words "and to" and the words "achieve and maintain the ratios of" were deleted.) Dr. Brooks indicated the administration would work with the Governor and others and do the very best it could to see that the college moves ahead in the affirmative action area.

MOTION NO. 4052: Mr. Frank moved, seconded by Mrs. Minor, to approve the Equal Employment policy as presented by the administration with the two changes requested ((1) exempting the college from considering persons possessing criminal records for employment on its Campus Police Department, and (2) change of wording in the first sentence of the last paragraph as outlined above.), and subject to review of the complete revised texts so the board may determine that it all fits together and nothing has been left out. The motion carried.


The board requested that the Secretary of the Board place an item for Affirmative Action on the next board agenda for a final review of the policies.

NEXT MEETING

The date of the next board meeting was set for June 28, 1974.

ADJOURNMENT

The chairman adjourned the meeting at approximately 6:25 p.m.


James E. Brooks, Secretary
Board of Trustees
Central Washington State College

The special meeting of the Board of Trustees of Central Washington State College was held at the home of Mrs. Herbert Frank, 1215 1/2 1st St., Bellingham, Washington, on Monday, August 2, 1954.

Present: Mr. Herbert L. Frank, Vice-Chairman; Mr. Raymond A. Garcia, Chairman; Mr. Frank Wilson; Mr. Eugene Brink; Mr. Frank Clark.

Also Present: Mr. James E. Brooks, Secretary; Mr. Gordon McQuarrie, Chairman, Faculty Senate; Mr. J. H. Miller, President, SAC.

REPORT OF MR. GARCIA

Mr. Frank announced that Mr. Garcia had indicated to the members of the board that he planned to resign as secretary to the Board of Trustees from the board. Mr. Frank noted that the board members tried to persuade Mr. Garcia to remain on the board but he declined. Mr. Frank also indicated that Mr. Garcia leaves with regret and the members of the board and his associates regret his leaving.

APPROVAL OF MINUTES

Minutes of the meeting held, reviewed by Mr. Garcia, and approved the minutes for the special meeting of August 2, 1954.

The motion carried.

REPORT OF THE BOARD

The following changes were made to the minutes:

Resolution: Item VII-C, 1, 2, and 3

Resolutions: 1. 1954-55 - Faculty of Science for Maxwell Gordon
2. 1954-55 - Appointment of Frank L. White
3. 1954-55 - Appointment of Edward E. Miller
4. 1954-55 - Appointment of Frank J. Taylor
5. 1954-55 - Appointment of Charles H. Berry