

8-2-1974

## 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  
GRUPE CONFERENCE CENTER  
AUGUST 2, 1974  
7:15 P.M.

CWSC  
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The special meeting of the Board of Trustees was called to order by the Vice Chairman, Mr. Herbert Frank, in Grupe Conference Center on the Central Washington State College campus.

ROLL CALL

PRESENT

Board of Trustees Members:

Mr. Herbert L. Frank, Vice Chairman      Mr. Raymond Garcia, Chairman  
Mrs. R. Hugh Minor  
Dr. Eugene Brain  
Mr. Philip Caron

ABSENT

Others

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

RESIGNATION OF CHAIRMAN

Mr. Frank announced that Mr. Garcia had indicated to the members of the board and to Dr. Brooks that he planned to submit to the Governor his resignation 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 Dr. Brooks regret his leaving.

APPROVAL OF MINUTES

MOTION NO. 4053: Mrs. Minor moved, seconded by Mr. Caron, to approve the minutes for the special meeting of May 31, 1974.  
The motion carried.

CHANGES TO THE AGENDA

The following changes were made to the agenda:

Deletions: Items VII-C. 1, 2, and 3

Additions:      "      VII-A. 3f - Leave of absence for Russell Hansen  
                  "      "      4i - Appointment of Terry L. Milne  
                  "      "      4j -                      of Richard L. Meier  
                  "      "      5e - Reappointment of Floy J. Lanegan  
                  "      "      D 2b - Appointment of Calvin Willberg

REPORTS

Status of Reserves Reports

MOTION NO. 4054: Mr. Caron moved, seconded by Dr. Brain, to accept the Status of Reserves Reports (April, May and June, 1974) Through Budget Change #479, Fiscal Year 1973. The motion carried.

International Studies--Mexico Program

Dr. Harrington reiterated that all of the funds for the Mexico Program, with the exception of the monies for the Partners of Americas program, have been transferred from the CWSC Foundation to the Business Office. The Internal Auditor has completed an extensive audit beginning from the establishment of the Mexico Program and according to practice will review this audit with the Director of the program before it is released. Dr. Harrington and Mr. Courtney Jones indicated they will have a thorough report for the board as soon as it can be completed, possibly for the next board meeting in September.

Draft of CWSC Policies and Procedures Manual (including Proposed Faculty Code, Draft #5)

Dr. Brooks transmitted draft copies of the CWSC Policies and Procedures Manual to members of the board, Mr. Milam and Dr. McQuarrie. He stated the manual had been prepared because it had been obvious for some time that Central needed to bring together all of the policies and procedures which were scattered across campus in various offices and departments. Dr. Brooks asked that the manual be read by the members of the board and their comments submitted to him. He indicated that he would be reviewing the manual with a review committee (possibly four other reviewers to be selected). All comments and suggestions will be considered and a revised manual will be submitted to the board in September. Dr. Brooks commented that work would be proceeding on Part V of the manual (Administrative Code) and would be submitted to the board at the same time. Dr. Brooks commended people who had been involved in updating, typing and assembling the material contained in the manual.

Dr. Brooks stated there was no action required of the board at this time other than to accept the manual and read it.

MEETING RECORDED

Mr. Frank indicated that the meeting was being recorded (by the Crier representative). He indicated that the board members had no objections but that he felt that others who were speaking should know this was being done.

Mr. Frank asked if there was a request from other board members to go into executive session. There being none, Mr. Frank indicated he had some personnel questions he would like to discuss in executive session and in particular Item VII.D.5, a request from Mr. Milam that the Attorney General be authorized to appear on Mr. Milam's behalf and defend him in an action brought against him by Dr. Gillam.

Before the board went into executive session Dr. Robert Benton addressed the question of confidence, reviewing the recent financial exigency events and noting that in less than two months after the lifting of the financial exigency the administration is recommending items of significant campus reorganization. In this connection the addition of the position of Assistant to the Executive Assistant to the President and the expansion of the Department of Economics and Business Administration into a School of Business and Economics were questioned, among other things.

#### RECESS

The board went into Executive Session at 7:58 p.m.

#### RECONVENED

The Vice Chairman reconvened the meeting at 10:02 p.m.

#### NEW BUSINESS

##### Academic Affairs

##### Title Change

MOTION NO. 4055: Dr. Brain moved, seconded by Mrs. Minor, to approve a title change for the Department of Economics and Business Administration to the School of Business and Economics. The motion carried.

Dr. Harrington discussed the reasons for recommending that the School of Business and Economics be established at this time which included accreditation, attracting students, businessmen pledging money, statewide planning, and university status. Dr. Harrington noted that the only additional cost at this time would be the possible upgrading of the secretary since the salary cost was the same for bringing in either a new department chairman or a dean. Dr. Harrington announced the new dean would be on campus by September 1.

##### Resignations

MOTION NO. 4056: Mr. Caron moved, seconded by Dr. Brain, to accept the following resignations as listed. The motion carried.

Alexander W. Kuo, Associate Professor of Ethnic Studies and Director, Ethnic Studies Program, resignation effective July 17, 1974

Donald A. Hartman, Assistant Professor of Geology, resignation effective the end of summer session, 1974

#### Leave of Absence

MOTION NO. 4057: Mr. Caron moved, seconded by Mrs. Minor, to approve the following leaves of absence. The motion carried.

Russell H. Hansen, Assistant Professor of Sociology, effective for winter and spring quarters, 1975, time will count toward seniority

Evart K. Lybbert, Assistant Professor of English, for the 1974-75 academic year, time will not count toward seniority

Lois D. Owen, Assistant Professor of Family Studies, for winter term, 1975, time will not count toward seniority

James P. Parsley, Associate Professor of Education, for the 1974-75 academic year, time will count toward seniority

Janice M. Weber, Assistant Professor of Home Management and Consumer Economics, for the 1974-75 academic year (extended from an original request for leave of absence fall quarter only), time will not count toward seniority

MOTION NO. 4058: Mrs. Minor moved, seconded by Dr. Brain, to approve the following decisions on Seniority Status. The motion carried. (Leaves of absence were previously granted.)

Kathleen J. Adams, Assistant Professor of Anthropology, time to be counted towards seniority

Cynthia K. Bennett, Assistant Professor of Art, time to be counted towards seniority

Anne S. Denman, Associate Professor of Anthropology, time to be counted towards seniority

E. Smith Murphy, Professor of Physics, time to be counted towards seniority

Margaret A. Sahlstrand, Assistant Professor of Art, time to be counted towards seniority

Constance W. Speth, Associate Professor of Art, time to be counted towards seniority

#### Appointments

MOTION NO. 4059: Dr. Brain moved, seconded by Mrs. Minor, to approve the following appointments as read by Dr. Harrington. The motion carried.

D. Richard Albertson, Lecturer in Organizational Development Program, beginning September 1, 1974 and ending June 30, 1975

James H. M. Erickson, Dean of the School of Professional Studies and Professor of Education, effective August 1, 1974 (12-month basis)

Lyle E. Ball, Dean of the School of Business and Economics and Professor of Business, effective September 1, 1974 (12-month basis)

Frederick E. Geisert, Lecturer in Allied Health Sciences, beginning July 1, 1974 (12-month contract), federally funded program, part-time

Terry L. Milne, Director of Residence Living in the Counseling and Student Development Center, for one month to begin August 5 and end August 31, 1974; appointment for 12 months to begin September 1, 1974 and end August 31, 1975

Richard L. Meier, Assistant Director of Residence Living in the Counseling and Student Development Center, for one month to begin July 29, 1974 and end August 31, 1974; 12-month appointment to begin September 1, 1974 and end August 31, 1975

Sandra K. Proebstel, Lecturer in Allied Sciences, for 12-month period beginning July 1, 1974, federally funded

Barbara L. Smith, Lecturer in Home Management, one-year appointment

Carol E. Tate, Lecturer in Education, Supervisor of Student Teachers, one-year appointment

Don B. Woodcock, Jr., Lecturer in Ethnic Studies, one-year appointment

#### Introduction

Dr. Harrington introduced the new Dean of the School of Professional Studies, Dr. James H. M. Erickson, who was in the audience.

#### Reappointments

MOTION NO. 4060: Mrs. Minor moved, seconded by Dr. Brain, to approve the following reappointments. The motion carried.

David K. Calhoun, Assistant Professor of Technology and Industrial Education, one-year appointment

Miriam Echeverria, Assistant Professor of Spanish, for fall quarter, 1974 only



R. Thomas Tanner, Lecturer in Environmental Studies, from August 1, 1974 through June 1, 1975, under a Federal Grant

Eleanor M. Tolin, Adjunct Instructor in Psychology, part-time appointment for the 1974-75 academic year

Floy J. Lanegan, Lecturer in Education, Program Development for the Teacher Corps Project, effective July and August, 1974, half-time appointment

#### Reassignments

MOTION NO. 4061: Mr. Caron moved, seconded by Dr. Brain, to approve the following reassignments. The motion carried.

Alan R. Bergstrom, Professor of Education, appointment as Director of the Teacher Corps Project for the period July 1, to August 31, 1974

M. Eileen Calkins, M.D., Physician in Student Health Center, appointment as Acting Director, Student Health Center, beginning July 1, 1974 and continuing until a permanent Director is selected or until December 1, 1974 (whichever occurs earliest)

#### Tenure

MOTION NO. 4062: Mrs. Minor moved, seconded by Dr. Brain, to grant tenure to Charles L. McGehee, Assistant Professor of Sociology, effective September, 1974 (Ph.D. to be conferred August 16, 1974). The motion carried.

The board extended its congratulations to Mr. McGehee.

#### Promotion

MOTION NO. 4063: Dr. Brain moved, seconded by Mrs. Minor, to approve the promotion of John W. DeMerchant, Assistant Professor of Music to Associate Professor of Music, effective September, 1974. The motion carried.

#### Change of Fees

MOTION NO. 4064: Mr. Caron moved, seconded by Dr. Brain, to approve the increase in Graduate Record Examination fees from \$8.00 to \$10.50. The motion carried.

Dr. Comstock explained that the Educational Testing Service has indicated a new rate of \$10.50 per score sheet used and it is planned to collect this amount from each student (all of which will be paid to ETS for their services) taking the GRE Aptitude Test. At other times during the year the test fees are paid directly to ETS by the student.

Revised Student Teaching Handbook

MOTION NO. 4065: Mrs. Minor moved, seconded by Mr. Caron, to approve the revised Student Teaching Handbook (Clinical Experiences, Handbook II, Student Teaching). The motion carried.

Business Affairs

Resignation--Mr. Howser

MOTION NO. 4066: Mr. Caron moved, seconded by Dr. Brain, to accept the resignation of Mr. Robert L. Howser from his position of Director of Staff Personnel effective June 14, 1974, and that he be paid for the balance of vacation leave accrued as reflected in the official records as of that date. The motion carried.

Mr. Frank ask that Dr. Brooks write a letter to Mr. Howser thanking him for his years of service to the institution.

Operating Budget, 1974-75

Mr. Stan Bohne, Mr. Jones and Mr. K. Martin made the presentations for the Operating Budget, 1974-75, and the Operating Budget Request, 1975-77. Mr. Braida joined them for presentation of the Capital Budget Request, 1975-77.

MOTION NO. 4067: Mr. Caron moved, seconded by Dr. Brain, to approved the 1974-75 Operating Budget as presented by the Administration totalling \$17,280.312. The motion carried.

MOTION NO. 4068: Dr. Brain moved, seconded by Mrs. Minor, that the 1975-77 Operating Budget request as presented by the Administration be approved totalling \$42,493,664. The motion carried.

MOTION NO. 4069: Mrs. Minor moved, seconded by Dr. Brain that the 1975-77 Capital Budget request as presented by the Administration totalling \$12,251,396, be approved. The motion carried.

It was noted the \$12,251,396 Capital Budget request did not include \$30,000 for a fire truck which was being requested in conjunction with the city.

Mr. Frank indicated the board was not unmindful of the amount of work that goes into preparing tentative budgets for approval. Mr. Jones suggested that perhaps a study program would be appropriate for the board to review the structure of the new state program budgeting system.

Increase in Fee

MOTION NO. 4070: Dr. Brain moved, seconded by Mr. Caron, to approve the increase from \$5.00 to \$10.00 for the reproduction fee for diplomas granted more than two years ago. The present



cost to college of reproducing diplomas/certificates exceeds the revenue presently derived. The motion carried.

Confirmation of Dedication of Land Within Fourteenth Avenue  
Right-of-Way--Adoption of Resolution No. 74-6

Mr. Milam reviewed the process of transferring real property within intergovernmental agencies.

MOTION NO. 4071: Dr. Brain moved, seconded by Mr. Caron, to adopt Resolution No. 74-6, which is a resolution by the Board of Trustees of Central Washington State College, approving the transfer of certain real property to the City of Ellensburg, pursuant to RCW 39.33.010. The motion carried.

Student Affairs

Joint Student Fees Budget for 1974-75

Dr. Harrington reviewed the history of the Joint Student Fees Budget for 1974-75. He indicated the Joint Student Fees Committee presented a budget which the board has received. Dr. Harrington indicated he had suggested some amendments to the budget and presented it to Dr. Brooks. Dr. Brooks in turn had suggested some amendments. Dr. Brooks briefly reviewed the changes he had suggested. Sheila Casbeer, Chairman of the Joint Student Fees Committee reviewed the work of the committee in preparing the budget. Several questions were asked about women's athletics.

MOTION NO. 4072: Mr. Caron moved, seconded by Dr. Brain, to accept the Joint Student Fees Budget as presented. The motion carried.

Administrative Affairs

Human Rights/Affirmative Action Policies

Mr. Harrison reviewed the history of the Affirmative Action Policies and the material presented to the board. He indicated the board had received this evening copies of the proposed policies on Nepotism, Equal Employment Opportunity and Pregnancy and Maternity Leave, along with a paper listing modifications to the Affirmative Action Policies, and a letter from the Chairperson of the Affirmative Action Advisory Council. Mr. Harrison indicated the hearing (which he described as spirited) was recessed to this meeting of the board.

Mr. Frank assumed the role of the Hearing Officer and reopened the hearing to receive anything anyone in the audience might wish to say about the proposed affirmative action policies. Mr. Frank asked for a second time if there was anything anyone wished to say. There being no response, Mr. Frank then closed the hearing and reverted back to the Board of Trustees meeting, to see whether the board members wish to accept or reject the individual policies.

It was noted that passage of the policies at this time would not preclude making changes in the future if it is determined that changes need to be made to the policies.

#### Policy on Nepotism

MOTION NO. 4073: Mr. Caron moved, seconded by Dr. Brain, that the Nepotism policy be adopted as revised. The motion carried.

WAC 106-112-100 POLICY ON NEPOTISM. In the appointment of its faculty, administrative officers and Civil Service staff, Central Washington State College seeks to employ the best qualified men and women available. Therefore, members of the same family may be appointed to faculty and staff positions, and all appointments will be made without regard to race, creed, color, sex, age, national origin, marital status, or the presence of any sensory, physical or mental handicap, unless based upon a bona fide positional qualification.

The College also extends equal employment opportunity to persons possessing criminal convictions, however, employment of a person possessing a criminal conviction will be contingent upon a thorough review of specific convictions and their relationship to the welfare of the College. The College precludes employment of persons possessing criminal convictions in the Campus Police Department. Employees will receive all benefits associated with positions in which they are employed.

WAC 106-112-101 -----EXCEPTIONS. Exceptions to this policy may be established by the President of the College for specific positions where employment of consanguineal or affinal persons in these specific positions would compromise the College's obligation to maintain separation of responsibilities as required by sound financial management principles.

WAC 106-112-105 DECISIONS ON RELATIVES. No member of the College's faculty, administrative or Civil Service staff shall vote, make recommendations, or in any other way participate in the decision of any matter which may directly affect the appointment, tenure, promotion, or other status or interest of such person's parent, child, spouse, sibling or in-law.

#### Equal Employment Opportunity Policy

Mr. Harrison and Mr. Webster urged the board to reconsider the paragraph in the Equal Employment Opportunity policy which would provide for prior review by the Affirmative Action Director to certify that every possible effort has been made to recruit, employ or promote women and minorities before each vacancy can be filled.

Mr. Frank indicated he felt the deans should be allowed to make decisions and not be curbed before they make the decisions. Dr. Brooks noted that at least for awhile he felt it would be helpful to have the Affirmative Action Director work with the deans and other hiring officials reviewing processes. Dr. Brooks indicated he did not think it would limit the administrators. Mr. Frank asked for comments from some of the deans who were present. Dr. Housley, Dr. Martin, Dr. Miller, and Dr. Williams indicated they had found the review process to be helpful and workable.

Mr. Frank asked for additional comments and Mr. Harrison indicated he felt all the eliminated phrases should be left in the policy. He stated he felt the policy passed on May 31 was more proper than the deleted version now before the board.

MOTION NO. 4074: Mrs. Minor moved, seconded by Mr. Caron to approve the revised Equal Employment Opportunity Policy with the reinstatement of the first six lines on page 4. The motion carried.

WAC 106-112-200 EQUAL EMPLOYMENT OPPORTUNITY POLICY. Central Washington State College will provide equal employment opportunity on the basis of merit and without discrimination because of race, creed, color, religion, sex, marital status, age, national origin, the presence of any sensory, physical, or mental handicap unless based upon a bona fide positional requirement. The College also extends equal employment opportunity to persons possessing criminal convictions, however, employment of a person possessing a criminal conviction will be contingent upon a thorough review of specific convictions and their relationship to the welfare of the College. The College precludes employment of persons possessing criminal convictions in the Campus Police Department.

The College will provide equal opportunity for all qualified persons, and will promote equal employment opportunity through positive affirmative efforts in each department and organizational unit. This policy of Equal Employment Opportunity applies to everyone involved in employment policies and practices at Central Washington State College.

The College will take affirmative action to insure that all applicants receive fair consideration for employment, and that employees are treated fairly during employment, without regard to their race, creed, color, religion, sex, marital status, age, national origin, criminal conviction, the presence of any sensory, physical, or mental handicap pursuant to Federal Executive Orders 11246 and 11375 and Governor Evans' Executive Order 72-07. The College will insure that all personnel actions including promotion decisions will be administered without regard to race, creed, color, religion, sex, marital status, age, national origin, the presence of any sensory, physical, or mental handicap unless based upon a bona fide positional requirement.

WAC 106-112-210 ESTABLISH GOALS AND TIMETABLES. Each Department and organizational unit of the College must determine whether or not women and minorities are underutilized in its employee work force; and, if deficiencies are found, separate goals and timetables must be developed for both women and minorities to overcome that underutilization. Underutilization is defined in the regulations as "having fewer women or minorities in a particular job than would reasonably be expected by their availability." (Higher Education Guidelines - Executive Order 11246, p. 3.)

Nothing in this policy shall be construed to effect employment quotas of any type.

If underutilization is determined then realistic goals and timetables will be set for both women and minorities, and each organizational unit will make every possible effort to recruit and employ qualified minorities and women to fill current and future vacancies in order to achieve its goals. Before each vacancy can be officially filled, the Affirmative Action Director must certify that every possible effort has been made to recruit, employ or promote women and minorities. This is to insure that the College is constantly and in good faith moving towards the goals of increased employment for women and minority persons.

This mandate does not require departments and organizational units to hire unqualified women and minorities. Neither the Federal nor State Executive Orders require the College to "...eliminate or dilute standards which are necessary to the successful performance of the institution's educational and research functions." (Higher Education Guidelines - Executive Order 11246, p. 4.) However, the Federal Executive Orders do require "that any standards or criteria which have had the effect of excluding women and minorities be eliminated unless the contractor (the College) can demonstrate that such criteria are conditions of successful performance in the particular position involved." (Higher Education Guidelines - Executive Order 11246, p. 4.)

This does not mean that only members of a particular minority group or sex will be considered for employment. However, it does mean that the College must recruit and hire qualified women and minority persons as actively as it has recruited and hired non-minority males. To the extent necessary to overcome underutilization, the College must search in areas and channels previously unexplored.

WAC 106-112-220 COMPLAINTS OF DISCRIMINATION. The Affirmative Action Plan will provide for the prompt, fair and impartial consideration of all complaints of discrimination against the College because of race, creed, color, religion, sex, marital status, age, national origin, criminal conviction,

the presence of any sensory, physical, or mental handicap. Employees filing a discrimination grievance will not be subject to harassment, intimidation or disciplinary action based upon filing such grievance. Procedures for considering complaints of discrimination are established in the College's Affirmative Action Policy.

WAC 106-112-230 COMMITMENT TO AFFIRMATIVE ACTION.

Affirmative action demands a conscious and deliberate commitment by the College to change attitudes and to consider for employment all available qualified women and minorities within the relevant job categories of the established recruiting area. The College's commitment to achieve equal employment opportunity will be based upon recruiting and hiring the most qualified applicants for all vacant positions. It is complicated and time consuming but required under the aforementioned State and Federal Executive Orders. Failure to comply is a violation of the law.

Pregnancy and Maternity Leave Policy

MOTION 4075: Mrs. Minor moved, seconded by Mr. Caron, to reapprove the Pregnancy and Maternity Leave Policy (there were no changes to the policy as it was passed at the May 31, 1974 board meeting). The motion carried.

Mr. Webster raised the question, which he indicated had been raised during the previous hearing, of possible violation of constitution rights for people whose religious beliefs do not allow them to use the services of a medical physician and the policy requirement that in the case of voluntary abortion care is to be administered by a licensed physician. Mr. Milam recommended that each case be handled on an individual basis, with exceptions being made following an attorney general's opinion that there are bona fide religious grounds.

WAC 106-112-300 PREGNANCY AND MATERNITY LEAVE POLICY --

INTRODUCTION. Many women of childbearing age depend on their job for economic support. Practices such as terminating the employment of pregnant women without cause, refusing to grant leave or accrued sick pay for disabilities relating to pregnancy, or refusing to hire women for responsible jobs because they are, or may become, pregnant, impair the opportunity of women to obtain employment and to advance on the same basis as men. Such practices discriminate against women because of their sex and are prohibited at Central Washington State College.

WAC 106-112-301 PURPOSES. Federal and State laws against discrimination in employment because of sex are intended to equalize employment opportunity for men and women. This policy defines how the law applies to practices which disadvantage women because of pregnancy or childbirth.



### Faculty Salary Adjustments Approved

Dr. Brooks spoke of his concerns about faculty salaries and noted that Central's salaries are falling behind the seven-state average and will continue to fall behind if inflation continues. He stated this was an extremely difficult problem for Central. He indicated the subject had been discussed at the meeting of the Council of Presidents and a Task Force has been formed to work with the Legislature. Dr. Brooks also noted that he would be working with Mr. Bohne and Dr. Harrington in Olympia to see if there is any possibility of increasing faculty salaries in September.

Dr. Harrington indicated there would only be approximately \$43,000 faculty salary money available for 05, 06 and 07 programs. He reviewed discussions of the use of faculty salaries monies with the Faculty Senate (which recommended an across the board percentage increase), some deans and the College Budget Committee (who wish to preserve the concept of merit). Dr. Harrington said that after much consideration the College Budget Committee voted 3 to 1 that approximately one-third (\$14,000) of the faculty salary money available be given as merit increases to certain faculty members who have done outstanding jobs; and the balance or two-thirds be given as a percentage across the board salary increase to faculty (Dr. Harrington noted this would amount to only around one-half of 1%).

Dr. Duncan McQuarrie reviewed the Faculty Senate discussions and actions concerning the use of faculty salary monies and quoted the results of the survey of faculty by the Senate Budget Committee which indicated that a majority of those faculty members voting favored a percentage across the board increase, at least until the cost of living gap is decreased and an adequate base is established before money is used for merit increases.

Further discussion by the board with deans and various faculty members revealed that because of the small amount of salary money available some (but not all) departments were reversing their former opinions and favoring the use of the money for merit increases. Dr. McQuarrie commented that no matter which way the board voted there would be some hard feelings.

Dr. Benton asked for a commitment from the board regarding their support for increased faculty salaries. Mr. Frank indicated that the board has always recommended faculty salaries higher than what the Legislature has granted. Mr. Frank stated that the board had struck out on this matter, but not with the bat on their shoulders.

Dr. Brooks noted that he has tallied the board's support in the past and it has averaged around 9%-10% salary increase for faculty per year. He indicated the matter would be discussed at the Joint Boards' meeting in Cheney on August 17th, and that the six college and universities presidents would be meeting with the Legislature on September 3-4 and this would be an item for discussion. Dr. Brooks emphasized that the board has given the administrators and presidents very strong support in the matter of faculty salaries. He mentioned that Mrs. Minor and



Mr. Frank have both appeared at legislative committee hearings and supported the administration in their requests.

MOTION NO. 4079: Mrs. Minor moved, seconded by Mr. Caron, that the faculty salaries be adjusted as recommended by Dr. Harrington. The motion carried.

Assistant Attorney General's Request for Indemnification Granted

The Vice Chairman stated that pursuant to RCW 28B.10.842, the board had Mr. Milam's request before it that the Attorney General be authorized to appear on Mr. Milam's behalf and defend him in an action brought against him individually by Dr. Cornelius Gillam, filed on August 1, 1973 in Kittitas County Superior Court in Ellensburg, Washington, as amended July 10, 1974.

Mr. Frank also indicated the board had three options available in its consideration of this matter: (1) indemnify Mr. Milam, (2) deny indemnification, or (3) refer the decision to the Administrative Board.

MOTION NO. 4080: Mrs. Minor moved, seconded by Dr. Brain, that the board indemnify Mr. Milam (which was done by the adoption of Resolution No. 74-7). After further discussion, the motion carried.

During the discussion period, members of the board questioned Mr. Milam as to whether the actions he had taken with regard to the plaintiff Dr. Cornelius Gillam were taken within the scope of the duties and responsibilities of his employment as an Assistant Attorney General assigned to Central Washington State College. Mr. Milam replied that all of his actions that had in any way been related particularly to Dr. Gillam, and as listed in Dr. Gillam's complaint, had been taken in good faith, and as a result of Mr. Milam's appointment as Assistant Attorney General for Central Washington State College and of serving its interests, and Mr. Milam requested the board to so find and determine.

NEXT MEETING

The next regular meeting of the Board of Trustees will be on September 13, 1974.

BOARD CHAIRMANSHIP

In answer to urging by other board members that Mr. Frank assume the chairmanship of the board, Mr. Frank asked Mr. Milam to advise the board before the next meeting what the proper procedure should be.

Mr. Frank again expressed regret at the resignation of Mr. Garcia and commented that the board had appreciated Mr. Garcia's advice and his cooperation with the institution.

Mr. Frank indicated he would like to make one additional comment to Mr. Wallace Webster, Affirmative Action Director and Acting Director of Staff Personnel. Mr. Frank said he wanted Mr. Webster to know that

### ADJOURNMENT