

3-14-1975

## 1975 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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MINUTES  
REGULAR MEETING  
BOARD OF TRUSTEES  
CENTRAL WASHINGTON STATE COLLEGE  
SUB 204-205  
MARCH 14, 1975  
8:00 P.M.

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

ROLL CALL

Present

Board of Trustees Members:

Mr. Herbert L. Frank, Chairman  
Dr. Eugene Brain  
Mr. Paul Schaake  
Mrs. Catherine Hunter

Absent

Mr. Philip E. Caron

Others:

Dr. James E. Brooks, President  
Dr. Duncan McQuarrie, Chairman, Faculty Senate

PROCEDURAL ITEM

Mr. Frank announced that due to the controversy presently surrounding Mrs. Catherine Hunter's appointment to the Board of Trustees, on each action taken by the board, the members of the board will be polled individually and the votes so recorded by the secretary.

APPROVAL OF MINUTES

The minutes for the meeting of February 28, 1975 were not ready for consideration by the board. Mr. Frank noted he would presume the minutes would be ready for adoption at the next Board of Trustees' meeting.

CHANGES TO THIS AGENDA

Dr. Brooks asked that an Item VII-A-3, Policy on Salary Increases for Faculty and Administrators, be added to the agenda. The board members present accepted this addition.

Dr. Harrington asked to delete the word "Acting" from the second line of Item VII-B-2b, and insert the word "Acting" before the word "Chairman" in the second line of Item VII-B-2c. These changes were also accepted by the board members.

REPORTS

Legislative Report

Mr. William Lipsky, Director of the Office of Information, presented a legislative report. Mr. Lipsky reviewed the Supplemental Budget noting

the budget contains provisions for salary increases for all state employees effective March 1, 1975. The community colleges, Eastern and Central will have deductions made for salary increases which were granted in the fall of 1974; the two universities will have deductions made for monies in their salary allotments which they have not spent. At the beginning of the new biennium July 1, 1975, all institutions will be on an equal basis. Mr. Lipsky discussed possible salary increases in the biennial budget, indicating that in his opinion any increases would likely be delayed until the completion of the proposed salary surveys.

Mr. Lipsky also discussed the status of pending legislation effecting the institutions of higher education including the tuition and fees bill, the bill to redesignate three of the four year colleges as regional universities, the collective bargaining bill, and others.

Mr. Frank asked about the effectiveness of the Committee of 1,000. Dr. Brain indicated to Dr. McQuarrie that he would be interested in knowing how the faculty feels about the proposed constitutional amendment to provide state aid to private colleges.

Mr. Courtney Jones, Acting Vice President for Business and Financial Affairs, explained the legislative calculation for the salary increases for faculty and exempt employees. Central's allotment will be figured on the basis of 6.9% from March 1 to June 30. On July 1 Central will receive full funding. Mr. Jones and Dr. Brooks emphasized that Central will not be hurt in dollar amounts and that all institutions are being treated equally and will be on the same basis by July 1 of 1975.

Provision for Practicum Experiences for WCECE Students

Dr. James Erickson, Dean of the School of Professional Studies, discussed options open for providing practicum experiences for WCECE students. As the discussion developed with members of the board it became apparent that additional information was needed and being requested by the board before they would be prepared to make a decision.

Dr. Brain expressed his concerns regarding the communications received by the board in connection with the Ellensburg Day Care Center. It was agreed the communications had not provided any information which had not already been made available to the board.

Mr. Frank indicated that the board had received a request that it appropriate funds to take care of children of faculty and students. It was indicated that some board members feel it is their responsibility to provide only for the practicum experiences for the WCECE students, so this and perhaps other questions of philosophy need to be determined. Specifically the board requested a recommendation from the department as to how it views its major concerns and how it would like to handle the question of providing practicum experiences for the WCECE students, if adequate facilities can be provided on campus, the cost to bring

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the Hebel facility up to fire standards, the number of students to be served, the number of children involved, and possible methods of funding.

EXECUTIVE SESSION

The Chairman indicated that all the remaining items on the agenda had to do with personnel matters and that the board would go into an executive session. The meeting was recessed at approximately 8:40 p.m. to allow the board to go into an executive session.

RECONVENED

The regular meeting was reconvened at approximately 9:18 p.m.

OBJECTION

Dr. Duncan McQuarrie indicated he wished to register a public objection to the fact that the board adjourned into an executive session ahead of policy matters which were listed on the agenda.

The Chairman indicated the board should not have allowed the salary policy matter to be placed in the position it was on the agenda. He agreed that it was an ill advised action of the board but stressed that this item had not been discussed in the executive session.

Administrative Affairs

Changes to Faculty Code

Dr. Brain indicated that the meeting of the board on February 28, 1975, at which the proposed Faculty Code of Personnel Policy and Procedure, Draft #6 with revisions was adopted, was long and exhausting, several amendments were needed, and for that and other reasons, he believed a hasty decision had been made on setting the effective date for the code. Dr. Brain acknowledged that Dr. Brooks and members of the audience had spoken in favor of a delay in the effective date of the code and he said he believed the board had erred.

MOTION NO. 4175: Dr. Brain moved, seconded by Mr. Schaake, to adopt Resolution No. 75-4 as follows.

RESOLUTION NO. 75-4

BE IT RESOLVED That the Board of Trustees of Central Washington State College does hereby readopt the Faculty Code of Personnel Policies and Procedures as amended and adopted on February 28, 1975, and change the effective date from March 15, 1975 to September 1, 1975.

ADOPTED by the Board of Trustees of Central Washington State College on this 14th day of March, 1975.

The motion carried with the following vote: Brain, Aye, Schaaake, Aye, Frank, Aye, and Hunter, Abstained.

Dr. McGehee, speaking for the Association of University Professors, registered an objection to the adoption of the new Faculty Code of Policy and Procedure indicating it was adopted in violation of the Faculty Code of Policy and Procedure 1970 Revision) which is the code the faculty recognizes as being in effect according to Dr. McGehee. Dr. McGehee said the new code was also adopted in violation of the rules as established by the Administrative Procedures Act in that adequate notice and a public hearing were not provided.

MOTION NO. 4176: Dr. Brain moved, seconded by Mr. Schaaake, to change Section 3.48 A(2) of the Faculty Code of Personnel Policy and Procedure as follows: Change January 12, 1975 to September 1, 1975 (to allow the tenure provisions for new employees to become effective on the date the code becomes effective). The motion carried with the following vote: Brain, Aye, Schaaake, Aye, Hunter, Aye, Frank, Aye.

#### Agenda Item VII. A. 2

The Board of Trustees' agenda item VII.A.2 was deleted as it was not necessary to consider it following passage of Resolution No. 1975-4.

#### Salaries for Faculty and Administrators

Dr. Brooks indicated the board members had received copies of the 7 state salary survey in the mail. He distributed copies of the listing of administrators (including salary ranges) and copies of the Administrative Exempt Salary Plan which was adopted by the board in 1974. Copies of Dr. McQuarrie's memorandum, dated March 14, 1975, regarding "Distribution of Salary Increases" were also distributed to the board.

Dr. McQuarrie reported the results of a questionnaire sent to the faculty by the Senate Budget Committee concerning the distribution of salary increases. Dr. McQuarrie indicated the senate recommendation pertains only to the supplemental budget. He said the Faculty Senate is assuming that the salary monies are appropriated as a cost of living adjustment for all faculty members. Based on this interpretation, the senate adopted the following recommendation, "That all monies appropriated in the supplemental budget be distributed on a percentage basis." Mr. Frank noted the questionnaire had been sent out before the percentage of salary increase was known and he asked Dr. McQuarrie if he thought the results of the questionnaire might have been different if the amount was known. Dr. McQuarrie indicated he did not think the results would have been substantially changed.

A lengthy discussion ensued. Dr. Brain inquired if a lump sum appropriation would be a fairer distribution for those most effected by inflation. Dr. McQuarrie and Dr. Brooks spoke of the special problem in salaries at Central. The faculty in the professor and associate professor ranks are substantially behind the 7 state salary averages for these ranks. Dr. Harrington indicated there may be cases at Central where salaries are out of line. He commented that each department will look at each case and make a recommendation. Dr.

Harrington noted this might take several weeks. It was estimated that it is possible that approximately \$15,000 might be required to correct suspected salary inequities. Dr. McQuarrie suggested it wouldn't seem unreasonable to look other places than the appropriated salary monies for the \$15,000 to accomplish this correction. Mr. Jones indicated the legislature would not tolerate that. Mr. Frank asked if this needed to be done right away. Dr. Harrington indicated his concern that the adjustments be made now so they would carry over into the next biennial budget. He noted the money might not be available in the biennial budget if the legislature cuts the staffing formula for Central from 75% to 72%. Later Dr. Harrington indicated he thought it would be feasible to make the adjustments in September of 1975 as similar adjustments have been made in September of past years.

Mr. Jones also indicated there may be a need to adjust certain administrative salaries in view of the HEPB recommended salary increases for civil service employees. Some of the exempt administrators at the lower end of the administrative salary ladder may be receiving less pay than employees whom they are supervising. Mr. Harrison spoke strongly in favor of reserving some salary monies for use in making adjustments where it appears that salaries are out of line in accordance with the affirmative action guidelines.

MOTION NO. 4177: Dr. Brain moved, seconded by Mr. Schaake, that all monies appropriated in the supplemental budget for faculty salaries be distributed on a percentage basis.

There was a discussion of exactly what the motion meant. For clarification Dr. Brain reworded the motion as follows:

MOTION NO. 4177: Dr. Brain moved, seconded by Mr. Schaake, that all monies appropriated in the supplemental budget for faculty and administrators salaries be distributed on an equal percentage basis.

The vote on Motion No. 4177 as reworded was as follows: Brain, Aye, Schaake, Nay, Hunter, Nay, Frank Aye. The motion was lost for lack of a majority vote.

The discussion continued on the salary matter. Mr. Schaake explained that when he had seconded the motion he had misunderstood its meaning. He said he thought the motion included setting aside an amount of money for salary adjustments for inequities. He stated he felt the college was committed to affirmative action and felt the adjustments should be taken into consideration at this time.

Discussion on the salary item continued. Dr. Brain indicated he did not intend to by-pass the matter of adjustments but felt that they could be made in September. Mr. Harrison noted that the investigation might reveal there are no inequities and in that case there would not be an issue. Mr. Frank commented that the issue would have to be resolved so the salary monies can be distributed. Mr. Jones was asked if the salary increases would appear in the March pay checks. Mr. Jones replied that the increases would be effective March 1 but

he was not sure if all the calculations could be made and the processing completed in time for the March checks. He indicated they would need to start processing right away.

Dr. Harrington indicated he would recommend going with the percentage increase at this time and then getting all the information and coming back to the board with a recommendation concerning the possible salary inequities.

Discussion continued on the salaries question. Dr. Ball spoke of possible inequities in the School of Business and Economics. Drs. Benson and McGehee spoke against using any of the salaries money for adjustments. Drs. Martin, Housley, Brooks and Comstock suggested that more time needed to be taken to study the inequities question (some salary differences may be caused by degrees not completed, etc.).

MOTION NO. 4178: Mr. Schaaque moved, seconded by Dr. Brain, to reconsider Motion No. 4177. The vote was as follows: Brain, Aye, Schaaque, Aye, Hunter, Aye, Frank, Aye. The motion carried.

MOTION NO. 4177: The vote on reconsidered Motion No. 4177 was as follows: Brain Aye, Schaaque, Aye, Hunter, Aye, Frank, Aye. The motion carried.

Dr. Brooks reiterated that the 12% salary increase granted by the legislature is being applied to Central. Dr. Brooks again explained how the adjustments are being made at Central, Eastern, the community colleges and the two universities. He said Central is not losing any funds. The colleges and universities are all being treated the same.

#### Academic Affairs

##### Resignation--Department Chairmanship

Dr. Harrington recommended with deep regret that the resignation as department chairman of Marco Bicchieri be approved. Dr. Bicchieri is going on sabbatical leave for the 1975-76 academic year. Dr. Harrington indicated that Dr. Bicchieri had built one of the finest Anthropology Departments in the nation.

MOTION NO. 4179: Dr. Brain moved, seconded by Mr. Schaaque, to approve the resignation of Marco G. Bicchieri, Professor of Anthropology, as Chairman of the Department of Anthropology and Museum of Man, effective at the end of spring quarter, 1975. The motion carried as follows: Brain, Aye, Schaaque, Aye, Hunter, Aye, Frank Aye.

Dr. Harrington indicated that the salary structure for the Anthropology Department is substantially behind the 7 state salary averages for these ranks. Dr. Harrington indicated there may be cases at Central where salaries are out of line. He commented that each department will look at each case and make a recommendation. Dr.

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Appointment--Department Chairmanship

MOTION NO. 4180: Mr. Schaake moved, seconded by Mrs. Hunter, to approve the following department chairmanship appointments. The motion carried as follows: Brain, Aye, Schaake, Aye, Hunter, Aye, Frank, Aye.

Joseph S. Haruda, Professor of Music, four-year appointment as Chairman of the Department of Music, effective July 1, 1975, subject to the provisions listed in Part VII, page 13 of the Policies and Procedures Manual, (academic year appointment)

Wilbur V. Johnson, Associate Professor of Physics, three-year appointment as Chairman of the Department of Geology and Physics, effective July 1, 1975, subject to the provisions listed in Part VII, page 13 of the Policies and Procedures Manual, (academic year appointment; this is a continuation of original four-year appointment, see letter on file in President's office)

Dieter Romboy, Assistant Professor of German, one-quarter appointment as Acting Chairman of the Department of Foreign Languages, effective March 31, 1975, subject to the provisions listed in Part VII, page 13 of the Policies and Procedures Manual.

New Appointments

MOTION NO. 4181: Dr. Brain moved, seconded by Mrs. Hunter, to approve the following new appointments. The motion carried as follows: Brain, Aye, Schaake, Aye, Hunter, Aye, Frank, Aye.

Richard M. Blackstock, Assistant Professor of Family Studies, effective for the 1975-76 academic year

Robert J. Boroughs, Adjunct Assistant Professor of Business Administration, effective January, 1975 and to continue until further notice

Jerome L. Buzzard, Adjunct Assistant Professor of Business Administration, effective January, 1975 and to continue until further notice

Alan S. Furst, Adjunct Assistant Professor of Humanities, effective March 31, 1975 and to continue until further notice

Cynthia Ann L. Jaffe, Adjunct Assistant Professor of Law and Justice, effective March 1, 1975 and to continue until further notice

Thomas H. Johnson, Adjunct Instructor of Law and Justice, effective March 1, 1975 and to continue until further notice

Gordon A. Kelly, Adjunct Instructor in Allied Health Sciences Program, effective April 1, 1975 and to continue until further notice

Betty J. Mobley, Adjunct Assistant Professor of Physical Education, effective spring quarter, 1975 and to continue until further notice



NEXT MEETING

It was agreed that the next regular meeting of the board would be on April 11, 1975. Mr. Frank indicated he would not be able to be present.

NOMINATING COMMITTEE

MOTION NO. 4182: Mr. Schaaque moved, seconded by Mrs. Hunter, that Dr. Eugene Brain be elected Vice Chairman of the Board of Trustees, with his term running through June 30, 1975. The motion carried as follows: Vote--Schaaque, Aye, Hunter, Aye, Frank, Aye. Dr. Brain abstained from voting.

SURVEY

Dr. William Floyd, Professor of Education, representing the National Education Association, The Washington Education Association, the Association of Higher Education and the National Society of Professors, distributed copies of a Survey of Status and Opinions of State College Faculty and a brochure on the DuShane Fund to the members of the board. Dr. Floyd called the board's attention to Section 5. Dr. Floyd indicated he would be reporting back to the board on the results of the survey.

Dr. Floyd noted the brochure discusses the legal rights and responsibilities of faculty members and lists services available to the faculty.

ADJOURNMENT

The Chairman adjourned the meeting at approximately 10:29 p.m.