

5-14-1976

## 1976 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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MINUTES  
SPECIAL MEETING  
BOARD OF TRUSTEES  
MAY 14, 1976  
SUB 204-205  
4:00 P.M.

*Richard Wobald*

REC  
JUL 6

LIBRARY

The special meeting of the Board of Trustees was called to order by the Chairman, Dr. Eugene Brain, in the Student Union Building on the campus of Central Washington State College in Ellensburg, Washington.

ROLL CALL

<u>Present</u>	<u>Absent</u>
Dr. Eugene Brain, Chairman	Mrs. Catherine Hunter
Mr. Herbert L. Frank	Mr. Philip Caron, Vice Chairman
Mr. Paul Schaake	

Others  
Dr. James E. Brooks, President  
Ms. Louanne Luehrs, Chairperson, Student Board of Control

BOARD MEMBER'S ABSENCE EXCUSED

The Chairman noted that Cathy Hunter is traveling in Greece and her absence for this meeting is excused.

APPROVAL OF MINUTES

MOTION NO. 4334: Mr. Frank moved, seconded by Mr. Schaake, to approve the minutes for the special meeting of March 19, 1976. The motion carried.

CHANGES TO THIS AGENDA

One change to the agenda was noted: Deletion of Item IV. J-- Draft of Administrative Code. Dr. Brooks indicated the work had not been completed on the proposed code for administrators. It will be completed and the draft of the Administrative Code will be presented to the board for its consideration at the June meeting.

REPORTS

Status of Reserves & Budget Changes Through Budget Change #287

Mr. Courtney Jones presented the above report.

MOTION NO. 4335: Mr. Schaake moved, seconded by Mr. Frank, to accept the Status of Reserves and Budget Changes Report Through Budget Change #287. The motion carried.

Dr. Brain indicated that an Administrator's Administrative Salary recommendation was not ready at this time--the administrators are being polled.

Fee Report

Mr. Jones presented a report of current student fees to the board as an information item. The board's attention was called to the Special Fees Policy.

Report on Surveying Firm--Mayberry Arboretum

Mr. Jones reported that the professional surveying firm of F. C. Skinner, of Ellensburg had been selected to prepare a topographic survey of the Mayberry Arboretum (the Mayberry Arboretum is located immediately west of Dean Science Hall). The proposals from three local surveyors were reviewed, and the Skinner Company was selected on the basis of their willingness and ability to do the work. The fee for the project is \$595, and the work was scheduled to be completed April 19, 1976. Project funding is from the Botany Greenhouse working drawing budget, project #604.

Campus Models

Two scale architectural models of campus physical development were available for the Board of Trustees to examine. The first model was of the Central campus and was prepared in 1973 by the Department of Facilities Planning and Construction for the purpose of developing a working tool for the planning of new buildings and facilities on campus. The second model depicts McConnell Hall in 1978, after completion of its proposed remodeling. The seating capacity of McConnell was discussed. The board will be furnished additional information on this matter at its June meeting.

Long-Range Parking Plan Status Report and Library Visitor Parking Status Report

These two reports were presented by Mr. Jones and briefly reviewed by the board. Dr. Newschwander and Dr. Waddle each indicated they would like to see additional parking space provided for the library. Mr. Braida indicated the parking plan had been prepared with the idea of expansion when there are available funds.

Changes to Retirement Rules and Regulations

Proposed changes to the Retirement Rules and Regulations were presented to the board by Mr. Jones. He indicated there were no substantive changes. Several questions were raised by members of the board and they asked that additional information be provided for them.

Proposed Resolution No. 76-4--Waiver of Fees

Dr. Harrington discussed a proposed resolution requesting waiver of fees for all persons 60 years of age and over who enroll at Central Washington State College on a space-available basis. Dr. Harrington indicated that upon the advice of the college's Assistant Attorney General a revision will be made to the proposed resolution to indicate that any person carrying over 7 credits must pay the \$25.00 housing bond fee. Dr. Harrington indicated this revision would be made and the resolution submitted for board consideration at its June meeting.

The board members asked for additional information on the philosophy of waiving fees for older persons. Dr. Harrington noted he would ask Dr. Odell to appear at the June board meeting to discuss the matter.

Recommendations on Administrative and Faculty Salary Adjustment Effective July 1, 1976

Mr. Jones reviewed the funding picture. It still is not known definitely what monies will be available for salaries.

Dr. Harrington presented his recommendations regarding salary adjustments for 1976-77. He noted that the Vice President's Advisory Council had been consulted prior to submitting the recommendations. Briefly the recommendations were: (1) Section 2.48 of the Faculty Code, Correcting Salary Inequities be implemented; (2) Section 2.47 Yearly Salary Adjustments of the Faculty Code be implemented next; (3) That 10% of the remaining funds be used for merit increases; (4) Funds necessary for promotion should be used next; and (5) that the balance of the funds be distributed according to Section 2.47, parts (2) Scale Adjustment and (3) Step Increase.

Dr. Lygre presented the Faculty Senate Salary Policy and indicated that the Senate wishes to go in a different direction than that being recommended by Dr. Harrington and the Deans. The Senate recommendation was that approximately \$300,000 of the salary monies be used by placing CWSC faculty on the proposed salary schedule plus one full step as outlined in the salary policy. The Senate further recommended that most of the remaining monies be used for promotions. The Senate finally urged that the funding of salary inequities come from salary savings, or other sources outside the 5% monies.

The following items were discussed: risk of moving to salary schedule and perhaps not receiving legislative funding; need for inter-institutional agreement on faculty salaries; recognition for merit; institutional audits following salary adjustments; salary inequities; salary levels by ranks and possible inequities; separation of inequities in field and affirmative action inequities.

Dr. Reed indicated that an Administrators' Association salary recommendation was not ready at this time--the administrators are being polled.



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MINUTES  
REGULAR MEETING  
BOARD OF TRUSTEES  
MAY 14, 1976  
SUB 204-205  
8:00 P.M.

The regular meeting of the Board of Trustees was called to order by the Chairman, Dr. Eugene Brain, in the Student Union Building on the campus of Central Washington State College in Ellensburg, Washington.

ROLL CALL

Present	Absent
Dr. Eugene Brain, Chairman	Mrs. Catherine Hunter
Mr. Philip Caron, Vice Chairman	
Mr. Herbert L. Frank	
Mr. Paul Schaake	
Others	
Dr. James E. Brooks, President	
Ms. Louanne Luehrs, Chairperson, Student Board of Control	

BOARD MEMBER'S ABSENCE EXCUSED

The Chairman noted that Cathy Hunter is traveling in Greece and her absence for this meeting is excused.

APPROVAL OF MINUTES

There were no minutes ready for approval.

CHANGES TO THIS AGENDA

The following changes were made to the agenda:

- Deletions: VII. NEW BUSINESS, A.4--Appointment of Part-Time Architect (Exempt)
- VII. NEW BUSINESS, B. 3--Proposed Faculty Code Changes
- Additions: IV. REPORTS, D.--Enrollment Report
- VI. OLD BUSINESS, A--Position on Faculty Salaries  
B--Selection of Nominating Committee
- VII. NEW BUSINESS, C.7.t.--Keith Schwyhart, Adjunct Lecturer of Education  
C.8.c.--Jose P. Licano, Director of E.S.E.A. Title I Migrant Education Project

REPORTS

Reappointment of Dr. Brain to the Board of Trustees

The reappointment of Dr. Eugene Brain to a six year term on the Board of Trustees was acknowledged. Dr. Brain was welcomed back to the Board.

Proposals for Building Names

Since confidential personnel matters were involved, it was agreed that with the consent of the Assistant Attorney General this matter could be discussed in Executive Session.

Confidential Land Matter

This item was also delayed for discussion in Executive Session.

Enrollment Report

Dr. Harrington and Dr. Purcell reported a headcount enrollment of 8,649 and an FTE enrollment of 5,090 for spring quarter. Calculations indicate Central has missed the estimated average annual enrollment figure, which results in faculty entitlement, by less than 1%.

Position on Faculty Salaries

MOTION NO. 4336: Mr. Schaaque moved, seconded by Mr. Frank to approve the recommendations regarding faculty salaries as set forth in Dr. Harrington's letter to Dr. Brooks, dated April 12, 1976. (A copy of the letter is on file in the President's Office.) The motion carried.

According to Dr. Harrington's recommendations the faculty salary monies would be distributed according to the following priority:

1. To correct affirmative action inequities (approximately 47 faculty, requiring an estimated \$25,000-\$30,000)
2. Merit increases (requiring an estimated 10%)
3. Promotions (requiring an estimated \$10,000-\$20,000)
4. Balance of salary monies to be distributed according to Section 2.47 of the Faculty Code, parts (2) Scale Adjustment and (3) Step Increase.

Mr. Frank indicated that the board was not unsympathetic to the Faculty Senate presentation but was not sure that this was the time to move to the salary schedule as proposed. Again concern was expressed about future legislative funding for the salary schedule. Concern was again expressed that the affirmative action inequities be funded as soon as salary monies are available.

Dr. Harrington indicated he would prepare the following for the board's consideration in June: (1) a list of salary adjustments, (2) the merit recommendations, (3) the promotion list, and (4) a proposal to distribute the remaining salary monies, after seeking Faculty Senate recommendations.

Selection of Nominating Committee for Board Officers for 1976-77

Dr. Brain appointed Mr. Caron and Mr. Frank (Chairman) to the Nominating Committee for the selection of officers of the Board of Trustees for 1976-77. They will prepare a report for the June meeting.

Business Affairs

Appointment of Budget Officer

MOTION NO. 4337: Mr. Frank moved, seconded by Mr. Schaaque, that the appointment of Robert Bruce Beecher to fill the position of Budget Officer be approved effective May 1, 1976 to September 1, 1976. The motion carried.

Control System for the Boiler House and Utility Systems--  
CWSC Project No. 422--Final Acceptance

MOTION NO. 4338: Mr. Caron moved, seconded by Mr. Schaaque, that since construction contract (State #71-426G) with Powers Regulator Company of Seattle, Washington, for installation of a central monitoring and control system for utility system has been satisfactorily completed, the project as described by the drawing and specifications be accepted as complete, subject to the provisions of the lien laws of the State of Washington. The motion carried.

Boiler/Chiller Loop (CWSC #505)--Final Acceptance

MOTION NO. 4339: Mr. Frank moved, seconded by Mr. Caron, that since the general contract with the Gilbert H. Moen Construction Company of Yakima, Washington, has been completed satisfactorily in conformance with the contract drawings and specifications, State contract (#73-412G) be accepted, subject to the provisions of the lien laws of the State of Washington. The motion carried.

EXECUTIVE SESSION

At approximately 8:30 p.m. the Chairman recessed the regular meeting to allow the board to go into executive session to consider property and personnel matters.

RECONVENED

The regular meeting of the Board of Trustees was reconvened at approximately 10:08 p.m.

Change of Assignment--Assistant to the President

MOTION NO. 4340: Mr. Caron moved, seconded by Mr. Schaaake, to approve a change of assignment for Mrs. Madalon Lalley, Assistant to the President, to include the duties of Affirmative Action Officer until the end of her contract year which is September 1, 1976. The motion carried.

Dr. Brooks indicated that because of budget uncertainties the former affirmative action officer's position has not been filled, and that Mrs. Lalley will assume the position of Affirmative Action Officer in addition to her present duties as Assistant to the President. Dr. Brooks also indicated that Mrs. Lalley's work has been excellent and she is being ably assisted in the Affirmative Action area by Mrs. Margo Fitzgerald, Secretary. Mrs. Fitzgerald was in the audience and was introduced to the board members.

Consideration of Request by Edward Modabber For a Rehearing

MOTION NO. 4341: Mr. Schaaake moved, seconded by Mr. Caron, denial of petition to appeal by Mr. Edward Modabber. The motion carried unanimously.

Academic Affairs

Retirement--Ladd

MOTION NO. 4342: Mr. Frank moved, seconded by Mr. Schaaake, to approve the retirement of Arthur F. Ladd, Associate Professor of Physics, effective at the end of spring quarter, 1976 with the title of Emeritus Professor of Physics. The motion carried.

Prior to passage of the motion, Dr. Harrington indicated that Professor Ladd had served 35 years in the field of education and that the last 25 years had been at Central. Dr. Harrington heartily endorsed the recommendation of the physics faculty and Dr. Martin that Professor Ladd be retired with the title of Emeritus Professor of Physics.

Request for Early Release From Contract--Housley

MOTION NO. 4343: Mr. Schaaake moved, seconded by Mr. Caron, that the request for early release from contract be granted with regret to John B. Housley, Professor of Philosophy and Religious Studies and Dean of School of Arts and Humanities, release from contract, effective July 15, 1976. The motion carried.

Dr. Harrington indicated Dr. Housley had been with Central three years and had pulled his departments together as a team. Dr. Harrington said he was sorry to see Dr. Housley go. Dr. Martin, Dean of the School of Natural Sciences and Mathematics, asked that the board not approve Dr. Housley's request. As a result of Dr. Housley's involvement and contributions to Central, his departure is viewed with regret by the college community. Dr. Housley leaves Central to assume the

position of Dean of Academic Affairs and Professor of Humanities at Linfield College, McMinnville, Oregon.

Resignation--Department Chairmanship--Benson

Dr. Harrington indicated it was with sincere regret that he recommended the resignation of Mr. William Benson as Chairman of the Department of Sociology be accepted.

MOTION NO. 4344: Mr. Frank moved, seconded by Mr. Schaake, to accept the resignation of William L. Benson, Associate Professor of Sociology and Chairman, Department of Sociology, as Chairman of the Department of Sociology effective August 31, 1976. The motion carried.

Resignation--Change in Date--Tozer

MOTION NO. 4345: Mr. Schaake moved, seconded by Mr. Frank, that on the basis of Mr. Tozer's letter of April 1, 1976, that the resignation of Derward H. Tozer, Associate Director of Continuing Education and Summer Session, be effective April 30, 1976 rather than June 1, 1976, the date approved earlier by the Board of Trustees (December 12, 1975). The motion carried.

Leave of Absence--F. Bovos

MOTION NO. 4346: Mr. Frank moved, seconded by Mr. Schaake, that Frances K. Bovos, Teaching Associate of Early Childhood Education be granted one-half time leave of absence effective winter and spring quarters, 1977. The motion carried.

Salary Adjustment

MOTION NO. 4347: Mr. Schaake moved, seconded by Mr. Frank, that Jan H. Mejer, Assistant Professor of Sociology, be granted a one-step salary increase for completion of Ph.D., effective April 1, 1976. The motion carried.

New Appointments

MOTION NO. 4348: Mr. Frank moved, seconded by Mr. Schaake to approve the following new appointments (items a through t with the exception of b, on the agenda). The motion carried.

Charles L. Abernathy, Adjunct Lecturer of Early Childhood Education, appointment to begin spring quarter, 1976 and continue until further notice

Samuel G. Bossert, Adjunct Assistant Professor of Technology and Industrial Education, appointment to begin winter quarter, 1976 and continue until further notice

Michael L. Cullom, Adjunct Instructor of Psychology, appointment to begin March 1, 1976 and continue until further notice

- John A. Elliott, Assistant Professor of Accounting, appointment effective for the 1976-77 academic year
- Bruce H. Fairbanks, Lecturer in Technology and Industrial Education, part-time appointment for spring quarter, 1976 only
- Jeffrey S. Guilmette, Adjunct Instructor of Political Science, appointment to begin March 31, 1976 and continue until further notice
- Steven J. Hanson, Adjunct Instructor of Psychology, appointment to begin March 31, 1976 and continue until further notice
- Ray C. Jensen, Adjunct Instructor of Law and Justice, appointment to begin March 31, 1976 and continue until further notice
- Robert H. LeCuyer, Adjunct Lecturer of Education, appointment to begin spring quarter, 1976 and continue until further notice
- Jayne K. Lueck, Lecturer of Business Education and Administrative Management, appointment effective for spring quarter, 1976 only
- Rawhide C. Papritz, Adjunct Instructor of Geography and Environmental Studies, appointment effective June 1, 1976 and to continue until further notice
- Laszlo A. Pook, Assistant Professor of Business Administration, appointment effective for the 1976-77 academic year
- Barbara Ann Scott, Adjunct Lecturer of Education, appointment to begin spring quarter, 1976 and continue until further notice
- Nancy A. Templeton, Adjunct Lecturer of Education, appointment to begin spring quarter, 1976 and continue until further notice
- Arthur E. Ware, Adjunct Lecturer of Education, appointment to begin winter quarter, 1976 and continue until further notice
- Christianne T. White, Lecturer of Education, part-time appointment for spring quarter, 1976 only
- Stillman W. Wood, Adjunct Lecturer of Education, appointment to begin winter quarter, 1976 and continue until further notice
- Stephen Worsley, Associate Professor of Business Administration, appointment effective for the 1976-77 academic year
- Keith Schwyhart, Adjunct Lecturer of Education, appointment to begin spring quarter, 1976 and continue until further notice

Re-employment

MOTION NO. 4349: Mr. Schaake moved, seconded by Mr. Caron, to approve the re-employment of the following faculty. The motion carried.

- Leo C. Beck, Lecturer of Education, part-time appointment for spring quarter, 1976 only
- Barbara A. Miller, Teaching Associate of Early Childhood Education, part-time appointment for winter and spring quarters 1977 only
- Jose P. Licano, Director of the E.S.E.A. Title I Migrant Education Project, effective for the period of March 1, 1976 through June 30, 1976

MINORITY STUDENTS  
BOARD OF TRUSTEES  
SPECIAL MEETING

Master of Fine Arts (in Art)

MOTION NO. 4350: Mr. Frank moved, seconded by Mr. Schaaque, to provide preliminary authorization to grant the Master of Fine Arts degree program pending the review and recommendations of the Council of Postsecondary Education. The motion carried.

NEXT MEETING

The next regular meeting of the Board of Trustees will be held on June 11, 1976.

ADJOURNMENT

The Chairman adjourned the meeting at approximately 10:37 p.m.  
Mrs. Catherine Hunter  
Mr. Paul Schaaque

- Dr. James W. Brooks, President
- Dr. Jimmie Applewhite, Faculty Senate Chairman
- Ms. Louanne Lashie, Chairperson, Student Board of Control

Dr. Brain opened the meeting and explained that an agenda would not be followed, that the Board was meeting at this time at the request of the Minority Student Coalition for a meeting with its group and that the Board was present to listen to what the group wished to say.

Mr. Byron Akita, a representative of the Minority Student Coalition read a letter addressed to the Board of Trustees (1) responding to the letter of June 7, 1975 from Dr. Brooks to the Minority Student Coalition, and (2) a statement of conditions for continued discussions. The Coalition indicated they had not received a copy of a report entitled "Task Force for Minority Concerns Surveyed", Fall, 1975 to Winter, 1975, which the Board wished to discuss with them. No detailed discussion of the report therefore took place as Mrs. Hunter indicated it would not be fair to ask questions about a report that had just been received. Dr. Brooks gave Mr. Hernandez his copy of the report.

The Minority Student Coalition asked that a committee be formed for continued discussions, the Committee to be composed of the President, or his representative, a member of the Board, or a selected representative, a non-white community leader, two student representatives from MUC, and an outside professional mediator.

The Board asked for documentation of the 89 cases of discrimination which the Minority Students Coalition indicated they had forwarded to the Office of Civil Rights in Seattle. The MUC indicated the complaints were in the general areas of counseling (41), academic advisement, administration-faculty, and some in curriculum and financial aids. They refused to disclose specific complaints, however, until they had a Task Force established.