

2-2-1980

## 1980 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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MINUTES  
REGULAR MEETING  
BOARD OF TRUSTEES  
CENTRAL WASHINGTON UNIVERSITY  
BOARD OF TRUSTEES ROOM  
BOUILLON HALL  
ELLENSBURG, WASHINGTON  
FEBRUARY 2, 1980  
9:00 A.M.

RECEIVED  
MAY 14 1980

The regular meeting of the Board of Trustees was called to order by Chairman Linda J. Clifton, in the Board of Trustees Room, Bouillon Hall 143, on the campus of Central Washington University in Ellensburg, Washington.

ROLL CALL

Present

Absent

Board of Trustees

Mrs. Linda J. Clifton, Chairman  
Mr. Thomas S. Galbraith, Vice Chairman  
Mr. James S. Hogan  
Mr. S. Sterling Munro

Mr. Don F. Broughton

Others

Dr. Donald L. Garrity, President  
Dr. Edward J. Harrington, Vice President for Academic Affairs  
Mr. Courtney S. Jones, Vice President for Business and Financial Affairs  
Dr. Donald E. Guy, Dean of Student Development  
Dr. Kenneth Hammond, Chairman, Faculty Senate  
Mr. Lou Bovos, Chairman, Association of Administrators

APPROVAL OF MINUTES

Mr. Munro asked that on page 3 of the minutes for December 1, 1979, under the item of the reassignment and title change of Mr. Whiting the record reflect that due process had been followed in this assignment.

Mrs. Clifton asked that William F. Lacey's name be added on the same page under faculty reassignments.

The Chairman declared the minutes for the meeting of December 1, 1979, would stand approved as corrected.

CHANGES TO THIS AGENDA

President Garrity noted the members of the board had copies of a revised agenda which listed all the changes with the exception that under Reports the President would like to make three announcements.

REPORTS

Status of Reserves and Budget Changes Through January 1980

Mr. Jones presented the Status of Reserves and Budget Changes Report Through January 1980.

Resignations and Release from Contract

The following resignations and release from contract were presented for the information of the board:

Woodrow C. Monte, Assistant Professor of Foods and Nutrition, resignation effective at the end of the 1979-80 academic year

Bryan R. Scott, Instructor of Business Administration, release from contract effective the end of winter quarter, 1980

Lynda G. Wendel, Assistant Professor of Accounting, resignation effective at the end of the 1979-80 academic year

Change in Title

The following changes in title were reported to the board:

Karen D. Martinis, change in title from Instructor to Assistant Professor of Accounting, effective January 1, 1980 (this is in agreement with letter of appointment that rank would be changed upon completion of M.B.A.)

Michael R. Ruble, change in title from Instructor to Assistant Professor of Accounting effective January 1, 1980 (in agreement with letter of appointment that rank would be advanced upon completion of M.B.A.)

Change in Assignment

The following changes in assignment were reported to the board:

Philip C. Dumas, Professor of Biology, assigned as Academic Planner, effective January 1, 1980 through July 31, 1980, on half-time basis

Beverly A. Heckart, Associate Professor of History, assigned a teaching position with the Northwest Interinstitutional Council on Study Abroad in Cologne, Germany, effective spring quarter, 1981 only

Rosco N. Tolman, Associate Professor of Spanish and Chairman, Department of Foreign Languages, assigned to teach in the Mexico program for Winter Quarter, 1980 only (Morelia, Mexico)

Robert B. Bennett, Associate Professor of Physics, assigned one-half time as Director of the Energy Studies Center, effective February 1, 1980 through the end of spring quarter, 1980

Department Chairpersons

The appointment of the following chairpersons were reported to the board:

Donald G. Dietrich, Associate Professor of Chemistry, appointed Chairman of the Department of Chemistry, effective December 1, 1979 through August 31, 1983, on a ten-month basis (subject to the provisions listed in Part VII of the Policies and Procedures Manual)

M. Nancy Lester, Associate Professor of Spanish, appointed Acting Chairperson of the Department of Foreign Languages, effective January 2, 1980 through March 24, 1980

Reappointment--Senior Instructor

The reappointment of Waymon W. Ware, Senior Instructor of Sociology, for the 1980-81 academic year only, was reported to the board.

Appointments--Administrative Exempt

The following Administrative Exempt appointments were reported to the board:

Joe L. Drovetto, appointed as Project Associate Director of the Occupational Safety and Health Jobsite Training Project, effective October 23, 1979 through October 23, 1980

Marilyn J. Tellez, appointed Counselor in the Migrant/Bilingual Studies Extended Degree Program, effective February 15, 1980 through September 30, 1980

Jay A. Thomas, appointed as Coordinator of the Occupational Safety and Health Jobsite Training Project (in Wenatchee), effective October 23, 1979 through October 23, 1980

Susan Hill, appointed as Family Nurse Practitioner, effective spring quarter, 1980, through August 31, 1980

Faculty Appointments--Part-time/Temporary

The following part-time/temporary faculty appointments were reported to the board:

Philip M. Backlund, Assistant Professor of Communication, effective for the 1980-81 academic year only

Carolyn E. Booth, Instructor in Paramedic Program, effective winter and spring quarters, 1980 only  
Richard L. Borrud, Acting Assistant Instructor of Leisure Services, winter quarter, 1980 only  
Arthur G. Bowman, Acting Professor of Business Administration, effective winter quarter, 1980 only  
Mary K. Clarke, Lecturer of Early Childhood Education, temporary, part-time appointment effective spring quarter, 1980 only  
Allan W. DePrey, Lecturer of Aerospace Studies, part-time for winter quarter, 1980 only  
Gloria L. Goedecke, Acting Instructor of English, part-time appointment effective winter quarter, 1980 only  
B. Joan Green, Lecturer in Home Economics, winter and spring quarters, 1980 only, half-time appointment  
Richard E. Hilligus, Acting Assistant Instructor of Leisure Services, effective winter quarter, 1980 only  
Rodney E. Jeske, Acting Instructor in Geology, appointment effective from January 7, 1980 through June 13, 1980  
Helen G. Smith, Acting Instructor of English, part-time appointment effective winter quarter, 1980 only  
Eleanor M. Tolin, Acting Instructor of Psychology, part-time appointment for winter quarter, 1980 only

#### Appointments--Adjuncts

The following adjunct appointments were reported to the board:

Mary K. Desler, Adjunct Instructor of Psychology  
Linda K. Grant, Adjunct Instructor of Psychology  
Glenn G. Hartmann, Adjunct Assistant Professor of Anthropology  
Mary E. Kirk, Adjunct Instructor of Allied Health Sciences  
Nathan A. Kirk, Acting Instructor of Business Administration  
Rosse V. Long, Adjunct Assistant Instructor of Sociology  
David A. Morgan, Acting Instructor of Accounting  
James R. Ownby, Adjunct Instructor of Law and Justice  
Mark V. Redmond, Adjunct Assistant Professor of Communication  
Dennis W. Shuler, Acting Assistant Professor of Business Administration  
Lyle Wilhelmi, Adjunct Associate Professor of Science Education  
Dina Wills, Adjunct Assistant Professor of Communication

#### Enrollment Report

Dr. Harrington and Mr. Bovos reported that the latest enrollment figures indicate we made our contracted student credit hours.

#### Introduction

President Garrity introduced Dr. James Pappas, the new Dean of Admissions and Records, to the board members who warmly welcomed him.

Resignation--Assistant Attorney General

President Garrity indicated it was with totally ambivalent feelings that he announced the resignation of Owen F. Clarke, Jr. as Assistant Attorney General for Central Washington University. Mr. Clarke will be entering private practice in Ellensburg on March 1, 1980.

Mr. Clarke indicated the professional satisfaction and personal happiness that he had experienced as a result of his association with Central Washington University. He noted he was happy he and his family will be able to remain in this community and he will continue to support Central.

Members of the board expressed their thanks and gratitude to him for the fine work and counsel which they have received from him.

Discussion of Merit and Promotion

President Garrity indicated he would like to share some observations and make a few comments about merit. He asked Dr. Hammond to join him with some statements from the faculty meeting where this topic was discussed.

Following is a summary of the President's remarks:

The notion of merit exists widely and is appropriate within a university which stands for the ability of men to make informed and reasoned evaluations. The future concept of merit should be maintained. The question is how we judge and go about the business of awarding merit increment. Reasonable questions related to that are: Is the criteria clear? Is the process we follow fair and equitable?

Standard criteria is used at Central: Teaching, Scholarship, and Personal and Professional Community Service. A clear indication and sharing of what the criteria means is needed. The same definitions are used in promotions.

1. Teaching--a good, fundamental basic level of performance in one's profession, judged by one's students and colleagues.
2. Scholarship--This is companion to teaching. It keeps a faculty active and alive and involves making contributions to one's profession. The media is variable, rendering a concept: painting, music, printed word, etc. The contributions need to be public in character for others to share and know, and they should be judgable. It is necessary for them to be evaluated by one's peers and those outside the university. Not every contribution is judged as a significant contribution.
3. University Service--an adequately described and evaluated record of an individual's service is needed in order to make judgment. Public performance is

the application of one's professional knowledge and skills to one's subject to make a contribution to public good. It answers the question of what I am able to give and do as a professional.

Those who reject the notion of merit offer in its stead a totally structured salary schedule. Movement within the schedule is automatic.

Salary schedules have been eroded although Central's faculty gained slightly in some ranks last year according to the Seven State Survey. The faculty made the biggest contribution of all to education in teaching and in lost real income.

There is the need to work to have clear criteria and a process by which the criteria is applied. There is also the need to be absolutely and scrupulously honest. One runs the risk of some individuals introducing ad hominem kinds of situations. Such instances have to be identified and rejected.

Dr. Kenneth Hammond indicated the faculty is concerned about the topic. He noted there never has been much support for the system but that there has been some for the concept of merit. He felt getting a system more generally accepted was a worthy goal. Some of the faculty frustrations were discussed including funding, and the feeling that criteria are not clear and are not uniformly applied across campus. Dr. Hammond indicated that every merit raise ought to be justified.

The Board Chairman noted that the board had been pleased with the information furnished them this past year when they received a summary of reasons why merit was awarded in each case. Dr. Hammond asked if this information was made public. Dr. Harrington indicated it might be a good idea to spell out the reasons but that the Assistant Attorney General would have to be consulted to make sure there would be no problem with the Public Disclosure law.

It was agreed that this should continue to be an item of business for the board and that it was important for them to address this topic.

#### Off Campus Planning

Dr. William Benson, Vice President for Off Campus Programs, addressed the board on the subject of Off Campus Programs, discussing enrollments at various centers such as Edmonds, Tri-Cities, Fort Lewis, Fort Steilacoom and Highline. He also discussed the adjustments in the program required by CPE and exceptions we would be seeking. Dr. Benson discussed some of the problems including competition, costs, space and following CPE guidelines. The Governor has directed a 20% mileage cut for all institutions and this affects the Off Campus Programs. Alternatives such as car pooling, locating faculty closer to site, etc. were discussed. Dr. Benson indicated he was optimistic and felt Central was serving people who would not be served any other way.

Career Planning and Placement Annual Report

Dr. Guy indicated the board had received copies of the Career Planning and Placement Annual Report. Mr. Dean Owens gave a brief review noting that Central is being called upon to expand the services off campus. Work shops are being planned at Edmonds for older students trying to get back into the work force.

Financial Aid Annual Report

It was reported that auditing has been changed from three to two years. Costs for administering the program are going up due to additional requirements in reporting and other factors. Central has a low default rate for its student loans. While our rate is around 5.3% the average rate is 20%.

Academic Plan

Dr. Garrity reviewed the process for developing an institutional academic plan. The end of February will close the first period of consideration. An attempt will be made to write a new draft reflecting the thinking of the faculty as a whole. It is planned to have the second draft of the Academic Plan out by the end of March. A modification of that draft after further consideration will be brought to the board. Dr. Garrity encouraged the board members to submit comments which may be included in the consideration of the new draft. The President noted he is pleased with what is happening and the responses that he has received.

Supplemental Budget

President Garrity and Mr. Courtney Jones discussed the Supplemental Budget. Our Asbestos Abatement Program is the only one the Governor included in her budget recommendation. Mr. Jones discussed the utility request and anticipated additional funding requirements.

COMMUNICATIONS

The following correspondence was acknowledged as received by the board:

1. Harlan D. Dunn, dated November 5, 1979
2. Ronald L. Myles, dated December 16, 1979
3. Burton Williams, dated January 9, 1980
4. Paolo Vivante, dated January 15, 1980
5. Roger Libby, dated January 17, 1980
6. Parent Advisory Council, Hebel Children's School, dated January 19, 1980
7. Eugene Kosy, dated January 29, 1980
8. Dr. Karen Rosenblum-Cale, dated January 22, 1980
9. Dr. Henryka Kurzepa and Dr. Paul Winther, dated January 28, 1980
10. Renee G. Kasinsky and Nancy Damon, dated January 23, 1980



NEW BUSINESS

Revisions to the CWU Foundation/University Agreement

MOTION NO. 5286: Mr. Galbraith moved, seconded by Mr. Hogan, to approve the Amended Foundation Agreement and authorize it to be signed by the Chairman of the Board of Trustees. The motion carried.

Revisions to the Constitution of the ASC Board of Directors

MOTION NO. 5287: Mr. Hogan moved, seconded by Mr. Galbraith, that the proposed changes in the Constitution and By-laws of the Board of Directors be approved as proposed. The motion carried.

Approval of Policy for Gifts, Devises, Bequests and Trusts

MOTION NO. 5288: Mr. Hogan moved, seconded by Mr. Munro, that the Policy and Administrative Practice for Gifts, Devises, Bequests, and Trusts: Receipt and Disposition, be approved as recommended by the Administration. The motion carried.

Adoption of Resolution for the Use of Facsimile Signatures at Rainier National Bank

MOTION NO. 5289: Mr. Galbraith moved, seconded by Mr. Hogan, that the Board of Trustees adopt the proposed resolution for the use of facsimile signatures at Rainier National Bank. The motion carried.

It was decided to delay the proposed Executive Session until later in the meeting.

Distinguished Administrator Status-Mr. Bridges

MOTION NO. 5290: Mr. Munro moved, seconded by Mr. Hogan and Mr. Galbraith, to approve the Distinguished Administrator Status for Donald L. Bridges, Director of Admissions, whose resignation was accepted by the Board effective November 11, 1979. The motion carried.

Retirement-Dr. Goetschius

Dr. Applegate, Dean, School of Professional Studies, reviewed Dr. Goetschius' long service in the field of education.

MOTION NO. 5291: Mr. Hogan moved, seconded by Mr. Galbraith, to approve the administration's recommendation that Dr. Goetschius' retirement be approved, effective at the end of fall quarter, 1980 with the title of Emeritus Professor. The motion carried.

Chairman Clifton indicated it was a pleasure to confer the emeritus status to this good-hearted and dedicated member of the Education Department.

Retirement--Dr. Junell

Dr. Applegate reviewed Dr. Joseph Junell's service in the field of education and recommended with regret that his request for retirement be accepted.

MOTION NO. 5292: Mr. Munro moved, seconded by Mr. Galbraith, that the request for retirement of Dr. Joseph Junell be accepted and that he be granted the title of Emeritus Professor, effective the end of Spring Quarter, 1980.

Chairman Clifton indicated the board was glad to grant emeritus status to Dr. Junell to mark his service to the University and to note his service to his profession.

Faculty Reappointments, First Probationary Year to Second Probationary Year (without assurance of tenure)

MOTION NO. 5293: Mr. Galbraith moved, seconded by Mr. Hogan, to approve the reappointment of the following faculty members for the 1980-81 academic year, without assurance of tenure. The motion carried.

- Steven M. Cato, Psychology
- Richard L. Franzen, Speech Pathology and Audiology
- Katharine M. Hartzell, Drama
- Michael L. Henniger, Early Childhood Education
- V. Wayne Klemin, Business Education and Admin. Management
- Leslie C. Mueller, Business Administration
- Elizabeth M. Nesselroad, Education
- James C. Peterson, Ethnic Studies
- Eric S. Roth, Music
- Peter L. Stark, Library
- Russell L. Stubbles, Leisure Services
- Betty J. Sundling, Consumer Management
- Donna Jo Vandagriff, Education

Years Counted Toward Tenure

Dr. Harrington indicated that Section 3.48 of the Faculty Code provides that a faculty member "who has left the university but is subsequently rehired, who...later receive regular appointments on the faculty may petition the Board of Trustees through the appropriate university administrators to count their substitute, prior, or emergency service as part of their probationary period; if such service was full time."

MOTION NO. 5294: Mr. Hogan moved, seconded by Mr. Munro, that V. Wayne Klemm, Assistant Professor of Business Education and Administrative Management, be granted two prior years of service at Central Washington University as probationary years. The motion carried.

MOTION NO. 5295: Mr. Hogan moved, seconded by Mr. Munro, that Leslie C. Mueller, Associate Professor of Business Administration, be granted four prior years of service at Central Washington University to be counted as probationary years as recommended by President Garrity. The motion carried.

Leave of Absence

MOTION NO. 5296: Mr. Munro moved, seconded by Mr. Hogan, that Eric L. Thurston, Assistant Professor of Accounting, be granted a leave of absence without pay for the 1980-81 academic year. The motion carried.

NEXT MEETING

The next regular meeting of the Board will be on April 25, 1980 at 8:00 p.m. in Ellensburg, Washington.

EXECUTIVE SESSION

The board went into Executive Session to confer with its legal advisor, Mr. Owen F. Clarke, Jr.

RECONVENED

Following the executive session, Chairman Clifton reconvened the regular meeting at approximately 12:14 p.m.

Authorization for Settlement--Mithen

MOTION NO. 5297: Mr. Munro moved, seconded by Mr. Galbraith, to authorize the settlement of the litigation claim of Lawrence Mithen in accordance with the recommendation of Mr. Clarke. The motion carried.

ADJOURNMENT

Chairman Clifton declared the meeting adjourned at approximately 12:20 p.m.