

5-23-1980

## 1980 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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MINUTES  
SPECIAL MEETING  
BOARD OF TRUSTEES  
CENTRAL WASHINGTON UNIVERSITY  
ROOM 143  
BOUILLON HALL  
ELLENSBURG, WASHINGTON  
MAY 23, 1980  
8:00 P.M.

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The special 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

Board of Trustees

Mrs. Linda J. Clifton, Chairman  
Mr. Don F. Broughton  
Mr. James S. Hogan  
Mr. S. Sterling Munro

Absent

Mr. Thomas S. Galbraith, Vice  
Chairman

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

CHANGES TO AGENDA

There was one change to the agenda: Mrs. Clifton asked that a report be added on the consequences of the volcano.

APPROVAL OF MINUTES

Mr. Hogan moved that the minutes for the meeting of April 25, 1980 be approved. Chairman Linda Clifton declared the minutes approved as written upon hearing no corrections.

REPORTS

Consequences of Volcano

President Garrity reported that as a result of the eruption of Mt. St. Helens on Sunday and the resulting volcanic ash which covered the area west of the mountain, a determination was made to cancel classes for Monday. Central employees were asked not to come in except for the Physical Plant, Housing, Food Services and Campus Security employees. Our employees tackled the problem of ash removal and demonstrated extra-

ordinary capacity to develop ways of handling the matter. The President noted the employees commitment to the university and their concern about what had happened to their campus. He indicated that classes were cancelled for Tuesday on Monday as it became apparent that additional time would be needed to clean up the ash. By mid-day on Tuesday, the president indicated you could walk down the mall and not realize what had happened because of the excellent clean up job which had been accomplished. It was announced that all employees would be called back to work on Wednesday. By late Tuesday a wind came up and the president made the decision to remain closed for the rest of the week as far as classes were concerned. It turned out to be a good decision as the wind continued to blow Wednesday and Thursday. On Wednesday the deans and Dr. Harrington met and reviewed the academic calendar for the remainder of the quarter. Finals week will be changed and essentially all the lost time will be made up without extending the closing date of the quarter. Dr. Harrington furnished the members of the board with a memorandum explaining the changes.

Dr. Garrity reported to the board that the Housing and Food Services people and the Campus Security employees did yeoman duty as there were a number of unanticipated guests (over 500) on campus who were stranded because of the ash fall-out and closure of roads. The CWU employees cared for these people with distinction.

Mr. Courtney Jones reported that the Office of Financial Management asked for an estimate of damages. Mr. Jones provided the board members with a verbal estimated cost of \$515,000 and the break-down of those costs. The Governor has declared the whole state a disaster area and will be asking the President for financial assistance. Mr. Jones noted that the figures provided were a very rough estimate and that for example roof cleaning costs might vary depending on what is required.

Mr. Hogan indicated he wished there were some way the board could acknowledge the hard work and dedication of the Central employees. Other members of the board agreed that they would like to have their appreciation known. Mr. Hill, Mr. Bechtel and Mr. Allison were in the audience and the president indicated to the board they all had been heavily involved in the massive clean up effort.

Mr. Munro noted the problem of the ash would be with us for a period of time. He shared his observations with the audience of the Mt. St. Helens area as he had viewed it from a plane. He described the power of the explosion and the desolation of the area.

#### Status of Reserves and Budget Changes Through May , 1980

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

#### Resignation

The resignation of Rosella O. Dickson Smart, Associate Professor of Early Childhood Education, effective at the end of the 1979-80 academic year was reported.

### Change in Assignment

The following changes in assignment were reported:

G. Lee Fisher, Associate Professor of Aerospace Studies, reassigned to the instructional faculty of the Academic Skills Center effective fall quarter, 1980

Richard W. Hasbrouck, Professor of Chemistry, reassigned to the instructional faculty of the Department of Mathematics, effective fall quarter, 1980

### Appointments--Part-time/Temporary

The following part-time/temporary appointments were reported:

Richard Borrud, Acting Assistant Instructor of Physical Education, part-time spring quarter, 1980 only

Robert C. Stoffel, Acting Lecturer of Aerospace Studies, part-time spring quarter, 1980 only

Richard D. Wood, Professor of Aeronautics effective beginning January 2, 1981, and running through June 15, 1981

### Appointments in Early Childhood Education for the 1980-81 Academic Year Only

The following appointments in Early Childhood Education for the 1980-81 academic year only were reported:

Frances Kay Bovos, Teaching Associate  
Edith M. Greetsinger, Teaching Associate  
Joye M. Heimbeck, Teaching Associate  
Mary Ellen Matson, Teaching Associate  
Barbara A. Miller, Teaching Associate  
Jo B. Mitchell, Teaching Associate  
Trudy M. Rodine, Teaching Associate  
Janet E. Silva, Teaching Associate

### Appointments--Adjuncts (appointments to begin immediately and continue until further notice)

The following adjunct appointments were reported (appointments to begin immediately and continue until further notice):

J. Wesley Crum, Adjunct Professor of Education  
Roy F. Ruebel, Adjunct Professor of Education

### Academic Reorganization

President Garrity presented a plan for academic reorganization to the members of the board. He indicated he had made a decision and called the faculty together to share with them his feelings that the proposal would better serve the mission and role of the university. He asked that the Faculty Senate consider combining the schools of Arts and Humanities, Natural Sciences and Mathematics and Social and Behavioral Sciences into one college. The Academic Affairs Committee and the Faculty Senate considered the proposal which was based on the following needs (1) flexibility, (2) development of additional interdisciplinary efforts, and (3) some economies. The Faculty Senate reported passage of two motions (1) endorsing the proposal to combine the three schools into a single organizational unit, and (2) recommending to the president that the most open and thorough search for the new dean be conducted internally and externally.

The president indicated it was his judgement that the search for the new dean should be conducted rapidly but thoroughly and that the search should be internal as he felt there is an abundance of talent on this campus. It was Dr. Garrity's proposal that the move be effective as of September 1 of this year. He felt this early move was necessary because (1) a person in an acting capacity is in a position of weakness and therefore a need was felt to move immediately to select and appoint a new dean, (2) need to move on, to make decisions and to plan programs to make the university more attractive. He noted he had asked the Senate to recommend a search committee.

The president indicated the information was given to the board as a report and the board was invited to respond as to whether they felt they couldn't accept it or if they wished to modify the proposal. Mrs. Clifton expressed concern that the board had received no prior supporting material on the proposal. She also raised the question as to whether board action was required as the proposal represents a major reorganization of the university. She asked for a motion from the board to ratify the proposal.

Dr. Garrity indicated he had made a conscious decision and was asking for the sentiment of the board, not specific board action because he was operating under a statement which he felt had been made previously by Mr. Munro to the effect that it makes no real difference where on the board agenda an item appears, that the board will take action on any item if it wishes.

Mr. Broughton indicated he had no objections to the proposal--that he felt it was sound and was a progressive move. He indicated confidence in the president. Mr. Hogan noted that he was in agreement and that he felt the proposal had come from and been worked through people who are knowledgeable. Mr. Munro indicated he felt the proposal was within the president's prerogative; that it seemed to be a commendable, efficient move, and reflected reliance on the president with the support of the Faculty Senate. However, Mr. Munro also noted he would have welcomed some prior knowledge of the proposal.



Dr. Hammond reviewed the process of involving the faculty and the resulting Faculty Senate motions. He noted there was a concern with who might be the new dean and he also noted there is some disagreement as to possible local talent available.

Mr. Victor Marx, Chairman of the Faculty Senate Budget Committee, spoke of his feeling that there had been shared governance in the process of the president going to the faculty with his proposal.

MOTION NO. 5319: Mr. Munro moved, seconded by Mr. Broughton, that the board accept the report of the president as presented on the academic reorganization. The motion carried.

The chairman noted that it was her understanding that the decision to make an internal or external search for employees was up to the administration except in the case of employment of the president, which is a responsibility of the Board of Trustees. There were no objections from the rest of the board in this interpretation.

In response to a question from Mr. Hogan, the president confirmed that the search for the dean would be conducted under the Affirmative Action guidelines.

#### Athletics Program

Dr. Jimmie Applegate, Dean of Professional Studies, presented each member of the board with a copy of a report on the Intercollegiate Athletic Programs. Dr. Applegate went through the report with the board highlighting the philosophy and objectives of the program, statistics on programs and enrollments, affiliations, Code of Ethics, Funding, Title IX, booster organizations, coaching and teaching of coaching.

Dr. Applegate indicated that in the future there needs to be (1) increasing support from the instructional and Joint Student Fees budgets, (2) increasing gate receipts, (3) discussion initiated regarding the possibility of levying special assessments, and (4) continued overtures made to the Governor's Office (OFM) and the State Legislature with our needs.

The Intercollegiate Athletic Programs report was summarized as follows:

1. Central Washington University has a traditionally strong and successful intercollegiate athletic program which is an integral component of the university's total academic program.
2. A total of 473 athletes participated in intercollegiate athletics this year; 350 (74%) males and 123 (26%) females.
3. Seventeen individuals are assigned coaching responsibilities in eleven sports in sixteen varsity programs.

4. An average of 3.63 (65%) male and 1.94 (35%) female FTE coaches were assigned coaching responsibilities each quarter this year.
5. Central Washington University adheres to a Philosophy and Code of Ethics for intercollegiate athletics.
6. The intercollegiate athletic program receives financial support primarily from the instructional and Joint Student Fees budgets.
7. Joint Student Fee support for intercollegiate athletics declined \$17,626 last year.
8. Central Washington University has requested \$161,100 from the Legislature to meet and/or exceed Title IX guidelines.
9. Central Washington University is a member of the Association of intercollegiate Athletics for Women (AIWA), National Association of Intercollegiate Athletics (NAIA), Evergreen Conference (EVCO), and the Northwest College Women's Sports Association (NCWSA).
10. Soccer and softball are potential additions to the intercollegiate athletic program.

Participation in the Evergreen Conference was discussed. It was noted that what might be termed a counter-proposal had been received from the Evergreen Conference in response to Central's notification of withdrawal from the Conference. The counter-proposal will be evaluated and responded to by June 1.

Dr. Gary Frederick indicated he felt dedicated to a broad-based athletic program. He noted the department is working on some changes. He emphasized the training of potential coaches. He noted he would like to add junior varsity sports.

Mr. Hogan commended the wrestling program. Mr. Munro stated he felt Central's athletic program was the healthiest kind of program (a part of the university's total academic program). Mrs. Clifton indicated she was impressed with the statement of Code of Ethics.

#### COMMUNICATIONS

A note from Hank and Jean Brown, dated April 1980 was acknowledged by the board.

#### NEW BUSINESS

##### Exempt Employees Code

Mr. Broughton noted that the major revisions to the Exempt Employees Code since it was presented to the board on April 25, 1980, occur on pages 1 and 2. He indicated that a couple of paragraphs which were confusing were deleted. Sections 5.047 and 3.021 were discussed briefly. In answer to a question from Chairman Clifton, President Garrity stated that the intent of Section 5.047 was to allow the Board of Trustees access to all information the Board deemed relevant for its review.

MOTION NO. 5320: Mr. Munro moved, seconded by Mr. Hogan to adopt the Exempt Employees Code as presented. The motion carried.

#### Election of Board Officers

MOTION NO. 5321: Mr. Broughton moved, seconded by Mr. Hogan and Mr. Munro, that Mr. Thomas Galbraith be elected as Chairman of the Board of Trustees for the 1980-81 year, effective July 1, 1980. The motion carried.

MOTION NO. 5322: Mr. Hogan moved, seconded by Mr. Munro, that Mr. Don Broughton be elected Vice Chairman of the Board of Trustees for the 1980-81 year, effective July 1, 1980. The motion carried.

Mrs. Clifton thanked the board, faculty and staff for their assistance to her while she was chairman of the board. She especially thanked Dr. James E. Brooks, emeritus president, who Mrs. Clifton said did a great deal to make sure that the new board members were instructed in knowledge of the university and the role of trustees. Mr. Munro indicated he admired the high degree of excellence Mrs. Clifton displayed as chair of the board and he noted it was a pleasure to have served under her. Mr. Munro added that he would have been delighted to have continued with Mrs. Clifton as chairperson but he understood her wish to share the position with the other members of the board.

Mr. Hogan reiterated Mr. Munro's commendation of Mrs. Clifton and added that he felt she had done a beautiful job. Mr. Broughton indicated his appreciation of Mrs. Clifton's service and noted she had been a hard-working chairperson.

MOTION NO. 5323: Mr. Munro moved, seconded by Mr. Broughton, to elect Mildred Paul to continue to serve as Secretary of the Board for the 1980-81 year. The motion carried.

MOTION NO. 5324: Mr. Munro moved, seconded by Mr. Hogan, to appoint Mr. Courtney Jones as Treasurer of the Board of Trustees to serve at the pleasure of the board. The motion carried.

#### Student Fee Waivers

MOTION NO. 5325: Mr. Broughton moved, seconded by Mr. Hogan, that the President, or his designee, be authorized to approve the student fee waivers in accordance with the authority granted to the board by Senate Bill No. 2451, passed by the 1979 Legislature. The motion carried.

#### Academic Plan, Draft 2

President Garrity indicated the second draft of the Academic Plan was being shared with the board and he would welcome any comments or suggestions which the board members might have. He called the board's attention to the first 22 pages of the document, noting this section contained general policy or philosophy statements. He indicated important notions were set forth here and should be reviewed by the board to see



if it reflected the kind of philosophy we should have at this University. Dr. Garrity indicated the plan would undergo another revision. Dr. Harrington suggested each italicized statement be considered by the board. The board was again invited to individually share with Dr. Garrity or Dr. Harrington any comments, observations or suggestions they might have. Dr. Garrity noted it would not be possible to finish the work on the Academic Plan by the end of this academic year but it is planned to have the final version of the plan ready sometime fall quarter.

#### EXECUTIVE SESSION

The chairman stated the board would retire into executive session to consider personnel matters.

#### RECONVENED

Chairman Clifton reconvened the special meeting of the board at approximately 11:30 p.m.

#### Leave of Absence--Without Pay

MOTION NO. 5326: Mr. Hogan moved, seconded by Mr. Munro, that the president's recommendation be adopted and the following persons be granted leaves of absence without pay:

Donald G. Brown, Assistant Professor of Education, leave of absence for winter quarter, 1981, time will not count towards seniority

Marguerite L. Fergus, Assistant Education Coordinator of the Medical Technology Program, requests leave of absence from September 1, 1980 to June 30, 1981, time will not count towards seniority

Gary M. Galbraith, Associate Professor of Art, requests one-third time leave of absence for the 1980-81 academic year, time to count towards seniority

#### Leave of Absence--Release

MOTION NO. 5327: Mr. Munro moved, seconded by Mr. Hogan, that Mr. Dee R. Eberhart, Professor of Geography, be granted his request that his leave of absence for spring quarter 1980 be rescinded. The motion carried.

#### Retraining Leave

MOTION NO. 5328: Mr. Hogan moved, seconded by Mr. Broughton, to approve the retraining leave of Erlice J. Killorn, Professor of Physical Education, effective for the 1980-81 academic year. The motion carried.

#### Faculty Appointments

MOTION NO. 5329: Mr. Hogan moved, seconded by Mr. Broughton, that the president's recommendation be accepted and the following faculty appointments be approved. The motion carried.

James R. Brown, Jr., Assistant Professor of Political Science, appointment effective for the 1980-81 academic year

James R. Hinthorne, Associate Professor of Geology, appointment effective for the 1980-81 academic year

John J. Lasik, Assistant Professor of Business Administration, appointment effective for the 1980-81 academic year

#### Salary Adjustment

MOTION NO. 5330: Mr. Hogan moved, seconded by Mr. Broughton, that the president's recommendation be accepted and the following salary adjustments be approved. The motion carried.

Kathleen Morris, Assistant Professor of Counseling, was awarded the doctorate from the University of Nebraska on May 10, 1980. The salary scale for Dr. Morris is to be increased one step effective June 1, 1980.

Russell Hansen, Chairman, Department of Sociology, is to keep his present salary step (16.0) following the end of his chairmanship in June, 1980.

#### Faculty Salary Adjustment Proposal

President Garrity indicated the next two items on the board agenda, Faculty Salary Adjustment Proposal and Merit should be considered together. The President explained there are some problems involved (1) the Governor has restricted expenditures by 3%, and (2) the Legislature had granted a 6% salary increase for faculty and exempt employees effective October 1, 1980 with another 1½% authorized providing the institutions take the funds from their operating budgets. He indicated it was difficult for the board as the administration would not be ready to present the 1980-81 budget for board approval until the June meeting and it was all interrelated. The president noted it might seem incongruous to be looking at restricted expenditures caused in part by the Governor's requested 3% budget reduction and also to be recommending that a 1½% salary increase be funded. The president indicated he was, however, making the recommendation (1) because faculty salaries have lagged for the past 10 years, and (2) the rate of inflation compounds the problems for the faculty.

Dr. Garrity reviewed the most recent information from the Office of Financial Management on the financial Affairs of the State. He said the information is different from what was received previously and what was passed on to the Board of Trustees. It is now indicated that, without the problems of the Mt. St. Helens eruption, there will be a projected surplus of \$50 million; the state excise tax will experience a shortfall; the K-12 and Department of Social and Health Services will overspend. Imposing the 3% reduction in our budget and others will cover these cost overruns. The president indicated he wanted to share this information with the board although it does not lighten the burden of dealing with the 3% reduction.

The president indicated the present estimate is that the administration will be able to present the board with a budget dealing with the 3% reduction and providing the funding for the 1½% salary increase. The 7½% will be distributed (1) funding merit adjustments, (2) granting a one step salary increase to every member of the faculty, and (3) the remaining funds to be used to adjust the total salary schedule upwards to whatever level is possible (this would be a general overall salary adjustment). The total amount of money involved was discussed.

Dr. Kenneth Hammond and Mr. Victor Marx spoke in favor of the proposed salary adjustment.

The president reiterated that he felt it was an awkward position in which to place the board but at the same time he felt it was meaningful to make merit decisions now while the institution is still in session. There will be an impact to provide the funding but essential programs will not be jeopardized. Part of the funding will be provided by the academic reorganization; the balance of the funding will be provided by certain elements in the instructional program and there will be a heavy "dig" in the Physical Plant.

The president indicated that no formal board action would be required at this time but would come when the board approves the budget at which time specific distribution of funds is made.

#### Merit

MOTION NO. 5331: Mr. Hogan moved, seconded by Mr. Munro, that the president's recommendation be adopted and 53 members of the faculty be awarded merit as listed in the memorandum presented to the board and on file in the president's office. The motion carried.

#### Distinguished Professor of the University

MOTION NO. 5332: Mr. Munro moved, seconded by Mr. Broughton, that the board accept the recommendation of the president for recognition as Distinguished Professors of the University in Teaching, Research, and Public Service, and that the president be authorized to make the announcement at an appropriate time. The motion carried.

#### NEXT MEETING

Chairman Clifton indicated various members of the board would be attending activities on June 13 and 14th (Phi Kappa Phi initiation, Honors Convocation, ROTC banquet and Commencement).

The next regular meeting of the board will be on June 20 at 8:00 p.m.

#### ADJOURNMENT

Chairman Clifton adjourned the meeting at approximately 12:03 a.m.

#### ROLL CALL

##### Present

Board of Trustees  
Mr. Clark D. Clifton, Chairman  
Mr. Don W. Stevenson  
Mr. Thomas S. Gallwey, Vice Chairman  
Mr. James R. Rogers  
Mr. S. Sterling Reed

##### Others

Dr. Donald L. Gervin, President  
Dr. Edward J. Worthington, Vice President for Academic Affairs  
Mr. Chastity E. Jones, Vice President for Student and Financial Affairs  
Dr. Donald E. Cox, Dean of Student Development

#### CHARGE TO THE AGENDA

All charge to the agenda were listed on the final agenda which was distributed to the board and members of the audience.

#### APPROVAL OF MINUTES

The minutes for the previous meeting of May 22, 1960 were declared by Chairman Clifton approved as written.

#### EXECUTIVE SESSION

The chairman stated the board would retire into executive session to consider personnel matters.

#### RECONVENE

Chairman Clifton reconvened the regular meeting of the board at approximately 8:30 p.m.