

4-11-1986

1986 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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The meeting was convened at 11:30 a.m. and immediately adjourned to Executive Session in Sam's Place in the Samuelson Union Building to discuss a matter relating to personnel.

MINUTES
REGULAR MEETING
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
APRIL 11, 1986
BOUILLON HALL - ROOM 143
2:00 p.m.

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The regular meeting of the Board of Trustees was called to order by Board Chair, Robert A. Case II, at approximately 2:00 p.m.

ROLL CALL

Present

Mr. Robert A. Case II, Chair
Mrs. Susan E. Gould, Vice Chair
Mr. S. Sterling Munro
Mr. Bruce D. Wilkes

Absent

Mr. Rueben A. Flores
Dr. Carrol A. Hernandez
Dr. R. Y. Woodhouse

Others

Dr. Donald L. Garrity, President
Dr. Edward J. Harrington, Vice President for Academic Affairs
Dr. Donald E. Guy, Dean of Students
Mr. Courtney S. Jones, Vice President for Business & Financial Affairs
Dr. Ken Harsha, representing the Faculty Senate
Mr. Mark Johnson, President, Board of Directors, Associated Students
of Central Washington University
Mr. Richard Meier, Chair, Association of Administrators
Ms. Teresa C. Kulik, Assistant Attorney General
Dr. Jerry L. Jones, Special Assistant to the President
Ms. Nancy Howard, Director, Affirmative Action Program

APPROVAL OF MINUTES

MOTION NO. 5968: Mr. Munro moved, seconded by Mrs. Gould, for approval of the minutes of the regular meeting of the Board of Trustees held February 21, 1986. Motion carried.

CHANGES TO THIS AGENDA

There were no changes to the published agenda.

REPORTS

President's report

President Garrity introduced to the Board Dr. Ken Harsha who was sitting in as the representative for the Faculty Senate and Dr. Ken Gamon, Chair-Elect of the Faculty Senate. At the President's request, Dr. Don Guy

introduced the new President of the Board of Directors of the Associated Students of Central Washington University, Mark Johnson, a junior from Seattle majoring in Political Science. Mark voiced his pleasure at the opportunity to work with the Trustees.

The President continued his report telling of the extraordinary accomplishment of both the women's and men's swimming teams taking first place in the national competition. He said this was the first time this had ever happened and he was proud of the students and happy for Coach Gregson and Coach Clark. The honor was enhanced by the fact that seven members of the teams were named as Academic All-Americans.

In addition, the men's basketball coach, Dean Nicholson, was inducted into the NAIA Hall of Fame this year, an honor the President said he richly deserves.

Two significant meetings are occurring on campus in May. They are, 1) the Higher Education Coordinating Board on May 20 and 21, and 2) the Higher Education Committee of the House of Representatives on May 8. President Garrity voiced the hope for representation from the Board for the May 8 and May 21 meetings.

President Garrity reported that the Commencement speaker for 1986 will be United States Senator Daniel J. Evans.

At the request of the President, Dr. Jerry L. Jones, Special Assistant to the President and legislative liaison, gave the Board a brief report on legislative activities during the 59-day session which were of consequence to Central Washington University. One of the most significant actions taken was the restoration to our operating budget of \$295,000 in funding for summer session which will provide greater stability to our program this year.

A salary increase of 3% is scheduled for faculty and administrative exempt employees, and 2-1/2% or \$50 per month, whichever is greater, for Civil Service staff. Additionally, the Civil Service raises will, in identified classes, be affected by the Comparable Worth settlement and the increases allocated by that action.

Other significant legislation was reviewed and discussed.

Vice President for Academic Affairs

Vice President Harrington's report centered on a proposal suggested by the Secretary of State's office to build a new archival facility on Central's campus. He reviewed the relationship of Central Washington University with the State Archives. Dr. Harrington introduced Tim Eckert, Archivist in the Regional Branch of the State Archives, and Earl Glauert, Professor of History and CWU archivist, and explained that the local facility serves as a lab for the history archives program. The preliminary State Archives Building Committee's statement of support dated March 14, 1986 was shared with the Board and discussed. In

response to the question of the square footage needed, Mr. Eckert answered it is estimated to be 17,700 in two stories.

President Garrity said that at this point the administration wanted the Board to be apprised of the proposal and have an opportunity to state opinions. If the consensus is to move ahead with the project, the item will come before the Board for various approvals at a later date.

At the conclusion of the discussion, the Chair stated it appeared the Board consensus is agreeable to the project.

Faculty Senate

Professor Ken Harsha represented the Faculty Senate at this meeting. He told the Board the name of the recently elected Faculty Senate Chair - Ken Gamon, and the Executive Committee members who are: Libby Street, Psychology; Bev Heckart, History; Clair Lillard, Economics; Jay Bachrach, Philosophy; and Ken Harsha, Business Education and Administrative Management. The Academic Plan is going to the printer soon and the Senate will vote on it May 7. Copies will be sent to the Board prior to that date.

Dr. Harsha reported that the Senate voted that the 3% salary increase for faculty should be administered as an adjustment to the scale, across the board.

Student Government

Mark Johnson, the new president of the Board of Directors of the Associated Students of Central Washington University, expressed his pleasure at representing the student body at this meeting. He shared some of the ASCWU goals and stated they hope to see an increase in the accessibility and visibility to the students by the administration and the faculty. Last year the Association instituted a new constitution and set of bylaws, and realigned internally. Now it is time to reach out on the campus.

A group has been organized to serve the needs of the 65 different groups we have on campus. A Chair has been elected and the group is functioning. Among other endeavors, they hope to assist in identifying funding for club travel.

The ASCWU has been working with the Faculty Senate and others to get the faculty evaluations underway. So far the Economics Department is on the VAX system and has student access.

Association of Administrators

Richard Meier, Chair of the Association of Administrators, reviewed the Association's membership and activities with the Board. He reported 77 administrative/exempt employees at the present time who automatically are members of the Association. Election of officers is held in June of each year with the slate comprised of a Chair, a Vice Chair, a Secretary/

Treasurer, and two members-at-large. Recent committee activities have centered around education and professional development for members, Distinguished Service recognition for administrators, professional leave recommendations, Willis study salary structure recommendations, and administrative evaluations.

The Chair stated that this is the first meeting at which we have had the seating of the Faculty Senate, Student Government and Association of Administrators as a formal advisory group and invited them to participate.

Status of Reserves and Budget Changes, March 25, 1986

The report was presented by Vice President Courtney Jones. There were no questions from the Board.

Capital Projects under \$100,000

Vice President Jones presented the report on capital projects under \$100,000. There were no questions or comments.

Auditor's report and financial statements for the Associated Students and the Housing and Food Services as of June 30, 1984 and 1985

The subject reports had been sent to the Board members for their review earlier in the year. Vice President Jones said that these reports are required annually to meet the requirements of our bond guidelines in our Auxiliary and Associated Students areas. He commended the excellent work done in connection with these reports by Joe Antonich, Controller and Barbara Staneff, Accounting Manager. There were no questions.

Administrative Exempt Resignation

President Garrity reported that Ms. Donna Croft has tendered her resignation as Assistant Director of Financial Aid effective April 15, 1986. She has been with Central's Financial Aid office for 12 years and we are sorry to lose her.

Administrative Exempt Appointment

Dr. Donald E. Guy, Dean of Students, had reported that Mr. Tommy Alex has been hired as the Assistant Director of Financial Aid, effective April 1, 1986. Mr. Alex moved here from California State University, Long Beach, where he was employed in the Financial Aid office.

Appointments -- Temporary and Part-time

The following temporary and part-time appointments of faculty were reported:

John A. Alsoszatai-Petheo, Acting Instructor of Anthropology, part-time appointment for spring quarter, 1986, only

Marjorie A. Anderson, Assistant Professor of Home Economics, special term appointment spring quarter, 1986, only

Richard J. Arnold, Instructor of Sociology, part-time appointment for spring quarter, 1986, only

Christie A. Brown, Instructor of Dance, special term appointment spring quarter, 1986, only

Thomas K. Bourne, Instructor of Music, part-time appointment for spring quarter, 1986, only

Arthur G. Bowman, Acting Professor of Business Administration, part-time appointment for spring quarter, 1986, only

Lynn K. Buchanan, Acting Instructor of Flight Technology, special term appointment for spring quarter, 1986, only

Minerva L. Caples, Director of the BIEGS grant at 50% time, Director of the BESTT grant at 25% time, and Minority Teacher Education Student Advisor at 25% time, special term appointment effective March 24, 1986 through June 14, 1986, only

Kathryn C. Ellingson, Acting Instructor of Physical Education, special term appointment for spring quarter, 1986, only

Keven K. Hart, Acting Instructor of Leisure Services, special term appointment for spring quarter, 1986, only

Mary V. Hicks, Instructor of English, part-time appointment for spring quarter, 1986, only

Kuniyasu Ichikawa, Visiting Research Scholar, position effective from April 1, 1986 to March 20, 1987 (Kyoto University of Foreign Studies, Kyoto, Japan; assigned to linguistic research in American usages)

Martin R. Kaatz, Emeritus Professor of Geography, part-time appointment for spring quarter, 1986, only

Stanley R. Keil, Visiting Professor of Economics, appointment effective for spring quarter, 1986, only

S. Joseph Keller, Instructor of English, part-time appointment for spring quarter, 1986, only

Judith A. Kleck, Instructor of English, part-time appointment for spring quarter, 1986, only

Jack I. Lovell, Acting Instructor of Construction Management, special term appointment spring quarter, 1986, only

Laurence C. Mathews, Acting Instructor of Construction Management, special term appointment for spring quarter, 1986, only

Suzanne M. Nilson, Instructor of Biology, part-time appointment for spring quarter, 1986, only

Thomas A. Ogg, Acting Instructor of Home Economics, special term appointment spring quarter, 1986, only

Stephen E. Perry, Instructor of Mathematics, part-time appointment for spring quarter, 1986, only

John E. Powell, Instructor of Geology, part-time appointment for spring quarter, 1986, only

Joseph E. Powell, Instructor of English, part-time appointment for spring quarter, 1986, only

Jane Rominger, Acting Instructor of Physical Education, special term appointment for spring quarter, 1986, only

G. Michael Selivanoff, Acting Instructor of Construction Management, special term appointment for spring quarter, 1986, only

Helen G. Smith, Instructor of English, part-time appointment spring quarter, 1986, only

William D. Swain, Instructor of English, part-time appointment spring quarter, 1986, only

Lenny Van Pelt, Instructor of Communications, part-time appointment spring quarter, 1986, only

Jane S. Wright, Acting Instructor of Physical Education, special term appointment spring quarter 1986, only

Rebecca L. Yoxtheimer, Instructor of English, part-time appointment for spring quarter, 1986, only

President Garrity pointed out that Kuniyasu Ichikawa is the first exchange faculty member from Kyoto University of Foreign Studies we have had come to campus for a calendar year. Professor Ichikawa is designated a Visiting Research Scholar and brought along his wife and their three children.

Rescind Resignation

The request to rescind the resignation of Patsy W. Hollingbery, Assistant Professor of Foods and Nutrition, effective the end of winter quarter, 1986, has been accepted contingent upon approval by the Board of Trustees of her request for a leave of absence without pay for spring quarter, 1986 (resignation reported to Board of Trustees at Regular Meeting of February 21, 1986, p 9). The modification was a change of time when Professor Hollingbery is leaving the faculty.

Resignations

The following resignations were reported:

Patsy W. Hollingbery, Assistant Professor of Foods, resignation accepted effective June 16, 1986 (end of spring quarter, 1986)

Luis M. Villar, Assistant Professor of Spanish, resignation accepted effective end of spring quarter, 1986

Department Chair Appointments

The following appointments of department chairs were reported (Subject to the provisions of the Faculty Code, Section 14.30):

Catherine M. Sands, Associate Professor of Anthropology, appointment as Acting Chair of the Anthropology Department effective September 1, 1986 and running through June 15, 1987

J. John Agars, Professor of Art, appointment as Chair of the Art Department effective September 1, 1986 and running through August 31, 1988

Peter M. Burkholder, Professor of Philosophy, appointment as Acting Chair of the Philosophy Department effective September 1, 1986 and running through June 15, 1987

Affirmative Action Report

Nancy E. Howard, Director of the Affirmative Action Program, was present to give the annual Affirmative Action report. She expressed her appreciation of the opportunity to speak to the Board on the activities of the program and to update the Trustees on Central Washington University's progress toward Affirmative Action goals.

Ms. Howard stated that the major areas of our Affirmative Action goals are: 1) education and awareness, (2) employee training and development, and 3) maintaining of records and submitting reports to assure compliance with our state and federal requirements. It is imperative that we provide information to the campus community advising them of their rights and responsibilities in terms of the protection the program offers.

The Affirmative Action office continues to publish a quarterly newsletter which is widely distributed on campus to broaden the understanding of the program and keep people informed of their activities.

The Affirmative Action staff has been meeting with those involved with hiring and those on campus selection committees to increase the knowledge and awareness of the procedures that have been approved by the institution, and to inform them at the outset of corrective measures that might be in order. The Director has also met with students in the residence halls to discuss aspects of the program specifically relating to them.

Ms. Howard reported that the Affirmative Action office is extremely interested in assuring that training and development opportunities are available for our employees so that specifically women and minorities can acquire skills which will enhance upward career mobility. Since the training and development workshops were started last fall, over 400 participants have been served through 30 different training and development workshops, most of which were free of charge.

Questions on goals, recruitment, and other facets of affirmative action posed by Board members were answered by the Director. In answer to the Chair's query as to whether or not Ms. Howard had met any resistance to the program on campus, she answered she had not and that, in fact, a spirit of cooperation in this matter seems to have been firmly established.

Mr. Case thanked Ms. Howard for her report.

COMMUNICATIONS

No communications had been received by the Board for acknowledgement at this meeting.

OLD BUSINESS

No old business was pending for consideration by the Trustees.

NEW BUSINESS

Acceptance of capital projects as complete

MOTION NO. 5969: Mr. Wilkes moved, seconded by Mrs. Gould, that the following capital projects be accepted as complete:

Installation of thermal insulation at Brooklane Village - Complexes D, E, I and J by the City of Ellensburg for the amount of \$3,955.88 including Washington State Sales Tax.

PCB Transformer Abatement project as designed by Wieland Lindgren, Seattle, WA for the amount of \$35,097.00 and performed by Burke Electric, Bellevue, WA for the amount of \$183,926.54 not including Washington State Sales Tax.

Motion carried.

As a footnote to the acceptance of the PCB Transformer Abatement project, President Garrity said that the matter will come back before the Board as it surfaces. The problem is taken very seriously and PCB removal could be a long-term project.

Acceptance of the Auxiliary Services projections as presented and approval of the Housing and Food Service rates for 1986-87 as submitted

Vice President Courtney Jones commented that F. W. Allison, Business Manager, and Wendell Hill, Director of Auxiliary Services, and their

staffs do a commendable job of managing the Auxiliary Services areas, including the University Store which is not accounted for in the projections document. Unlike other areas of the University, Auxiliary Services must be run on a self-support basis. In addition, the requirements of the bondholders must be met.

Auxiliary Services represents an important part in student employment on campus as they employ approximately 450 students.

Mr. Hill was introduced and the projection document, future plans, and cost control measures were reviewed and discussed. In turn, he introduced Mr. William Erickson, Administrative Services Manager for Auxiliary Services, and said Mr. Erickson does a tremendous job for the University. Trustee Munro summed up the discussion saying that in his opinion the Auxiliary Services area does a remarkable job.

MOTION NO. 5970: Trustee Munro moved, seconded by Trustee Gould, that the Board of Trustees accept the projections of Auxiliary Services as presented and approve the Housing and Dining Services rates for 1986-87 as submitted. Motion carried.

Distinguished Civil Service recognition

Vice President Jones reviewed the service of Louise Lancaster to the University over a period of twenty years. As Production Supervisor II in the dining services, her smile and her expectation of quality service were appreciated by those around her. The finesse with which she handled the many special events she was assigned to was always appreciated by the customer. In appreciation of her dedication, it is recommended she be granted Distinguished Civil Service status.

MOTION NO. 5971: Trustee Wilkes moved, seconded by Trustee Munro, that Distinguished Civil Service status be awarded to Louise Lancaster, Production Supervisor II in Dining Services, effective upon her retirement, March 21, 1986. Motion carried.

Policy changes for degree requirements

Donald M. Schliesman, Dean of Undergraduate Studies, presented the proposed policy changes for degree requirements and said they were primarily housekeeping issues. The first recommendation was to eliminate as a requirement for award of degree the rule that students must have a cumulative grade-point-average of at least 2.00 during the last three quarters of study at C.W.U. The rationale for dropping this requirement is that it is superseded by other requirements at Central such as the 2.25 g.p.a requirement in the major with an overall 2.00 in all other work. It is not a relaxing of the standards of the university.

The second recommendation was to eliminate the requirement that the final quarter prior to award of degree must be in residence as it now seems to be a superfluous rule as we already require residence study of at least 3 quarters with a minimum of 45 credits.

MOTION NO. 5972: Bruce Wilkes moved, seconded by Sterling Munro, that the policy requirements for award of degree stating that students must have a cumulative grade-point-average of at least 2.0 during the last three quarters of study at C.W.U., and that the final quarter prior to award of degree must be in residence, be eliminated. Motion carried.

Fee Increase

Dr. Schliesman presented the administration's proposal that the course challenge fee be increased from \$5.00 per course to \$15.00 per credit, with a \$30.00 minimum per course based on the recommendation of the Undergraduate Council. Rationale for the proposed fee increase included the fact that a flat fee does not fairly represent the amount of labor and overhead costs in preparing and administering examinations and the fee has not be changed since the initiation of the challenge option nearly twenty years ago.

MOTION NO. 5973: Trustee Gould moved that the course challenge fee be increased from \$5.00 per course to \$15.00 per credit, with a \$30.00 minimum per course.

The Chair called for discussion. Mark Johnson contributed the opinion of the Board of Directors of the Associated Students of Central Washington University which was that while an increase may be warranted, the amount is exceedingly high. Mr. Munro voiced his understanding that the action would discourage casual challenges. Mrs. Gould thought the purpose was to help defray the costs incurred by the institution in administering course challenges. President Garrity stated that the recommendation comes from the University Budget Committee which includes Faculty Senate representation and his own endorsement. The minimum charge is recommended to discourage frivolous use of this option. The President said also that anything less than the recommendation would, in his personal judgment, be an affront to the faculty who are called upon to construct and carry out the examination and its evaluation.

Others spoke to the issue. It was agreed by the Trustees present that the matter was important enough to warrant consideration by the full Board.

MOTION NO. 5974: Mrs. Gould moved, seconded by Mr. Wilkes, that Motion No. 5973 recommending an increase in fees charged for course challenges be laid on the table until the June meeting of the Board of Trustees. Motion carried.

Faculty Appointment

MOTION NO. 5975: Mr. Munro moved, seconded by Mr. Wilkes, that David M. Turban, Captain US Army, Army ROTC, be appointed as Assistant Professor of Military Science, effective sometime after August 15, 1986. Motion carried.

Faculty Retirement

It was reported to the Board that Lee Fisher, Associate Professor of Flight Technology, requests retirement effective June 30, 1986. Dr.

Donald Schliesman, Dean of Undergraduate Studies, reviewed the varied background of Professor Fisher and his service to Central Washington University from 1967 to 1986. Dean Schliesman lauded the efforts of Professor Fisher in developing aspects of the aerospace and flight technology programs, and a program of studies to help students who are deficient in math skills to overcome those weaknesses. His success in these endeavors has been commendable. It is recommended that in appreciation of his service, his resignation be accepted and that he be awarded the status of Emeritus Professor of Flight Technology.

MOTION NO. 5976: Trustee Wilkes moved, seconded by Trustee Gould, that the resignation of Lee Fisher, Associate Professor of Flight Technology, be accepted effective June 30, 1986 and that he be awarded status of Emeritus Professor of Flight Technology. Motion carried.

Leaves of Absence

MOTION NO. 5977: Trustee Gould moved, seconded by Trustee Wilkes, that the following leaves of absence be granted as recommended by the administration:

Margaret A. Sahlstrand, Professor of Art, one-half time leave of absence without pay for the 1986-87 academic year, time to count towards seniority

James E. Brooks, Professor of Geography, a leave of absence without pay for the 1986-87 academic year, time to count towards seniority

James R. Hinthorne, Professor of Geology, leave of absence without pay for spring quarter, 1986, time to count towards seniority

Patsy W. Hollingbery, Assistant Professor of Foods and Nutrition, leave of absence without pay for spring quarter, 1986, time not to count towards seniority

Motion carried.

President Garrity introduced Professor Hinthorne to the Board and said Dr. Hinthorne will spend his leave in Saudi Arabia.

Retraining Leave

President Garrity reported to the Board the desire of Dr. Galer Beed to receive on-site training to extend his expertise in the use of the spectograph and x-ray equipment, etc. to be able to offer up-to-date classes involving tool design, machine tool operations, AUTO/CAD, and Computer Aided Milling and Robotics.

MOTION NO. 5978: It was moved by Mr. Wilkes and seconded by Mr. Munro that Galer W. Beed, Professor of Industrial and Engineering Technology, be granted a retraining leave for two (2) quarters (effective fall quarter, 1986, and spring quarter, 1987) as requested, at 100% of salary. Motion carried.

Tenure

MOTION NO. 5979: Mr. Munro moved, seconded by Mrs. Gould, that tenure be granted the following faculty members as recommended:

David L. Gee, Assistant Professor of Foods and Nutrition
tenure effective with the 1986-87 academic year

Larry A. Wald, Assistant Professor of Education, effective with
the 1986-87 academic year

Willa Dene Powell, Assistant Professor of Home Economics Education,
effective with the 1986-87 academic year, contingent upon her
receipt of the doctorate by the end of Spring Quarter, 1986.

Motion carried.

Adoption of the Presidential Assessment document

It was determined by the Board that it is in the process of developing a specific instrument and procedure for presidential assessment and is not prepared to adopt it as policy at this time.

NEXT MEETING


The Chair announced that the Board will have an executive retreat pertaining to personnel in Ellensburg at 9 a.m. on May 17 to continue work on the presidential assessment document.

The next regular meeting of the Board of Trustees had been scheduled for June 20, 1986 at 2:00 p.m. in Room 143 of Bouillon Hall. However, due to scheduling conflicts within the Board, the meeting date needed to be changed.

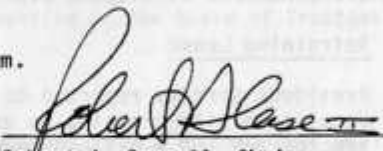
MOTION NO. 5980: Mrs. Gould moved, seconded by Mr. Wilkes, that the next regular meeting of the Board of Trustees of Central Washington University be held June 23, 1986 at 2:00 p.m. in Room 143, Bouillon Hall, on the University campus. Motion carried.

ADJOURNMENT

The meeting was adjourned at 3:59 p.m.



Gloria J. Craig
Secretary to the Board of Trustees
Central Washington University



Robert A. Case II, Chair
Board of Trustees
Central Washington University

NOTE: Replacement for pages 16-18 of May 9, 1986 Board Meeting Minutes.

EXHIBIT II D

B. State Internship Program (Effective June 1, 1986 - emergency)

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AMENDATORY SECTION

WAC 251-10-025 LAYOFF SENIORITY--GENERAL PROVISIONS. (1) Layoff seniority is used to determine which employee(s) will be affected by a layoff.

(2) Layoff seniority is the number of calendar days an employee has been continuously employed in the classified service.

(3) Layoff seniority is based on the earliest date of continuous classified service. For the purposes of layoff seniority, classified service of less than full time shall be considered full-time service.

(4) Authorized leave of absence without pay shall not constitute a break in service; however, the time spent on such leave shall not be included in computing seniority except where required by statute or as stated in subsection (5) of this section.

(5) Leave of absence without pay scheduled for cyclic year positions does not constitute a break in service and shall be included when calculating layoff seniority for employees in cyclic year positions.

(6) Permanent employees who are veterans or their unmarried widows/widowers as identified in WAC 251-10-045 shall have added to their unbroken service the veteran's active military service to a maximum of five years' credit.

(7) Participation in the state internship program pursuant to WAC 251-25-050(1) shall be included in calculating an employee's layoff seniority.

Chapter 251-25 WAC

WASHINGTON STATE INTERNSHIP PROGRAM

WAC	251-25-010	State internship program--Purpose.
	251-25-020	State internship program--Eligibility--Duration of internship.
	251-25-030	State internship program--Rights of participants.
	251-25-040	State internship program--Completion of internship.
	251-25-050	State internship program--Application of rules.

NEW SECTION

WAC 251-25-010 STATE INTERNSHIP PROGRAM--PURPOSE. The purpose of the state internship program is to assist students and state employees in gaining valuable work experience and knowledge in various areas of state government.

NEW SECTION

WAC 251-25-020 STATE INTERNSHIP PROGRAM--ELIGIBILITY--DURATION OF INTERNSHIP. The state internship program shall consist of two individual internship programs:

(1) An undergraduate internship program for students working toward an undergraduate degree. Any state employee, whether working toward a degree or not, shall be eligible to participate in the program upon the written recommendation of the head of the employee's department. Persons selected to participate in the undergraduate internship program shall serve internships of three to six months.

(2) An executive fellows program for students who have successfully completed at least one year of graduate-level work and have demonstrated a substantial interest in public sector management. Any state employee, whether working toward an advanced degree or not, shall be eligible for selection into the program upon the written recommendation of the head of the employee's department. Positions in this program shall be as assistants or analysts at the mid-management level or higher. Persons selected to participate in the executive fellows program shall serve internships of one to two years.

NEW SECTION

WAC 251-25-030 STATE INTERNSHIP PROGRAM--RIGHTS OF PARTICIPANTS.

(1) An employee leaving his/her position to participate in the state internship program shall:

(a) Continue to accrue layoff seniority and receive all fringe benefits as if he/she had never left the position.

(b) Have the right to return to his/her previous position or to a like position at any time during or upon completion of the internship.

(2) Participants in the undergraduate internship program who were not state employees prior to accepting a position in the program shall accrue sick leave credits commensurate with other state employees.

(3) Participants in the executive fellows program who were not state employees prior to accepting a position in the program shall accrue sick leave and vacation leave credits commensurate with other state employees.

NEW SECTION

WAC 251-25-040 STATE INTERNSHIP PROGRAM--COMPLETION OF INTERNSHIP. Successful completion of an internship in the undergraduate internship program or the executive fellows program shall be considered as state employment experience at the level at which the intern was placed.

NEW SECTION

WAC 251-25-050 STATE INTERNSHIP PROGRAM--APPLICATION OF RULES. Except for chapter 251-25 WAC and WAC 251-10-025(7), the higher education personnel board rules do not apply to positions or to the interns in the state internship program.