

10-30-1987

1987 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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(Approved 12/11/87)

MINUTES
REGULAR MEETING
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
OCTOBER 30, 1987
BOUILLON HALL - ROOM 143
12:00 NOON

The regular meeting of the Board of Trustees was called to order by Chair Susan E. Gould at 12:00 noon, October 30, 1987 in Room 143, Bouillon Hall, on the campus of Central Washington University in Ellensburg, Washington.

ROLL CALL

Present

Mrs. Susan E. Gould, Chair
Mr. Robert A. Case II
Dr. Carrol A. Hernandez
Mr. S. Sterling Munro
Dr. R. Y. Woodhouse

Absent

Mr. Rueben A. Flores, Vice-Chair
Mr. Harvey Vernier

Others

Dr. Donald L. Garrity, President
Dr. Donald E. Guy, Dean of Students
Dr. Edward J. Harrington, Vice President for Academic Affairs
Mr. Courtney S. Jones, Vice President for Business & Financial Affairs
Dr. Owen Pratz, Faculty Senate Chair
Mr. Rich Corona, Chair, Association of Administrators
Mr. Mike Little, President, Board of Directors, Associated Students of Central Washington University
Ms. Teresa Kulik, Assistant Attorney General
Mrs. Gloria Craig, Secretary to the Board of Trustees
Dr. James G. Pappas, Dean, Admissions and Records
Dr. Greg Trujillo, Associate Dean, Admissions and Records

APPROVAL OF MINUTES

MOTION NO. 6108: Mr. Munro moved for approval of the minutes of the regular meeting of September 18, 1987. Motion seconded by Dr. Woodhouse and carried.

CHANGES TO THE AGENDA

MOTION NO. 6109: Mr. Case moved that as requested by President Garrity, the Board agreed to move Item IV-G, report from Brian Boyle, the Commissioner of Public Lands, to the top of the agenda and add Item VII-G, Proposed Supplemental Budget Request, to the New Business portion of the agenda. Motion seconded by Mr. Munro and Dr. Woodhouse and carried.

REPORTS

Board of Trustees

Chair Gould reported that the Association of University Boards is tentatively planning a conference in December regarding the Higher Education Coordinating Board's master plan. It will be open to all Trustees, HECB members, and anyone who is interested in understanding the Plan.

The Chair had announced at the September 18, 1987 meeting that the standing committees of the Board of Trustees would be appointed at the October 30, 1987 meeting. Hearing no dissent, the Chair appointed the following standing Board committees for 1987-88:

LONG-RANGE PLANNING COMMITTEE

Susan E. Gould, Chair
Rueben A. Flores, Vice-Chair
R. Y. Woodhouse

BUDGET COMMITTEE

Robert A. Case II, Chair
R. Y. Woodhouse
Harvey Vernier

LEGISLATIVE COMMITTEE

Sterling Munro, Chair
Robert A. Case II
Susan E. Gould

EXECUTIVE EVALUATION

Rueben A. Flores, Chair
Carrol A. Hernandez
Sterling Munro

Report from Brian Boyle - Commissioner of Public Lands

Chair Gould introduced Commissioner Boyle and welcomed him to the meeting. Mr. Boyle was accompanied by J. A. "Art" Stearns, the top administrative officer in the Department of Natural Resources, who assisted Commissioner Boyle in the presentation of his report.

It has been two years since the Board was given a status report concerning the administration of the public lands trust which are so important to academic livelihood. Mr. Boyle and Mr. Stearns reviewed the historical background of the creation of the trust lands, the income from which would apply to the support of the common schools - K through 12, the research and agricultural universities, and the normal

schools. The Congress of the United States endowed Washington with three million acres of land, dedicated to specific uses, when it became a state. Some trust lands provide revenues for the state universities, prisons, mental institutions and capitol buildings, while 1.8 million acres help support the public schools. Over the years, other tracts have been added, the revenue from which go to local school districts and other local governments. Statistical data concerning the management of the trust lands and the income and expenditure of funds was furnished to the Board members and discussion ensued.

Concluding his report, Commissioner Boyle said that if the proposed constitutional amendment passes allowing changes in the fiscal administration of the permanent fund, he would anticipate a substantial increase in income. President Garrity told the Board that Commissioner Boyle had taken the initiative in the matter of this constitutional amendment and that the University is indebted to him for trying to help institutions gain the most revenue from the trust lands.

Chair Gould thanked Commissioner Boyle and Mr. Stearns for coming to the meeting and for the information shared.

President's Report

President Garrity told the Board that Edward J. Harrington, Vice President for Academic Affairs, had resigned from that position as of September 1, 1988 and that the search for a replacement is presently underway.

The President shared a letter received from the Governor regarding efficiency in the operation of agencies and boards of the state. Vice President Jones has been asked to take responsibility for the project now and on a continuing basis.

President Garrity updated the Board on the status of the Higher Education Coordinating Board's draft plan for higher education and reviewed the elements of most concern to Central Washington University. He touched on the subject of the admissions plan, evaluation, and service to the Puget Sound area. The President said that the final draft of the HECB plan is due out the first week in November and that by law we are required to report to the legislature this institution's response to the plan the HECB presents. President Garrity asked what direction the board would like to give the administration in preparation of the institution's response. As the CWU response must be prepared by December 1, 1987, Chair Gould called for a study session for the Board to review the final draft of the plan with the time and place to be coordinated through the President's office.

The Trustees discussed various aspects of the HECB plan. Mr. Munro stated his belief that the Board should go on record with its position concerning CWU's continuation of service to the Puget Sound area and said that he would draft a resolution for consideration by the Board before the end of the meeting.

Vice President for Academic Affairs

Vice President Harrington reported that Central is facing a problem related to enrollment which is that we are over the Olympia-mandated enrollment figure. Dr. James Pappas, Dean of Admissions and Records, and Dr. Greg Trujillo, Associate Dean of Admissions and Records, were called on to report the situation to the Board. It appears that the numbers of returning students were larger than anticipated this year and that the same situation will prevail next year.

Summarizing the problem, President Garrity said that we cannot finance this overenrollment. He then outlined possible remedies which included closing admissions for Winter and Spring Quarters to reduce our enrollment, or a supplemental budget request from the state to provide additional funding.

RECESS

The Chair declared a recess at 2:34 p.m.

RECONVENED

The meeting was reconvened at 2:45 p.m.

Faculty Senate Chair Report

Dr. Owen Pratz reported that the Faculty Senate was proceeding with the gathering of recommendations for Distinguished Professors for this year and hoped for a good response under the new guidelines.

The Faculty Senate will play an important part in the search procedures for a new Vice President for Academic Affairs.

Trustee Munro praised Vice President Harrington's service to Central and the assembly responded with prolonged applause.

Student Government Report

Mr. Mike Little commented on the student reaction to the HECB draft master plan and related some of the concerns to the Board.

Association of Administrators' Report

Mr. Rich Corona told the Board the Association is beginning its Fall activities and that he would report on specifics in the near future.

The Trustees agreed that as there were no questions, they would receive collectively the following reports:

Report of Capital Projects Under \$100,000Report of Status of Reserves and Budget Changes, October 13, 1987

Appointments, Temporary and Part-time

William H. Adams, Associate Professor of Anthropology (half time) and Director of the Central Washington Archaeological Survey (half time), effective for the 1987-88 academic year only

Charles Chandler, Assistant to the Football Coach, effective for the 1987-88 academic year

John D. Evans, Instructor of Mathematics, effective Fall Quarter, 1987, only

Michael W. Johnson, Assistant to the Football Coach, effective for the 1987-88 season

Keith A. Kellogg, Women's Cross Country Coach and Assistant Women's Track Coach, special term appointment effective September 1, 1987 through May 26, 1988, only

Merle H. Kunz, Instructor of History, effective part-time Fall Quarter, 1987, only

David R. Ratcliff, Acting Instructor in the Paramedic Program, special term appointment effective January 1, 1988 through March 15, 1988, only

M. Dean Walker, Women's Soccer Coach, special term appointment effective August 26, 1987 through November 30, 1987, only

Exchange Professors

William D. Floyd, Professor of Education, to Newcastle College of Advanced Education, New South Wales, Australia, effective January 1, 1988 to July 1, 1988 (Exchange Professor with Muriel Haywood, Newcastle College of Advanced Education, Australia)

Muriel J. Haywood, Lecturer I, Exchange Professor from Newcastle College of Advanced Education, New South Wales, Australia, effective January 1, 1988 to July 1, 1988 (Exchange Professor with Dr. William D. Floyd, Central Washington University)

Faculty Reassignment

Dr. E. E. Bilyeu, Professor of Spanish, assigned to teach winter quarter, 1988 in the Mexican study program (sponsored by Centro Mexicano de Idiomas)

Appointment of Department Chairs and Program Directors (subject to the provisions of the Faculty Code and the University's Policies Manual, Part V)

Linda J. McCown, Clinical Assistant Professor, appointed Associate Director of the Medical Technology Program effective September 16, 1987 and running through August 31, 1991

Robert E. Pacha, Professor of Biology, appointed Coordinator of the Medical Technology Program effective September 1, 1987 and running through August 31, 1991

Robert M. Panerio, Professor of Music, appointed Acting Chair of the Department of Music until Dr. White returns to work or December 31, 1987, whichever comes first

Milo L. Smith, Professor of Drama, appointed Chair of the Department of Drama effective September 1, 1987 and running through December 15, 1987

Claudia R. Steen, Clinical Associate Professor, appointed Director of the Medical Technology Program effective September 16, 1987 and running through August 31, 1991

Administrative, Civil Service Exempt Staff Appointment

Robin S. MacAlpine, Minority Admissions Counselor, appointment effective October 19, 1987 through August 31, 1988

Earl Martin, Minority Student Academic Advisor, appointment effective September 14, 1987 through August 31, 1988

Faculty Retirement

Lyle E. Ball, Professor of Business Administration, retirement approved effective September 15, 1987

Administrative Reassignment

Edward J. Harrington, Vice President for Academic Affairs, reassigned to the faculty rank of Professor of Biology as of September 1, 1988, and that as of the beginning of the 1988 academic year, he is assigned as a faculty member to the Office of Cooperative Education

COMMUNICATIONS

There were no communications to be acknowledged at this meeting.

OLD BUSINESS

No old business was pending for consideration at this meeting.

NEW BUSINESS

Distinguished Civil Service Recognition

Dr. Donald Guy, Dean of Students, reviewed the nomination of Justin Berle Stevenson for Distinguished Civil Service Recognition. Mr. Stevenson served CWU for a period of 17 years retiring from his position as Lead Custodian in the Samuelson Union Building on November 30. His

performance was excellent and he was respected by coworkers, guests and students. In recognition of his dedicated service, it is recommended he be granted distinguished civil service recognition.

MOTION NO. 6110: Mr. Case moved, seconded by Mr. Munro, that Justin Berle Stevenson be given Distinguished Civil Service Recognition on his retirement from Central Washington University, November 30, 1987. Motion carried.

Commercial Activities Policy of Central Washington University

Vice President Courtney Jones presented the proposed policy to the Board as being developed to meet the terms of SSB 5688, and said that institutions are required to have such a policy in place by December 1, 1987. He stated that the future of many of the auxiliary services activities, including the Conference Center and Senior Ventures programs, would depend on the nature of the policy which the Trustees pass.

Mr. Wendell Hill, Director of Auxiliary Services, who was on the University committee for commercial policy development, was invited to relate the procedures followed. The Ellensburg Chamber of Commerce appointed a committee of town business people and named co-Chairs Dennis Cummings of Berry's Department Store and Mary Hyder of King Videocable. They and other members of their committee met with the University committee and together they reached an understanding of what the University would agree to in its policy. Both the University Chair and the town co-Chairs agreed that a more in-depth understanding of one another had been achieved through this exercise and that the policy should be passed as submitted.

Other townspeople were given the opportunity to voice opinions.

Trustee Woodhouse asked if Counsel had reviewed the proposed policy to determine that it was legally correct. Assistant Attorney General Teresa Kulik responded that she had reviewed the proposed policy and that in her opinion it was in compliance with SSB 5688.

MOTION NO. 6111: Trustee Case moved, seconded by Trustee Woodhouse, that the Commercial Activities Policy of Central Washington University be approved and adopted as presented.

Chair Gould said that the Board was aware of the importance of this issue to the Ellensburg community and that it has a very decided interest in how the task force called for in the policy will work. She directed the President and the administration to report back to the Board as to what actions have been taken under the policy and also submit a review of our current commercial activities so the Board will know what is being done. President Garrity responded that he would be happy to do so with the participation of the members of the business group along with staff of the University so the Board doesn't simply receive our recommendations

but so the members of the business community can also relate their concerns to the Board.

On call for the question, the motion carried. (Copy on file in the President's office; published in the University's Policies Manual.)

Chair Gould thanked everyone for the work done and expressed her belief the process will work.

Acceptance of capital projects as complete

MOTION NO. 6112: Trustee Munro moved, seconded by Trustees Case and Woodhouse, the following acceptances of capital projects:

Dean Hall Room 127 Remodel/Library Modifications project

Accept as complete as designed by Rick W. Sparks, Architect, Ellensburg, WA and constructed by Tri-Ply Construction, Inc. Yakima, WA for the amount of \$49,383.00 not including WSST.

Lind Hall Transformer Switchboard Replacement project

Accept as complete as designed by Wanless Cook Associates, Spokane, WA and performed by Rainbow Electric, Inc., Spokane, WA for the amount of \$33,874.00 not including Washington State Sales Tax.

Motion carried.

Proposal for Telecommunications Project Management

Vice President Jones reviewed the scope of the entire telecommunications project which will be accomplished in three phases with the Board. The purpose of the present work requirement is to develop a distribution system which interfaces the existing building internal wire design, and that encompasses the projected needs of data, voice and video communications for the University. The design must accommodate the provision of telephone services either from an on-premise switch or a feed from a telephone company CENTREX.

MOTION NO. 6113: Mr. Case moved, seconded by Dr. Hernandez, that the Board accept the recommendation of the Telecommunications Committee to retain the firm of Telecommunications International, Inc. to provide full project management service for the Telecommunications Project and to delegate authority to the Vice President for Business and Financial Affairs, or his designee, to award a consultant contract for the system design and the management of the request for proposal, implementation, testing and acceptance phases. Motion carried.

Trustee Case thanked Trustee Harris for setting the examination which helped the Board to go on record with this position.

Request for Leave of Absence

MOTION NO. 6114: Mr. Munro moved, seconded by Dr. Woodhouse and Mr. Case, that the request of Keith W. Richardson, Assistant Professor of Accounting, for an unpaid leave of absence for the 1987-88 year, be approved with the time not to count toward tenure. Motion carried.

Faculty Retirement/Emeritus Status

Dr. Ron Frye, Assistant Dean of Professional Studies, gave the Board an overview of the 19-year career of Professor John Green at CWU and his request for phased retirement. Dr. Green served as Dean of Education from 1968 to 1974 and left that position to return to the faculty in the Department of Education and to conduct research and have some time to write. He is recognized as a scholar and author whose tenure at Central caps 42 years as an educator. It is recommended that his request for phased retirement be honored and that he be granted the title of Emeritus Professor of Education.

MOTION NO. 6115: Mr. Case moved, seconded by Drs. Hernandez and Woodhouse, that the request of John A. Green, Professor of Education, for phased retirement at the end of fall quarter, 1987 be approved, and that he be granted the status of Emeritus Professor of Education. Motion carried.

Supplemental Budget Request

President Garrity reviewed the budget proposed and the necessity for such a request with the Board. The request asks for budget relief for the Ellensburg campus and our Puget Sound programs. (Editorial note: Though Dr. Woodhouse had to leave the meeting at 4:02 p.m., a quorum was maintained.)

MOTION NO. 6116: Mr. Munro moved, seconded by Dr. Hernandez, that the Board of Trustees approve the 1987-89 biennium supplemental budget request to provide for increased enrollment demand. Motion carried.

Resolution #87-2

Chair Gould called on Trustee Munro who read his proposed resolution stating the Board's position concerning CWU's continuation of service to the Puget Sound area in relation to the HECB's draft master plan for higher education in the state of Washington.

MOTION NO. 6117: Mr. Munro moved, seconded by Mr. Case, that the Board adopt Resolution #87-2 as presented. Motion carried. (Copy attached to these minutes.)

Trustee Case thanked Trustee Munro for making the resolution which helped the Board to go on record with its position.

NEXT MEETINGSpecial meeting - study session

It was agreed that the Board would hold a special study session to review the Higher Education Coordinating Board's draft master plan in Sterling Munro's office on Friday, November 13, 1987, beginning at 9:30 a.m.

Regular meeting

The next regular meeting of the Board of Trustees is scheduled for December 11, 1987 at 12:00 noon in Room 143 of Bouillon Hall on the campus of Central Washington University.

ADJOURNMENT

The meeting was adjourned at 4:15 p.m.

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

Susan E. Gould
Susan E. Gould, Chair
Board of Trustees
Central Washington University

It was determined that Central Washington University will continue the policy of accepting a major responsibility for meeting the higher education needs of the "state house" student and we direct the President to continue to provide the necessary resources of the university to this purpose.

It was noted that university will play a strong and constructive role in identifying and defining the needs and in planning and delivering the means to meet those needs. In doing so, we need to assure that Central Washington University maintains close working relations with the Higher Education Coordinating Board, the state's application of higher education and its related regulatory matters.

Adopted and passed by the Board of Trustees, 1987

Susan E. Gould

Susan E. Gould, Chair

Stacy M. Smith

Stacy M. Smith

Robert E. Carr II

Robert E. Carr II

Carol E. Smith

Carol E. Smith

CENTRAL WASHINGTON UNIVERSITY

STATE OF WASHINGTON
BOARD OF TRUSTEES

RESOLUTION NO. 87-2

BE IT RESOLVED

The Board of Trustees of Central Washington University reiterates ^{ITS} ~~our~~ firm commitment to helping meet the educational needs of "place-bound" students in the Puget Sound area.

We agree with the finding of the Higher Education Coordinating Board that in the Puget Sound area the "clear need is for increased graduate programming and for increased baccalaureate degree opportunities of the type offered by public regional institutions."

We have no quarrel with the Board's finding that "the University of Washington should receive first consideration for providing graduate programming in the area." However, this should not mean that Central Washington University will not provide appropriate graduate programs in that area.

We do not understand why the University of Washington would be given lead responsibility for the planning or the implementation of "increased baccalaureate degree opportunities of the type offered by public regional institutions" since the University of Washington has no experience in providing such opportunities. Central Washington University is currently serving 1,000 students with such opportunities in the Puget Sound area.

Therefore, we request that the Higher Education Coordinating Board assign at least co-equal responsibility for the planning and implementation of a Puget Sound area plan to Central Washington University.

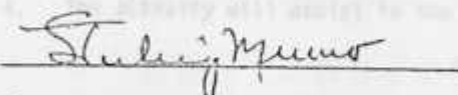
We are determined that Central Washington University will continue our policy of accepting a major responsibility for meeting the higher educational needs of the "place bound" student and we direct the President to continue to devote the necessary resources of the university to this purpose.

We want this university to play a strong and constructive role in identifying and defining the needs and in planning and delivering the means to meet those needs. In doing so, we want to assure that Central Washington University cooperates fully with the Higher Education Coordinating Board, our sister institutions of higher education, and our elected decision makers.

DATED AND SIGNED THIS 30th day of October, 1987.



Susan E. Gould, Chair



Sterling Munro



Robert A. Case II



Carrol A. Hernandez

Commercial Activities Policy of Central Washington University

October 15, 1987

The University's primary purpose is academic; that is discovering and creating new knowledge, preserving and transmitting it, and applying it to life's experiences. All areas of the organization complement and support that function. In carrying out the missions of the University it is often desirable for University units to provide for a fee, goods and services which enhance, promote or support its instructional, research, and public service missions (including co-curricular activities) in order to meet the needs of the students, faculty, staff, patients, and invited guests participating in the University's programs, activities, and events. The extent to which these services are provided to the University community is governed by policies in each case.

Business activities shall be established and carried on only pursuant to and in accordance with an authorization and statement of purpose approved by the President of Central Washington University or his designee. An activity is defined as a class of similar goods, services, or facilities. An example of an activity within the University Store is textbooks. Each activity shall meet one of the first nine and the last of the following conditions:

1. The activity is deemed to be important in the fulfillment of Central's instructional, research, or public service mission.
or
2. The activity is a part of the University's extracurricular or residential life programs, including residence halls, food services, athletic and recreational programs, and performing arts programs.
or
3. The activity is one officially sanctioned by the Associated Students of Central Washington University Board of Directors for the enrichment of student life.
or
4. The activity will assist in the recruitment of qualified students.
or
5. The activity is needed to provide a public awareness of Central.

6. The activity is needed to foster the relationship between Central and its alumni.

or

7. The activity is one that originated with the University in order to provide a service that was not at the time available in the private sector.

or

8. The activity is needed to provide a good or service at a reasonable price, on reasonable terms, and at a convenient location and time.

or

9. The activity is one prescribed by operating or cost efficiency standards imposed by state law, regulations, rulings or directives.

and

10. The activity is carried out for the primary benefit of the students, faculty, staff, patients and invited guests but with sensitivity to the total community.

This sensitivity to the total community may be manifested in several ways: (1) The University may forego offering an activity if it is currently being provided adequately by the private sector. (2) In the event an activity significantly affects the private sector, the University may restrict the activity to part or all of its students, faculty, staff, patients, or invited guests. (3) When establishing fees charged for goods, services or facilities, the University shall consider full costs and in those instances when goods, services or facilities are provided to other than students, faculty, staff, patients or invited guests, the price of such items in the private market place shall be considered as well.

For the purposes of this policy the following is the definition of a student, faculty, staff, patient and invited guest:

Student - Those enrolled at Central.

Faculty - Those employed by the University as defined in the Faculty Code and including retired faculty of Central Washington University.

Staff - All other full- or part-time employees of the University and including retired staff of Central Washington University.

Patients - Those who have a patient/client relationship with a faculty/staff person of the University as a part of the faculty/staff person's performing their duties and responsibilities as an employee of the University.

Invited Guests -

1. Those attending a workshop, training activity, seminar or conference as part of the Conference Program or other official University program.
2. Those invited to the University by a faculty or staff person to participate in their program or activity.
3. Parents, relatives or guests of students.
4. Alumni of the University.
5. Those invited to the University as a public service to the community.
6. Spouses, companions and immediate family members of faculty and staff.
7. Prospective student of Central.
8. Students, faculty, and staff visiting from other institutions.

Inquiries from private businesses about commercial activities carried on by Central are to be addressed in writing to the Office of the President through the Ellensburg Chamber of Commerce for review and response by the University. In examining instances where there has been a challenge raised by private business the University shall take into account as many qualitative and quantitative features of the activity as possible, as made available by both the private business and the University unit in question, and to the extent that facts are made available or can be ascertained through discussions with the Ellensburg Chamber of Commerce. The fees charged by the University shall not be the only criterion for judgment. Other factors that may be considered include, but are not limited to, (1) access in both time and place to other activities related to the mission of a planned event, (2) the desirability of the quality of the activity as judged by a reasonable person in the citizenry at large, (3) the nature of the relationship between the activity and other activities related to a planned event, and (4) the degree to which the activity is normally viewed as university-related activity on similar university campuses. These are examples of the kinds of consideration that any review may make. There are others.

When an activity is restricted to students, faculty, staff, patients or invited guests, and where unauthorized outside use is a material concern because of significant negative impact on the private marketplace, University identification may be required.

The President of the University will appoint a task group to review current and proposed commercial activities to ensure that activities are consistent with institutional policies. The task group may, on occasion, meet with the Small Business Committee of the Ellensburg Chamber of Commerce as a part of its review. The task group will regularly meet with the Small Business Committee to provide a forum for communication.

ONE HUNDRED SEVENTEEN
THIRTEEN, UNIVERSITY
7-20-87

A special meeting of the Board of Trustees was called to order by Dr. Daley at 7:00 p.m., November 17, 1987, in the Board of Trustees Gallery, Valley Hall, 900 North Second, Seattle, Washington.

Dr. Daley stated that the purpose of the meeting was to conduct a special session to review the final draft of the Higher Education Coordinating Board's "Building a System: The Washington State Master Plan for

2000 Call

Present

Mr. Arthur E. Smith, Chair
Dr. Carolyn A. Berwick
Dr. J. Douglas Moore
Dr. Robert A. Peltz

Guests

Mr. David L. Moore, President
Dr. Donald J. Moore, Dean of Undergraduate Studies
Dr. Harry L. Moore, Assistant to the President

Guests

Dr. James H. Moore, President, State University

Approval of Minutes

None

Change in the Officers

None

Reports

Regulations

A copy of the final draft of the Higher Education Coordinating Board's "Building a System: The Washington State Master Plan for