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## CWU Faculty Senate Minutes - 07/08/1970

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Minutes: Special Senate Meeting, 8 July 70  
Presiding Officer: Kenneth Harsha, Chairman  
Secretary: Dianna Mill

78.18

#### ROLL CALL

Senators Present: All Senators or their alternates were present except G. Clark, C. Duncan, G. Fadenrecht, J. Liboky, R. McCarty, D. Schliesman, M. Thomas.

Others Present: Anthony Canedo, Pearl Douce', Jon Ericson, Eldon Jacobsen, Gerhard Kallienke, Eugene Kosy, Joyce Smith.

#### AGENDA CHANGES AND APPROVAL

Mr. Harsha asked that the minutes of May 18 also be placed on the agenda for approval at this meeting.

#### APPROVAL OF MINUTES

The minutes of May 18, 20, 27, and June 3 were approved as printed and distributed.

#### COMMUNICATIONS

The following communications were received.

1. Letter from Steve Bayless regarding the new Senator from Art, Richard Doi.
2. Letter from Virgil Olsen thanking the Senate for its action relevant to the petition regarding Mr. Waymon Ware.
3. Letter from Robert Davidson resigning from the Senate. He will be leaving Central to accept the position of Registrar at Southern Oregon College, Ashland.
4. Letter from Eugene Kosy regarding a new alternate, Earl Synnes, for the Department of Business Education & Administrative Management.
5. A letter from John Green regarding initiation of a new program in Distributive Education.

#### REPORTS

##### A. Executive Committee

The Senate Executive Committee met three times since the end of spring quarter. Mr. Hammond gave the following report.

1. Dr. Robert Miller requested that consideration be given to granting rank and tenure to counselors. This matter will be assigned to the Senate Code Committee.
2. In response to a request from the Deans Council, Mr. Jim Alexander has been appointed to serve on a sub-committee on academic standing. The purpose is to examine the original charge and functions of the permanent Academic Standing Committee.
3. Dr. Robert Brown, Zoology, was appointed by the Executive Committee to serve on the Committee to select a Campus Medical Doctor.
4. Senate committee assignments are under discussion. A preliminary list should be available in August.
5. The Executive Committee discussed the matter of participation in political campaigns this fall. A committee which reports to the Deans Council has been appointed. Mr. Harsha participated in the selection of committee members. The members of the Committee on Participation in Elections (COPE) are: Don Schliesman, Thaine Allison and Charles McGehee from the faculty; Clair Jones, Bud Wright and Bob Pegg are student members. Tony Ginn is an ex-officio member of the committee.
6. Mr. Robert Howser and Dr. Eugene Kosy met with the Executive Committee to discuss the work of the Interinstitutional Retirement Committee and the Ad Hoc Committee on Retirement at the University of Washington. The groups have concluded that legislation is required to provide an adequate retirement for college faculty. The faculties of the two universities have petitioned their respective presidents to reorder priorities to make retirement a major concern during the 1971 legislative session. The executive committee voted to endorse the work of the groups named, to refer the matter to both the Personnel and Budget Committees of the Senate for any action they might wish to propose and bring the matter to the attention of the entire Senate.
7. In accord with Senate Motion No. 695 and 696, President Brooks, Tony Ginn and the Executive Committee met to determine a method of selecting a Symposium Committee for next year. It was decided to contact the four members of the 1969-70 committee who will be on campus next year (Malcolm Alexander, Charles McGehee, David Canzler, William Benson) to determine if they would be willing to serve again.

In addition each department chairman has been asked to submit names of possible candidates. The final committee would consist of a chairman plus 16 members--8 faculty and 8 students. An attempt will be made to select at least 2 faculty from natural science, 2 from social science and 2 from humanities.

B. Standing Committees

1. Curriculum Committee--Mr. Glauert

MOTION NO. 706: Mr. Glauert moved, seconded by Mr. Alexander, that the Faculty Senate adopt the All-College Curriculum Committee's proposal for the Black Studies Majors and Minors, page 126, with the understanding that other courses be considered as a part of the program when developed by various departments such as the Black Literature course recently approved by the English Department.

Mr. Glauert said this motion does not deal with the implementation or financing of this program.

Discussion followed.

MOTION NO. 707: Mr. Hawkins moved, seconded by Mr. J. Duncan, to amend Motion No. 706 to say that the Faculty Senate recommends that Black Studies not become a separate department.

Dr. Brooks explained how a department is generally formed and that the actual approval would be by the Deans Council.

Several senators felt this motion would put a bind on any action in the future.

Motion No. 707 was defeated by a voice vote with Mr. Hawkins voting yes and Mr. J. Duncan abstaining.

MOTION NO. 708: Mr. Larry Lawrence moved, seconded by Miss McGuire, that Motion No. 706 be amended by adding, "and that further consideration be given to the administration of this program and referred to the Senate for approval." The motion passed by a unanimous voice vote.

Motion No. 706 was then passed as amended by a voice vote with Mr. Dudley and Miss Michaelson abstaining.

2. Personnel Committee--Mr. Condit reported that his committee met regarding the TIAA Retirement Program. They discussed the petitions from the University of Washington and Washington State University and are in favor of their suggestions.

Mr. Harsha asked that the New Business be considered at this point.

NEW BUSINESS

Dr. Eugene Kosy, a member of the interinstitutional Ad Hoc Committee on Retirement and Benefits, answered questions from Senators regarding the TIAA Retirement System. Dr. Kosy related that according to extensive study made by that committee, the state colleges and universities in

Washington are operating under a retirement system that is in need of modernization. Dr. Kosy said that legislation is being written that would provide certain improvements in the retirement system, but that faculty support from the state colleges and universities was needed.

Dr. Kosy also answered questions regarding the University of Washington and WSU petitions which requested that certain changes be made in the TIAA Retirement Program. Some of the major points included in the University of Washington Petition were as follows:

1. Substitute the "highest two years salary for the 10-year average as a base for calculating retirement payments. This must be changed by legislative action.
2. Separate entirely Social Security premium payments from premium payments going to TIAA-CREF for all faculty members. No legislation is required.
3. Eliminate completely Social Security benefit payments from supplemental retirement income. This should be done during the current academic year, 1969-70. No legislative action is required.
4. Secure legislation in January, 1971, applicable to all faculty members permitting our respective universities to pay more than one-half of the input cost of TIAA-CREF, up to the full 15 percent of one's total salary.
5. Calculate benefits NOT on a single-life annuity, but on the basis of joint and two-thirds survivorship with a ten-year guarantee option. No Legislative action required.
6. Provide for increases in supplemental payments to offset increases in the cost of living. Legislative action required.

It was pointed out Central would be primarily concerned with items 1, 4, and 5 of the petition.

MOTION NO. 709: Mr. Odell moved, seconded by Mr. Fairbanks, that the Faculty Senate endorse the motion passed by the Faculty Senate Executive Committee supporting the University of Washington Petition and supporting the efforts of the Ad Hoc Committee on Retirement and Benefits. The motion carried by a unanimous voice vote.

(Note: President Brooks left before the vote was taken.)

#### ADJOURNMENT

The meeting was adjourned at 5:45 p.m.

M E M O R A N D U M

TO: Faculty

FROM: Kenneth Harsha, Chairman  
Faculty Senate

RE: TIAA Retirement System, Faculty Senate Minutes of July 8, 1970

DATE: July 22, 1970

In reference to the TIAA Retirement System, the July 8 Faculty Senate minutes, page 4, should be corrected to read that Central Washington State College is primarily concerned with items 1, 4, 5, and 6 of the University of Washington Petition. The Senate minutes of July 8 refer only to items 1, 4, and 5.

The Faculty Senate Executive Committee is asking that President Brooks convey the Senate action of July 8 regarding the TIAA Retirement System to the Board of Trustees for a reaction from that body. In addition, Faculty Senate Chairmen at the University of Washington and Washington State University are being notified of the Senate motion passed on July 8.

FACULTY SENATE MEETING OF July 8, 1970

ROLL CALL

Senator	Alternate
<input checked="" type="checkbox"/> Alexander, James	<input type="checkbox"/> Bicchieri, Marco
<input checked="" type="checkbox"/> Bayless, Stephen	<input checked="" type="checkbox"/> Fairbanks, Richard
<input checked="" type="checkbox"/> Berry, Kenneth	<input type="checkbox"/> Bergstrom, Alan
<input checked="" type="checkbox"/> Brooks, James	<input type="checkbox"/> Jacobsen, Eldon
<input type="checkbox"/> Burt, David <i>Sandy Lawrence</i>	<input type="checkbox"/> King, Donald
<input checked="" type="checkbox"/> Carlson, Frank	<input type="checkbox"/> Baldi, Jan
<input type="checkbox"/> Clark, Glen	<input type="checkbox"/> Johnson, Sheldon
<input checked="" type="checkbox"/> Collins, Frank	<input type="checkbox"/> Benton, Robert
<input checked="" type="checkbox"/> Comstock, Dale	<input type="checkbox"/> Robinson, Bruce
<input checked="" type="checkbox"/> Condit, Colin	<input type="checkbox"/> Nelson, Frank
<input type="checkbox"/> Davidson, Robert	<input type="checkbox"/> Liboky, John
<input checked="" type="checkbox"/> Dillard, David	<input type="checkbox"/> Legg, App
<input checked="" type="checkbox"/> Dudley, Stanley	<input type="checkbox"/> Brunner, Gerald
<input type="checkbox"/> Duncan, Clint	<input type="checkbox"/> Bowen, Ted
<input checked="" type="checkbox"/> Easterling, Ilda	<input type="checkbox"/> Lipskey, Glenn
<input type="checkbox"/> Fadenrecht, George	<input type="checkbox"/> Waugh, Shirley
<input checked="" type="checkbox"/> Glauert, Earl	<input type="checkbox"/> Richards, Kent
<input checked="" type="checkbox"/> Hammond, Kenneth	<input type="checkbox"/> Andress, Joel
<input checked="" type="checkbox"/> Harsha, Kenneth	<input type="checkbox"/> Manship, Darwin
<input checked="" type="checkbox"/> Hawkins, Charles	<input type="checkbox"/> Sessions, Frank
<input checked="" type="checkbox"/> Jakubek, Doris	<input type="checkbox"/> Carlton, Robert
<i>alt</i> <input checked="" type="checkbox"/> Keller, Chester	<input checked="" type="checkbox"/> Bachrach, Jay
<i>alt</i> <input checked="" type="checkbox"/> Leavitt, Gordon	<input checked="" type="checkbox"/> DeMerchant, John
<i>alt</i> <input checked="" type="checkbox"/> Lewis, Albert	<input checked="" type="checkbox"/> Egan, Katherine
<input type="checkbox"/> McCarty, Richard	<input type="checkbox"/> Harris, Robert
<input checked="" type="checkbox"/> Michaelson, Helen	<input type="checkbox"/> Moyle, Betty
<input checked="" type="checkbox"/> Mitchell, Robert	<input type="checkbox"/> Murphy, Smith
<input checked="" type="checkbox"/> Nylander, James	<input type="checkbox"/> Hileman, Betty
<input checked="" type="checkbox"/> Odell, Elwyn	<input type="checkbox"/> Yee, Robert
<input checked="" type="checkbox"/> Putnam, Jean	<input type="checkbox"/> Irish, Everett
<input checked="" type="checkbox"/> Ringe, Don	<input type="checkbox"/> Farkas, Steven
<input type="checkbox"/> Schliesman, Donald	<input type="checkbox"/> LaBay, Vern
<input checked="" type="checkbox"/> Sparks, Larry	<input type="checkbox"/> Zwanziger, Max
<input checked="" type="checkbox"/> Williams, Harold	<input type="checkbox"/> Galbraith, Gordon

*✓ Duncany, James*  
*✓ Mc Linn, Kathy*  
*✓ Thomas, Mike*

MEMORANDUM

TO: Faculty Senate

FROM: Kenneth Harsha  
Chairman, Faculty Senate

DATE: July 1, 1970

RE: Special Faculty Senate Meeting

A special Senate meeting is being called for Wednesday, July 8, 4 p.m., Hertz 123, in order for the Faculty Senate to consider and act on the proposed Black Studies Major and Minor. Each Senator should have received a copy of that proposal last spring, but if not, please contact the Senate office. The Senate Curriculum Committee's recommendation regarding the Black Studies Major and Minor is shown below.

"The Senate Curriculum Committee, at its meeting of June 29, voted to recommend passage of the All-College Curriculum Committee (ACCC) proposal for <sup>the</sup> Black Studies Major and Minors page 126, with the understanding that other courses be considered as a part of the program when developed by various departments such as the Black Literature course recently approved by the English Department."

An additional item that should be brought to the Senate's attention and subsequent action is the TIAA Retirement System that apparently is in need of modernization. Senate members will receive additional information on this problem prior to the July 8 meeting.



MEMORANDUM

TO: Faculty Senate

DATE: July 1, 1970

FROM: Kenneth Harsha, Chairman

RE: TIAA Retirement Program

A recent Senate Executive Committee meeting with some members of the Ad Hoc Committee on Retirement and Benefits present indicated the existence of serious inadequacies in the TIAA Retirement Program now covering faculty members at CWSC and other state colleges and universities in Washington. The Ad Hoc Committee on Retirement and Benefits, which has a membership comprised of at least two representatives from each of the six state colleges and universities, has made an extensive study of the present TIAA Retirement Program as compared with other retirement programs in the state and elsewhere. Whereas, the TIAA system covering faculty in the state colleges and universities of Washington was at one time considered superior to others, we now find ourselves functioning under a retirement program that appears to be inadequate and inferior to programs covering such groups as public school teachers and public employees, not to mention retirement programs operating for faculty at four-year institutions in other states.

Recognizing the apparent seriousness of the problem, 2,000 faculty members at the University of Washington signed a Petition on Retirement requesting that certain changes be made in the TIAA Retirement Program, some of the changes requiring legislative action. The petition was submitted to the President and the Board of Regents of the University of Washington. Below is a summary of the major points included in the petition:

1. Substitute the "highest two years salary" for the 10-year average as a base for calculating retirement payments. This must be changed by legislative action.
2. Separate entirely Social Security premium payments from premium payments going to TIAA-CREF for all faculty members. No legislation is required.
3. Eliminate completely Social Security benefit payments from supplemental retirement income. This should be done during the current academic year, 1969-70. No legislative action is required.
4. Secure legislation in January, 1971 applicable to all faculty members permitting our respective universities to pay more than one-half of the input cost of TIAA-CREF, up to the full 15 per cent of one's total salary.
5. Calculate benefits NOT on a single life annuity, but on the basis of joint and two-thirds survivorship with a ten-year guarantee option. No legislative action required.
6. Provide for increases in supplemental payments to offset increases in the cost of living. Legislative action required.
7. Ad Hoc Committee on Retirement and Benefits is aiming for a retirement program that would provide retirement benefits up to 50 percent of an individual's annual disposable income based on the two highest years of his salaried employment. The Committee is now in the process of determining from TIAA-CREF what kind of premium cost would be required to provide such benefits.

Memo  
TIAA Retirement Program  
Page 2

The Faculty Senate Executive Committee passed a motion on June 25, 1970, supporting the University of Washington Petition and supporting the efforts of the Ad Hoc Committee on Retirement and Benefits. In addition, we are requesting an independent recommendation from the Senate Budget Committee and, if possible, the Senate Personnel Committee for submission to the Faculty Senate on July 8. It is imperative that the Senate act this summer at the latest if we wish to support other state colleges and universities in their efforts to have our retirement system modified by the 1971 Washington Legislature.

AGENDA  
FACULTY SENATE MEETING  
4 p.m., Wednesday, July 8, 1970  
Room 123 - Hertz Hall

- I. ROLL CALL
- II. AGENDA CHANGES AND APPROVAL
- III. APPROVAL OF MINUTES, May 20, 27, and June 3
- IV. COMMUNICATIONS
  - 1. Letter from Steve Bayless regarding new Senator from Art.
  - 2. Letter from Virgil Olson regarding Mr. Ware.
  - 3. Letter from Bob Davidson resigning from the Senate.
- V. REPORTS
  - A. Executive Committee
  - B. Standing Committees
    - 1. Budget
    - 2. Code
    - 3. Curriculum--Black Studies Major and Minor
    - 4. Personnel
    - 5. Student Affairs
- VI. OLD BUSINESS
- VII. NEW BUSINESS
  - A. TIAA Retirement System
- VIII. ADJOURNMENT