

3-7-1996

## 1996 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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**MINUTES  
SPECIAL MEETING  
BOARD OF TRUSTEES  
CENTRAL WASHINGTON UNIVERSITY  
March 7, 1996  
9:00 a.m.**

A special meeting of the Board of Trustees of Central Washington University was called to order by Chair Ron Dotzauer at 9:05 a.m., March 7, 1996, in Room 410 of Barge Hall on the Central Washington University campus.

**Roll Call**

**Present**

Mr. Ron Dotzauer, Chair  
Ms. Gwen Chaplin, Vice Chair  
Mr. Frederic L. "Fritz" Glover  
Mr. Frank Sánchez  
Dr. R. Y. Woodhouse  
Mr. Wilfred Woods

**Excused Absence**

Mr. Mike Sells

A quorum was present.

**Opening Session**

Members of the board expressed their commitment to examine issues presented in the Campus Climate Task Force Report, provide proactive leadership, and work with members of the campus community toward solutions. Responding to issues outlined in the climate report is an opportunity for the board to demonstrate its concern for the campus community.

It was noted that many faculty have expressed concern about the faculty salary scale compression, the need to be heard, and the need for an improved intellectual environment. Bobby Cummings, Professor of English and Vice Chair of the Faculty Senate, was invited to join faculty representatives at the 1:00 p.m. session.

It was reported that during a recent planning meeting, consultants for the CWU Campus Master Plan praised Central for providing a comprehensive strategic plan for all units of the university. A current strategic plan is essential for development of a campus master plan.

**10:00 a.m. Bob Brown, Chair of the Campus Climate Task Force and Dean of Arts and Humanities**

The board commended Dr. Brown for his leadership and involvement on the task force and asked him to offer implementation suggestions for report recommendations.

Discussion followed on ways to assist the administration in tackling campus climate issues including faculty salary scale compression and strengthening the Faculty Senate.

**11:00 a.m. President Nelson and Vice Presidents or Designees**

*Guests: Ivory Nelson, President; Tom Moore, Provost/Vice President for Academic Affairs; Rich Corona, Business Manager; Barbara Radke, Director of University Relations; and Sarah Shumate, Vice President for Student Affairs*

President Nelson stated that he has been communicating with people about the report and has requested that campus groups work together to offer possible solutions.

Increased communication at all levels is necessary to build trust, highlight positive things that happen on campus, and advise the campus community of efforts to address problem issues. Input from all members of the campus community should be sought before making decisions. Personal achievements and positive events should be applauded and publicized.

Development of supervisory training at all levels must be supported and cross-divisional work opportunities encouraged. It was recommended that a student-based mediation service be created.

#### **1:00 p.m. Faculty Representatives**

*Guests: Phil Tolin, Chair of the Academic Department Chairs Organization and Chair of the Psychology Department; Don Cocheba, Chair of the Economics Department; Bobby Cummings, Professor of English and Vice Chair of the Faculty Senate; Clint Duncan, Chair of the Chemistry Department; John Gregor, Chair of the Physical Education, Health Education, and Leisure Services Department; Russ Schultz, Chair of the Music Department; Ken Gamon, Professor of Mathematics*

Discussion focused on faculty salary scale compression and the legislative support necessary to resolve the issue. Public efforts supporting higher education can influence legislators.

Positive publicity emphasizing accomplishments of faculty, administrators, and students informs the public of our strengths and engenders greater support for the university. Talent must be nurtured and professional growth supported if we are to keep quality personnel.

Outside factors such as the community and limited salaries offered to minority candidates in high demand affect our ability to hire qualified minority applicants.

Additional discussion included evaluation of upper level administration by subordinates, provide rewards for graduate instruction, increase funds for equipment purchase and repair, address climate issues in the strategic planning process, and review of the Facilities Management charge-back system for services provided.

#### **2:00 p.m. Staff and Student Representatives**

*Guests: Carolyn Wells, Registrar; Marla Firman, Fiscal Specialist, School of Business and Economics; Rebecca Thompson, Custodian and President of Local #330, WFSE; Brian Dolman, President, ASCWU; Paulette Jonville, Vice President for Academic Affairs, ASCWU; Nancy Howard, Director of Affirmative Action; Ona Youmens, Director of Personnel Services; Vern LaBay, Assistant to the Provost*

It was recommended that forums be established to allow people to offer solutions to problem issues. Training and skill building in conflict resolution would be useful in helping employees solve problems in the workplace. Providing release time for training and mediation work and mechanisms for people to be heard on problem issues were discussed. Development of training for supervisors is essential and must be supported.

Additional discussion included negative effects of workplace stress on customer service; widespread fear that decreasing staff positions or hours, even temporarily, will result in permanent loss of FTE or percentage of FTE; and creation of a directory of employee services.

Developing unity and a feeling of camaraderie were discussed. Fostering respect and removing elitist attitudes are essential to changing our environment. It was recommended that traditions be reviewed to eliminate separatism. Consequently, it was recommended that President Nelson

address the university as a whole each fall rather than share his state-of-the-university remarks with separate groups.

Students are reluctant to complain about faculty attendance and performance expectations as they fear grade retribution that does not reflect their actual class effort. They feel there is no process to address these types of concerns.

It was reported that CWU has a headcount of 535 classified employees, 130 administrators, and 360 full-time faculty.

### Concluding Session

Guest: President Nelson

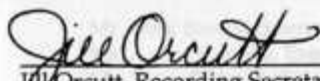
The final session included discussion of the board's response to the climate report and administrative support suggestions. It was recommended that Dr. Nelson wait to respond to the report.


The board will meet prior to the next regular meeting of the Board of Trustees, April 19, 1996, to continue discussion of climate issues.

No action was taken.

### Adjournment

The meeting was declared adjourned at 4:10 p.m.

  
Jill Orcutt, Recording Secretary  
Central Washington University

  
Ron Dotzauer, Chair  
Board of Trustees  
Central Washington University

Mr. Thomas C. Kirk, Director, Human Resources  
Mr. John R. Smith, Secretary to the Board  
Dr. Thomas D. Murray, Provost, Vice President for Academic Affairs  
Dr. Nancy M. Nelson, President  
Dr. James E. Shurtz, Vice President for Student Affairs  
Dr. Robert Peters, Chair, Board of Trustees  
Mr. Mark A. Young, Vice President for University Administration

Mr. Thomas informed those present was impressed by appreciation for their interest and thoroughness. He indicated that the meeting agenda would include possible elements that members of Central Washington Community (CWC) members report questions from the Board, and requests from other students, faculty, Director of Business Management, before the meeting concludes. The Board does not have a proposed resolution of a particular plan of action to present.

### Statement from Student and Faculty Community (SFC)

Dr. Jeffrey A. Cline, Faculty Member in the Physical Education, Health, Exercise, and Leisure Services Department and representative for CWC, requested recognition of the Board regarding the university's decision to create the Tiger Power Team to fund and build. Dr. Cline requested a joint report to be filed to President Nelson and the Board that a committee whose membership included Mike Stauden, Dick Moore, James Taylor, David Manager, Dale Coady, Joseph Peterson, and Mark Peterson. The group's joint report outlines how possible alternatives for the 1996 and 1997 fiscal year. Dr. Cline requested the Board to consider an alternate route.