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CWU Faculty Senate Minutes - 04/07/1971

Linda Busch

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MINUTES: Regular Senate Meeting, 7 April 71
Presiding Officer: Kenneth Harsha, Chairman
Secretary: Linda Busch

ROLL CALL

Senators Present: All senators or their alternates were present except John Allen, David Dillard, Steve Fletcher, and Mike Reid.

Others Present: Edward Harrington, Gary L. Miller, Bryan Gore, Jared Verner, Dale Comstock, and Eugene Kosy.

AGENDA CHANGES AND APPROVAL

The chairman stated that, with the Senate's approval, the item listed under "New Business" - Council of Faculty Representatives - would be moved to the Executive Committee report. There was no objection.

COMMUNICATIONS

The following communications were received:

1. A letter from Medardo L. Delgado, chairman of the Underprivileged Student Fund Committee, dated March 8, requesting that the Faculty Senate select a faculty member to serve as an advisor to the committee.
2. A letter from App Legg, dated March 10, asking the Senate to accept his resignation from the Student Affairs Committee.
3. A letter from Eugene J. Kosy, dated March 11, in which he expressed concern over the revision of the withdrawal policy made by the Executive Committee and Deans' Council. He did not think the ambiguity was removed from the policy, and that the only change in the revised policy was a change from the words "emergency circumstances beyond the student's control" to "other extenuating circumstances."
4. A letter from Ted Cooper, dated March 12, requesting that a motion be presented to the Faculty Senate to amend the Faculty Handbook, p. 17, General Obligations of the Faculty Member, by repealing the requirement of a final examination. The chairman stated that he had written a letter to Dr. Cooper, explaining that this was a Handbook item and should be addressed to Dr. Harrington.
5. A letter from James Furman requesting the names of five faculty members to serve on an Advisory Committee to the Council on Higher Education. This letter had been read at the March 31 Senate meeting.
6. A letter from Eugene J. Kosy, dated March 19, stating that it was the opinion of a number of the faculty on campus that Senate Motion 745 concerning recommendations made to the Vice President

for Academic Affairs on salaries for the 1971-72 academic year was in violation of the Faculty Code and was discriminatory in the awarding of the general increment. Attached to this letter was a petition signed by 26 faculty members asking the Faculty Senate to reconsider Senate Motion No. 745.

7. A letter from Anthony Canedo, dated March 19, in which he recommended the establishment of one "idea day" for each quarter, to fall conveniently on a Wednesday, right after mid-quarter examinations. It would be a day set aside for learning on a major topic and no classes would be scheduled for that day. He also suggested that the Faculty Senate recommend that two or three afternoons in each quarter be set aside for nonroutine activities, such as musical events, picnics, floats down the river, seminars, or convocations. Dr. Canedo also expressed his opinion that the annual Symposium had had its day. The chairman stated that the Executive Committee would discuss this at its meeting on April 9.

REPORTS

A. Executive Committee--Mr. Hammond gave the following report.

1. Mr. Hammond stated that Wells McInelly was being nominated by the Executive Committee to replace App Legg on the Student Affairs Committee.

MOTION NO. 753: Mr. Hammond moved, seconded by Mr. Purcell, that the Faculty Senate confirm the appointment of Wells McInelly as a replacement for Mr. Legg.

Motion No. 753 was voted on and carried by a unanimous voice vote.

2. Mr. Hammond reported on the Executive Committee's meeting with James Furman, Coordinator for the CHE, on March 16 in Olympia.
3. Mr. Hammond stated that the Senate members had received information on the state-wide Council of Faculty Representatives. The constitution was being drafted and would be submitted at a later date.

MOTION NO. 754: Mr. Hammond moved, seconded by Mr. Lewis, that the Faculty Senate endorse the concept of a state-wide Council of Faculty Representatives.

Mr. Harsha commented that the Senate could later ratify the constitution and name members to the Council.

Motion No. 754 was voted on and carried with a unanimous voice vote.

4. The Executive Committee was recommending faculty members to serve on the Committee to Study the Grading System. Mr. Hammond stated that their names appeared on a memo which had been distributed at the meeting.

They were:

Ted Cooper	--	Education
Roger Garrett	--	Speech and Drama
Robert Goedecke	--	Philosophy
Don Guy	--	Psychology
Larry Lowther	--	History

MOTION NO. 755: Mr. Hammond moved, seconded by Mr. Alexander, that the Faculty Senate confirm the above people as the teaching faculty members of the Committee to Study the Grading System.

Motion No. 755 was then voted on and passed with a unanimous voice vote.

5. The President's Joint Council had recommended a statute of limitations on grade changes, stating that grade changes, other than those affecting incompletes, must be issued and processed within sixty days following the date of the award of the grade changed. The Executive Committee was recommending that this policy become a portion of the charge for the Committee to Study the Grading System.
6. As directed at the March 31 Senate meeting, the Executive Committee was recommending a procedure for forming the committee to study reorganization of the decision-making procedure at CWSC. Mr. Hammond stated that the suggested procedure was listed on a memo which had been distributed to Senate members.

Suggested Procedure:

1. The study committee would consist of twelve members; six faculty, three students, two administrators, and one member from the college services area.
2. ASC-RHC would be responsible for naming the student members to the committee.
3. The administrative group would name the two administrators to the committee. The committee member from college services would be selected by the appropriate body.
4. As for faculty, each academic department, including the library, would elect one nominee for possible membership on the committee. The Faculty Senate would elect, by majority vote, six faculty members from the list of nominees submitted by the departments.

MOTION NO. 756: Mr. Hammond moved, seconded by Mr. Brooks, that the Faculty Senate approve the suggested procedure.

Mr. Alexander stated that the Executive Committee was not entirely in agreement with this procedure. One thing that bothered him was in item #4-- each department electing one nominee. He would prefer that this be a maximum of three. Some larger departments might have more than one person they would like to see nominated. He stated that he would like to see this procedure modified, and asked if anyone else felt that way.

MOTION NO. 757: Mr. McGehee moved, seconded by Mr. Alexander, that Motion No. 756 be amended to read: a list of nominees according to the number of senators allotted to each department.

Motion No. 757 (amendment) was voted on and passed, with Messrs. Williams, Leavitt, Bachrach, Brooks and Miss Putnam Opposed, and Messrs. Lewis, Glauert, Harsha, and Mrs. Waight Abstaining.

Motion No. 756 was then voted on and carried, with Mr. Alexander Opposed, and Mr. Glauert Abstaining.

7. Mr. Hammond asked Gary Miller, student, to explain the Walk for Development project to the Senate. Mr. Hammond stated that the Senate could choose to endorse the project if it so desired, but that the Executive Committee was withholding any recommendation on the matter.

MOTION NO. 758: Mr. McGehee moved, seconded by Mr. Wise, that the Faculty Senate endorse the Walk for Development.

Mr. McGehee felt that the motivation of the project was high and the legitimacy and credibility were clearly defined. He would recommend that anything of this nature be supported.

Mr. Alexander, in speaking against the motion, said that he was concerned that since the Senate was not, in effect, sponsoring any activities, whether it had any rationale for taking a position of endorsement on something of this form which did not seem to be direct faculty business. He said he would be happy to endorse it personally or make a professional endorsement on a personal level, but he didn't know if the Senate should go on record as endorsing the project.

Mr. Zwanziger asked what the form of endorsement would be?

Mr. Miller said they would like the endorsement so that in their publicity they could say that these groups, including the Faculty Senate, believe that there are problems with hunger and poverty.

Motion No. 758 was then voted on and carried, with Messrs. Alexander, Zwanziger, Collins, Jones, Williams, Anderson and Brunner Opposed, and Messrs. Berry and Harsha Abstaining.

Mr. Miller then thanked the Senate for its endorsement.

The chairman stated that President Brooks had distributed a sheet on the budget--Senator Dore's budget. He asked Mr. Brooks to comment.

Mr. Brooks then briefly commented on the budget and answered questions relative to it.

B. Standing Committees

1. Budget Committee--No report at this meeting.

2. Code Committee--No report at this meeting.
3. Curriculum Committee--No report at this meeting.
4. Personnel Committee--Mr. Collins stated that the Personnel Committee, acting as a temporary grievance committee, had completed its study on the grievance of Professor Russell Hansen. The report of the Personnel Committee had been filed with the Senate chairman.

Mr. Harsha stated that since the report had been received only the week before, it would not be discussed at this time. Copies of the report had been distributed to the parties concerned.

5. Student Affairs Committee--No report at this meeting.

C. Report from the Chair

Mr. Harsha stated that the Legislative Committee was still functioning and writing letters and making trips to Olympia. He said there was to be a meeting in Seattle on April 12 regarding possible legislation on collective bargaining. Mr. Carlson would probably be attending and also another member of the Legislative Committee. Mr. Harsha stated that, in his opinion, the foremost contribution the Legislative Committee had made was in working in the development of the Council of Faculty Representatives. The ad hoc committee was working closely with this group, and the people now serving on the Council were from the legislative committees of the various schools, until such time when permanent members can be chosen by the Senates.

OLD BUSINESS

The chairman turned the chair over to Mr. Hammond.

Mr. Hammond then gave the floor to Mr. Harsha, as a representative of the Department of Business Education and Administrative Management.

Mr. Harsha stated that his proposed motion was not a reconsideration of Motion No. 745, but, instead, a new motion on salaries. He said that in discussing the contents of Motion No. 745 with the chairman of the Senate Budget Committee, it was discovered that the Committee's recommendation did not specify an order of priority for the various salary items, although it appeared to do so. Mr. Harsha stated that his motion was in line with the Faculty Code regarding priority order and other salary stipulations. Mr. Harsha then presented his motion.

MOTION NO. 759: Mr. Harsha moved, seconded by Mr. Lawrence, that the Faculty Senate adopt the motion presented in his memo of April 5, 1971, dealing with salaries for the 1971-73 biennium. (below)

The Faculty Senate recommends to the Vice President for Academic Affairs, for the 1971-73 biennium, in order of priority,

- (a) a minimum 6% adjustment of the salary scale for each year of the biennium to reflect the increase in the cost of living;

- (b) promotions comparable to those awarded during the current biennium;
- (c) general increments of an equal ^{amount} amount to each eligible faculty member during the first year of the biennium;
- (d) special increments comparable to those awarded during the current biennium.

The above would precede prior Senate action relating to salary recommendations.

Mr. Lawrence stated that he seconded Mr. Harsha's motion because he was concerned about protecting the Code.

Discussion followed as to what would happen if a legislative dictate prohibited readjustment of the scale. Mr. Harsha stated that if the Legislature says we cannot adjust the scale, then we would move to the second item on the priority list--promotions.

Most discussion, however, centered on the general increment and what was meant by "an equal amount." Did it mean equal percentage, equal dollar amount, or equal steps? The Faculty Code just says "equal portions."

MOTION NO. 760: Mr. Berry moved, seconded by Mr. Carlson, to amend item (c) in Motion No. 759 to read: general increments of one-half step to each eligible faculty member during the first year of the biennium.

Mr. Berry said that the rationale behind this was the high priority the faculty gave to general increments in the questionnaire survey on salaries conducted by the Senate Budget Committee.

Following a lengthy discussion on the pros and cons of tying general increments to the step system and to a stated step amount, Mr. Berry changed his amendment to read: "at least one-half step." Mr. Carlson agreed to the change.

There was some discussion regarding the term "eligible faculty member" included in the main motion and the amendment. It was explained that, according to the Faculty Code, a faculty member already receiving the maximum salary for his present rank was not eligible for a general increment.

Motion No. 760 (amendment) was then voted on and defeated by a roll call vote.

Ayes: J. Alexander, G. Clark, K. Harsha, L. Duncan, K. Berry, F. Carlson, L. Lawrence, I. Easterling, P. Douce, R. Jones, D. Anderson, J. Nylander.

Nays: R. Doi, D. Jakubek, F. Collins, K. Hammond, D. Ringe, E. Glauert, G. Leavitt, J. Bachrach, J. Putnam, G. Reed, M. Zwanziger, E. Odell, C. McGehee, A. Lewis, G. Brunner.

Abstentions: D. Wise, J. Purcell, H. Williams, A. Ladd, J. Brooks, C. Wright.

Mr. Carlson then asked if equal amount meant equal number of dollars in (c) of Motion No. 759?

MOTION NO. 761: Mr. McGehee moved, seconded by Mr. Lawrence, that item (c) read "equal dollar amount,"

The originator agreed to edit Motion No. 759 to include "dollar amount," thus Motion No. 761 was not needed. Mr. McGehee withdrew his motion.

Motion No. 759 was then voted on and passed, with Mr. Alexander and Mr. Zwanziger Opposed, and Messrs. Brooks, Purcell, Duncan, and Doi Abstaining.

ADJOURNMENT

The meeting was adjourned at 5:50 p.m.

AGENDA
FACULTY SENATE MEETING
4 p.m., Wednesday, April 7, 1971
Room 123 - Hertz Hall

I. ROLL CALL

II. AGENDA CHANGES AND APPROVAL

III. APPROVAL OF MINUTES, March 3 and March 10

IV. COMMUNICATIONS

1. Letter from Medardo L. Delgado--Underprivileged Student Fund Committee.
2. Letter from App Legg--resignation from Student Affairs Committee.
3. Letter from Eugene J. Kosy--withdrawal policy.
4. Letter from Ted Cooper--final examination requirement.
5. Letter from James Furman--Advisory Committee to Council on Higher Education.
6. Letter from Eugene J. Kosy--Senate Motion 745 on salary recommendations.
7. Letter from Anthony Canedo--"idea day."

V. REPORTS

A. Executive Committee

1. Report by Vice Chairman
 - a. Committee to Study Grading System.
 - b. Replacement on Student Affairs Committee.

B. Standing Committees

1. Budget
2. Code
3. Curriculum
4. Personnel
5. Student Affairs

C. Report from the Chair

VI. OLD BUSINESS

1. Reconsideration of salary recommendations.

VII. NEW BUSINESS

1. Council of Faculty Representatives.

VIII. ADJOURNMENT

FACULTY SENATE MEETING OF April 7, 1971

ROLL CALL

- Alexander, James
- Allen, John
- Anderson, David
- Berry, Kenneth
- Brooks, James
- Carlson, Frank
- Clark, Glen
- Collins, Frank
- Dillard, David
- Doi, Richard
- Douce, Pearl
- Duncan, Leonard
- Easterling, Ilda
- Fletcher, Steve
- Glauert, Earl
- Hammond, Kenneth
- Harsha, Kenneth
- Jakubek, Doris
- Jones, Robert
- Keller, Chester
- Ladd, Arthur
- Lawrence, Larry
- Leavitt, Gordon
- Lewis, Albert
- McGehee, Charles
- Nylander, James
- Odell, Elwyn
- Purcell, John
- Putnam, Jean
- Reed, Gerald
- Reid, Mike
- Ringe, Don
- Shadle, Owen
- Sparks, Larry
- Williams, Harold
- Wise, Don
- Wright, Cheryl

- Marco Bicchieri
- Robert Harris
- Frederick Lister
- Alan Bergstrom
- Edward Harrington
- Bill Floyd
- Sheldon Johnson
- Robert Benton
- App Legg
- James Sahlstrand
- Wesley Adams
- Ted Bowen
- Gerhard Kallienke

- Kent Richards
- Joel Address
- Earl Synnes
- Jim Parsley
- Charles Vlcek
- Jay Bachrach
- Bryan Gore
- Donald King
- John DeMerchant
- Katherine Egan
- Frank Sessions
- Betty Hileman
- Robert Yee

- L'verett Irish
- James Klahn

- Steven Farkas
- Gerald Brunner
- Max Zwanziger
- Gordon Galbraith
- Howard Shuman

VISITORS

PLEASE SIGN THIS SHEET

Faculty Senate Meeting

April 7, 1971

Edward Harrington

Harry L Miller

Bryan T Gore

Jared Verner

Dale R Comstock

Eugene J King

Com
March 8, 1971

Underprivileged Student Fund Committee
c/o Office of Alumni and Development
Mr. Rick Wolfer, Director
Central Washington State College
Ellensburg, Washington

Faculty Senate
c/o Dr. Kenneth Harsha, Chairman
Central Washington State College
Ellensburg, Washington

Dear Dr. Harsha:

The Underprivileged Student Fund Committee has voted for the acceptance of a faculty member as another of our advisors.

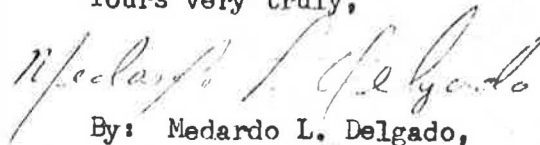
We would like to share the philosophy and goals of the committee with our faculty by having a faculty member present at our meetings. In fact, his attendance, together with that of our financial advisor, Mr. Wolfer, would contribute to the efficiency of our present committee.

Although our faculty advisor will have no vote, please don't feel that his presence will have little to offer. Our committee will see that his opinions are freely expressed and respectfully considered.

We are asking that the Senate select this advisor for us. We feel it will be the most efficient and acceptable method.

The time and place of our meetings will be re-scheduled and posted at the beginning of Spring Quarter.

Yours very truly,



By: Medardo L. Delgado,
Chairman

Legg
CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON
98926

March 10, 1971

TO: Dr. Kenneth Harsha, Chairman
Faculty Senate

FROM: App Legg *App Legg*

RE: Resignation

Please accept my resignation from the sub committee of Student Affairs. Due to the press of SUB completion, I have been unable to make contributiions to this committee and I feel it inappropriate to continue at this time.

ADL:cw

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF BUSINESS EDUCATION
AND ADMINISTRATIVE MANAGEMENT

ELLENSBURG, WASHINGTON

98926

March 11, 1971

Dr. Kenneth Harsha, Chairman of the Faculty Senate,
Representative of the Department of Business Education
and Administrative Management to the Faculty Senate
Campus

Dear Ken:

As a follow-up of our discussion in person and on the phone yesterday, I would like to express my concern on Senate Executive Committee action concerning the revision of the withdrawal policy on campus.

First off, it is my information that the consensus, as expressed on page 6 of the Faculty Senate Minutes of March, 1971, has not been followed in either procedure or content. It appears that "some individuals" rewrote the withdrawal policy as submitted to the Department Chairmen in a memo from Deans Green and Martin, dated March 4.

The policy submitted by the Deans does not remove the ambiguity and is merely a copy of proposal number five as expressed in the Senate Minutes. It appears to me that the only change from the policy outlined on page 19 of the General Catalog is a change from "emergency circumstances beyond the student's control" to "other extenuating circumstances".

You indicated to me that it was the intent of the Senate to revise the withdrawal policy so that it would be possible for a student to withdraw up to the last day of classes for any reason with a "W" if he was passing at the time of the withdraw or with an "E" if he was failing. Personally, I do not think this was the intent of the Senate, but proceeding under the assumption that it was, why not say exactly what you mean and eliminate the ambiguity.

I believe that a policy must be developed and so stated that it provides for integrity rather than deception and misrepresentation. This policy,

Dr. Kenneth Harsha

Page 2

March 11, 1971

as stated, is unfair to the students and faculty including the Department Chairmen and Administration.

It is my opinion that this policy should be clearly stated in a positive sense so that it can be and would be uniformly administered on a campus wide basis.

Please inform me of the action you plan to take on this issue and of any action taken by the Faculty Senate since members of the faculty do have some concern about the withdrawal policy and do not subscribe to the policy as you explained it to me.

Since this is a significant policy, the faculty should be kept abreast of Senate action because there is a segment that desires to petition for a faculty vote in the event that the Senate does not resolve the "withdrawal policy and its ambiguity."

Sincerely yours,



Eugene J. Kosy, Chairman

pmw

CENTRAL WASHINGTON STATE COLLEGE

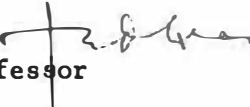
DEPARTMENT OF EDUCATION

ELLENSBURG, WASHINGTON

98926

12 March 1971

TO: Kenneth Harsha, Chairman
Faculty Senate

FROM: Ted Cooper 
Associate Professor

RE: Final examination requirement

I respectfully request that a motion be presented to the Faculty Senate to amend the Faculty Handbook, p. 17, General Obligations of the Faculty Member, to repeal the requirement of a final examination. The present clause might be replaced by the following sentence:

Instructors who give final examinations will do so according to the examination schedule published in the Class Schedule; instructors who do not give final examinations will hold regular class meeting during examination week according to the same schedule.

A categorical requirement of final examinations is a minor but nonetheless serious invasion of the academic freedom and responsibility of the instructor. It is not possible or rational to legislate the form of educational evaluation; to attempt to do so only invites violation, when, in the responsible judgement of an instructor, a final examination is an inappropriate instrument for evaluation in a particular course.

In the case of my own courses, which are philosophically oriented, the modest research extant indicates the virtual impossibility of "testing," in a time-limited situation, for anything but short-term information retention--about which no philosopher, frankly, is seriously interested. I do not know of any research which gives any ground to claim that time-limited classroom testing has any predictive reliability except with respect to more of itself.

It is patently dubious to maintain a policy regulation which forces some responsible faculty members either to violate the rule or their professional judgement. I, for one, will not do the latter.

cc: Conrad Potter
John Green
Edward Harrington
Frank Price

5W
2 x 2 Down

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF BUSINESS EDUCATION
AND ADMINISTRATIVE MANAGEMENT

ELLENSBURG, WASHINGTON

98926

March 19, 1971

Dr. Kenneth Harsha, Chairman
Faculty Senate
Campus

Dear Ken:

It is the opinion of a number of the faculty on campus that Senate Motion 745 concerning the recommendations made to the Vice President of Academic Affairs on salary for the 1971-72 academic year is in violation of the Faculty Code of Personnel Policy and Procedure and is discriminatory in the awarding of the general increment.

Under the provisions of the Faculty Code of Personnel Policy and Procedure for Central Washington State College, Revised 1970, Section II N, Petition, "Any 10 faculty members may petition and secure consideration by the Senate of any appropriate matter." In view of this Code provision, the attached petition, bearing 26 signatures, is submitted.

Sincerely yours,


Eugene J. Kosy

pmw

Enclosure

cc: Edward J. Harrington

CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON

DEPARTMENT OF BUSINESS EDUCATION
AND ADMINISTRATIVE MANAGEMENT

98926

March 19, 1971

Dr. Kenneth Harsha, Chairman
Faculty Senate
Campus

Dear Ken:

We, members of the faculty of Central Washington State College, by virtue of our signature, petition the Faculty Senate to reconsider Senate Motion No. 745 in which the Faculty Senate recommends to the Vice President of Academic Affairs the manner in which salary for the academic year 1971-72 be allocated which is in conflict with the Faculty Code of Personnel Policy and Procedures and discriminatory in the awarding of the general increment.

Ernest Kay
Harold Hamer
Otto J. Jankle*
Walter R. Kaatz
Jay D. Joseph
Floyd Swenson
Ron Byrd
George C. Grossman
Arthur Keith
Jay Riebel
Donald J. Murphy
Alan R. Bergstrom
Alexander H. Howard Jr.

Sam Ruel
John A. Miller
Robert M. Cramer
James S. Herb
Robert M. Cramer
Ronald A. Cioni
Richard
David B. Ramsdell
John M. Chisner
William Madison
Frank Ziegler
Robert J. Osborne
Marie Madison

* Member, Senate Code Committee

3/19/71
Ex in
Camp

CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON
98926

March 19, 1971

Dr. Kenneth Harsha
Chairman
Faculty Senate
C.W.S.C.
Campus

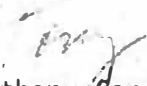
Dear Dr. Harsha,

The annual symposium has had its day. Let it rest in peace. It was great for its time; now let's go on record favoring something else. For the year 1971-72 I recommend that we establish one "idea day" for each quarter, to fall conveniently on a Wednesday, right after mid-quarter examinations, if they are still being used. It would be a day set aside for learning on a major topic and no classes would be scheduled for that day.

Techniques would include panels, lectures, small group discussions, movies, and others; members of our faculty and of the University of Washington, Washington State, and other schools of the state, people from the local community, and outside experts would be involved. We could devote such days to pollution, poverty, race, transportation, education on all levels, American life styles today, quality of American life today, music yesterday and today, art and drama, movies, the mass media, death, the aged, hospital and medical care, humor and satire. Of course, there are other important topics.

May I also suggest that the Faculty Senate recommend that two or three afternoons in each quarter (let us say, from 3:00 to 5:00 on a Wednesday) be set aside for nonroutine activities like musical events, picnics, floats down the river, seminars, or convocations.

Sincerely,


Anthony Canedo
Assistant Vice President
for Academic Affairs

1a

cc: Members of the Joint Council
Dr. Wise

MEMORANDUM

TO: Faculty Senate
FROM: Senate Executive Committee
RE: Committee to Study the Grading System
DATE: April 7, 1971

The Executive Committee recommends the following faculty members to serve on the Committee to Study the Grading System:

Ted Cooper	--	Education
Roger Garrett	--	Speech and Drama
Robert Goedecke	--	Philosophy
Don Guy	--	Psychology
Larry Lowther	--	History

In addition to five faculty members, two students and one administrator would serve on the committee. The Faculty Senate is naming just the faculty members.

MEMORANDUM

TO: Faculty Senate
FROM: Senate Executive Committee
RE: Committee to Study Legislative Reorganization
DATE: April 7, 1971

As directed by the Faculty Senate on March 31, the Executive Committee has prepared a suggested procedure for establishing the committee to study legislative reorganization.

Suggested Procedure:

1. The study committee would consist of twelve members; six faculty, three students, two administrators, and one member from the college services area.
2. ASC-RHC would be responsible for naming the student members to the committee.
3. The administrative group would name the two administrators to the committee. The committee member from college services would be selected by the appropriate body.
4. As for faculty, each academic department, including the library, would elect one nominee for possible membership on the committee. The Faculty Senate would elect, by majority vote, six faculty members from the list of nominees submitted by the departments.

**I. SENATE APPROPRIATIONS COMMITTEE BUDGET PROPOSAL FOR CWSC
("Senator Dore's Budget")**

A. Amount of reduction:

1. Reduces the operating budget \$1,187,245 below the Governor's budget.

B. Areas directly affected by the cuts:

1. Maintains the 2½% faculty formula reduction imposed by the House - \$474,427
2. Reduces the fee waiver for needy students to 3% - \$247,327
3. Deletes the funding for the NEPB salary increases - \$143,000
4. Reduces the Library collections formula from the proposed Governor's budget percentage of 70.5/74.5 to the 1970-71 formula level of 66.3%. - \$319,480

(a) Protests to this are being filed by O.P.P. & F.M. and other legislative committees.

C. Addendum provisions:

1. Hiring practices - must increase employment of non-whites and Mexican-Americans to meet the existing state-wide ratio of these ethnic groups with whites.
2. Reduction in state salaries for those in excess of \$15,000 by 1-10%.
3. Legislative mandate that no salary increases are to be implemented during the 1971-73 biennium.
4. All salary increases implemented after January 1, 1971 are to be rescinded immediately.
5. Prohibits all merit increases for Civil Service employees.
6. Each state agency is to contribute 3% of its S & W to the PERS (the percentage doesn't apply to those on TIAA-CREF).

II. TENTATIVE BUDGET OF THE SENATE WAYS AND MEANS COMMITTEE (Senator Durkan)

Tentative acceptance of the general provisions of the "Dore Budget" but restores about 50 percent of the cut in the library (reduction of \$158,000, not \$319,480). Budget to go to Senate floor on April 8 or 9.

MEMORANDUM

TO: Faculty Senate

FROM: Kenneth K. Marsha
Department of Business Ed. & Administrative Management

RE: Salaries

DATE: April 5, 1971

Though the Faculty Code has been violated any number of times in a variety of ways, it seems inappropriate for the Faculty Senate to deliberately flaunt the intention of that document. The Faculty Code of Personnel Policy and Procedure is a contract between the faculty and the Board of Trustees. A growing number of faculty members at CWSC are becoming highly concerned over Code transgressions and even some members of the Board of Trustees have expressed concern over the inconsistent manner in which faculty and administrators deal with Code stipulations. The contract has been breached many times to meet the needs of the perpetrators. This is a questionable practice and one that should be discontinued.

Senate Motion No. 745 is an example of the Faculty Senate again defying Code stipulations. The salary recommendation presented in Motion 745 clearly violates certain salary policy sections of the Code. Motion 745 appears to not follow the order of priority section of the Code dealing with salary adjustments (Section VIII, D., pages 17 and 18), which reads as follows.

1. Readjustment of the Scale.
2. Promotion in Rank.
3. General Increment.
4. Special Increment.

Senate action of March 3 places general increments before promotions in the priority listing recommended to the Vice President for Academic Affairs. Further, the disproportionate general increment levels suggested for the various professorial ranks violate Section VIII, D., 3.b., page 18 of the Code, which specifies that all eligible faculty members shall receive equal portions.

It is unfair for me to criticize the Senate for its action on salaries for I supported Motion 745. In retrospect, however, I feel that the Senate and others on campus should refrain from deliberately flaunting the Code. Unfortunately, the Code does need changing in certain areas, but until it is revised, let's abide by its intent.

The Senate is not being asked to reconsider Motion No. 745, as that would be inappropriate at this late date. The Senate, however, is being asked to consider the following proposed motion relating to salaries for the 1971-73 biennium.

Proposed Motion:

As voted on.

The Faculty Senate recommends to the Vice President for Academic Affairs, for the 1971-73 biennium, in order of priority,

- (a) a minimum 6% adjustment of the salary scale for each year of the biennium to reflect the increase in the cost of living;
- (b) promotions comparable to those awarded during the current biennium;
- (c) general increments of an ^{equal} ~~amount~~ ^{dollar} to each eligible faculty member during the first year of the biennium;
- (d) special increments comparable to those awarded during the current biennium.

The above would precede prior Senate action relating to salary recommendations.