

10-8-1998

# 1998 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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**Approved November 13, 1998**

**SPECIAL/REGULAR MEETINGS**  
**BOARD OF TRUSTEES**  
**CENTRAL WASHINGTON UNIVERSITY**  
**October 8-9, 1998**

**Board Retreat**

A retreat session of the Board of Trustees of Central Washington University began at 9:30 a. m. October 8, 1998, at the new Science Facility on the Ellensburg campus of Central Washington University.

<b>Present</b>	<b>Absent</b>
Ms. Gwen Chaplin, Chair	Mr. Wilfred Woods
Ms. Amy Gillespie	
Mr. Frederic L. "Fritz" Glover	
Ms. Leslie Jones	
Mr. Frank Sánchez, Vice Chair	
Mr. Mike Sells	
Ms. Judy Yu	

Trustees joined Governor Locke, President Ivory Nelson, visiting dignitaries, and members of the campus community in a celebration dedicating the new Science Building and renovated Black Hall Thursday morning. That afternoon the Board invited a broad cross-section of faculty to join them in informal small group meetings. During nine sessions with eight to ten faculty present at each session, trustees discussed various issues of concern to faculty.

**Study Session**

A study session of the Board of Trustees of Central Washington University began at 9:00 a.m. October 9, 1998, in Barge Hall, Room 410 on the Ellensburg campus of Central Washington University. President Ivory V. Nelson and Ms. Judy Miller, Secretary to the Board, joined the

trustees for an informal study session to discuss information received during small group sessions with faculty.

**Recessed for Lunch** (12:00 p.m.)

**Reconvened in Regular Session** (1:02 p.m. in Barge 412)

**The following individuals joined the board for the regular session**

Dr. John Alsoszatai-Petheo, Chair, Faculty Senate  
Dr. David P. Dauwalder, Provost/Vice President for Academic Affairs  
Mr. Bruce Eklund, President, Board of Directors, Associated Students of Central Washington University  
Ms. Teresa Kulik, Senior Assistant Attorney General  
Mr. Abdul Nasser, Vice President for Business and Financial Affairs  
Dr. James G. Pappas, Vice President for Enrollment Management and Marketing  
Dr. Sarah E. Shumate, Vice President for Student Affairs  
Ms. Margaret Smith, President, Association of Exempt Administrative and Professional Staff  
Mr. Mark Young, Vice President for Development and Alumni Relations

**Approval of Minutes**

**Motion 98-40:** Mr. Glover moved, seconded by Ms. Gillespie, that minutes of the special and regular meetings June 12, 1998 be approved. Motion carried.

**Changes to the Agenda**

The following changes to the agenda were accepted: Item 6, Board Bylaws, Proposed *Changes (revised backup* ); Item 7, Black Hall--A Renovation and Addition, item removed; Item 8, CWU/Ellensburg School District P-5 Proposal (*revised resolution language*); Item 23, Faculty Senate Report; Item 26, Communications (*additional letters received*); Item 37, Report of Faculty Retirements, remove Joe Schomer, Teacher Education Programs; Item 48, Emeritus Professor Appointments, remove Joe Schomer, Teacher Education Programs; Item 52a, Faculty Short-Term Disability Leave, Allen Gulezian, Business Administration, Fall 1998; Item 55, Kamola Hall Seismic Repairs and Remodel (*revised motion language*).

**Action Items**

**Board of Trustees Values**

The Board of Trustees articulated a set of operational values at its September 1997 and July 1998 retreats. Those values are listed as follows: openness in discussion and dialogue,

relationships, decision making, and processes; focus on ends, what; delegation of how; board is a leadership team with the president, not a collection of individuals; board leads by its behavior as much as by formal action; doing things differently/ innovative, unconstrained; recognize complexity of change process; value people in the organization; and value our external constituents.

### **Board of Trustees Priorities 1998-99**

During its July 29-30, 1998 retreat, the Board of Trustees identified a set of operational priorities in random order. Those priorities are listed as follows: set institutional direction by acting on themes, formalizing vision, clarifying mission; focus on enrollment management, recruitment, and marketing; base resource allocation on strategic planning, program review, and assessment; develop an organizational culture that values new ideas and fosters interaction among internal and external clients; improve the efficiency and quality of board meetings by increasing discussion of key issues, decreasing formal reporting, celebrating faculty and staff achievements, and monitoring accountability; use technology (distance education, Internet, web-based courses) as a tool for instructional delivery; strive for cost-effective operation; increase opportunities for access to higher education; maintain an affordable cost structure; and respond to client needs just in time, any time. More discussion will occur on these priorities in the future.

### **Board Discussion/Action on Theme 5**

*Theme 5: Create a university climate capable of responding to internal and external change. Building trust, relationships--teamwork. (Assess adequacy of current mechanisms and alternatives to improve relationships).*

Members of the Board of Trustees met with small groups of faculty Thursday afternoon, October 8, 1998 . Ms. Chaplin indicated that discussions with all segments of the university community will continue to be a priority for the Board.

During the past year, five themes drafted at the Board of Trustees retreat September 5-6, 1997 have been the focus of much discussion on campus. In consideration of the message of the faculty vote on collective bargaining May 29, 1997, the Board has spent more than a year listening to the concerns of the faculty by initiating discussions from a variety of sources on the issue of collective bargaining. The Board has met several times with representatives from the United Faculty of Central to discuss particular faculty concerns as identified by the United Faculty of Central. The administration and representatives of the United Faculty of Central

have participated in a fact-finding relationship seminar to explore common interests. The Board has also explored collective bargaining in an open manner by securing information from a wide range of mutually acceptable external resources.

The Board received an update on the efforts that have taken place at the university to address issues found in the Campus Climate Report issued February 1996. Input was received from various campus constituencies each Board meeting. This year, the Board will act on the themes. Prior to discussion of Theme 5, Ms. Chaplin asked Dr. John Alsoszatai-Petheo, Chair of the Faculty Senate, to present the Faculty Senate report and Ken Gamon, Co-President of the United Faculty of Central to share his concerns.

### **Faculty Senate Report**

At its meeting October 7, 1998, the Faculty Senate discussed Theme 5 and responded with two motions, 3174 and 3175, which state Faculty Senate positions. Senate Motion 3174 passed by a 31 to 4 vote; Motion 3175 passed by a 26 to 7 vote. Dr. Alsoszatai-Petheo urged the Board to accept and include these motions in their response to Theme 5. Text of the two Faculty Senate motions is listed below.

#### *Faculty Senate Motion*

**3174 : "In light of the Board of Trustees' stated readiness to act on the issues of morale identified under Theme 5 of the Board's document (dated 1 September 1998), and in light of the Board's desire to act proactively and to engage in university-wide team building, the Faculty Senate of Central Washington University urges the Board of Trustees to explicitly adopt and actively support the following six positions without further qualifications:**

*1. The Board of Trustees commits all its energies and powers to achieve faculty compensation parity for Central's faculty with Central's peer institutions in Washington State.*

*2. The Board of Trustees commits itself to meaningfully and expediently address and resolve the equity differences in faculty salaries at Central Washington University.*

*3. The Board of Trustees commits itself to work with the State Legislature to secure funding in support of the university, its programs, employee needs, and student needs.*

*4. The Board of Trustees commits itself to positively address the issue of part-time faculty pay, status and participation of part-time faculty in the academic affairs of the university.*

*5. The Board of Trustees commits itself to achieving and maintaining a fair and equitable allocation of resources to faculty, staff, and students which is reflective of the university's standing obligations, the mission of the university, and which reflects proportionally the responsibilities imposed upon each (faculty, staff, and students) by state agencies external to the University.*

*6. The Board of Trustees commits itself to engage and continue*

*to engage in a meaningful, positive, and good faith dialog with the representatives of Central's faculty based on the principles of real, shared governance, in a collaborative partnership aimed at addressing faculty and the Board's concerns in achieving the many disparate and shared goals directed at the success of Central Washington University.*

*The Faculty Senate views the adoption of these six position statements in toto by the Board of Trustees as separate, and taking precedence over the Board's legitimate interests in addressing the critical faculty governance issues contained in the three options listed under Theme 5."*

*Faculty Senate Motion*

**3175: The Faculty Senate, in considering the three options presented by the Trustees in response to theme 5, and in light of the clear desire of the Faculty for collective bargaining, urges the Trustees to reject option 1, which does not acknowledge that desire. Further, the Faculty Senate strongly urges the Trustees to support option 2 which respects and recognizes the faculty wishes without preconditions that can be better dealt with collaboratively. Some of the preconditions in option 3 may be moot as a matter of labor law."**

### **United Faculty of Central**

Ken Gamon, Co-President of the United Faculty of Central, shared his concerns that faculty

have little input in the university decision-making process. He expressed a desire to work with the Board in resolving issues and urged adoption of Option 2.

Ms. Chaplin reiterated that the Board has devoted much time and energy to this issue, gathering input from other institutions, examining information, and learning from outside consultants.

**Motion 98-41:** Mr. Glover moved, seconded by Ms. Jones, that the Board of Trustees recognize the Faculty Senate as the elected voice of the faculty and accept Faculty Senate Motion 3174 as Board of Trustees Resolution 98-06 changing the words "Central's Faculty" in Item 6 to "Faculty Senate." Motion carried unanimously.

Mr. Sells asked if the Board would continue informal discussion with the United Faculty of Central. Ms. Chaplin responded that discussions could continue. Faculty Senate Motion 3175 was not accepted.

Text of Resolution 98-06 is listed below:

*Consistent with the Faculty Code (3.05), the Board of Trustees reaffirms that the Faculty Senate is the representative body of the university's faculty and shall have the responsibility of acting for and behalf of that faculty in all matters.*

*Faculty Senate Motion 3174 passed October 7, 1998, is hereby accepted by the Board of Trustees with one change:*

*"In light of the Board of Trustees' stated readiness to act on the issues of moral identified under Theme 5 of the Board's document (dated 1*



*September 1998), and in light of the Board's desire to act proactively and to engage in university-wide team building, the Faculty Senate of Central Washington University urges the Board of Trustees to explicitly adopt and actively support the following six positions without further qualifications:*

*1. The Board of Trustees commits all its energies and powers to achieve faculty compensation parity for Central's faculty with Central's peer institutions in Washington State.*

*2. The Board of Trustees commits itself to meaningfully and expediently address and resolve the equity differences in faculty salaries at Central Washington University.*

*3. The Board of Trustees commits itself to work with the State Legislature to secure funding in support of the university, its programs, employee needs, and student needs.*

*4. The Board of Trustees commits itself to positively address the issue of part-time faculty pay, status, and participation of part-time faculty in the academic affairs of the university.*

*5. The Board of Trustees commits itself to achieving and maintaining a fair and equitable allocation of resources to faculty, staff, and students which is reflective of the university's standing obligations, the mission of the university, and which reflects proportionally the responsibilities imposed upon each (faculty, staff, and students) by state agencies external to the university.*

*6. The Board of Trustees commits itself to engage and continue to engage in a meaningful, positive, and good faith dialog with the representatives of the Faculty Senate ((Central's faculty)) based on the principles of real, shared governance, in a*

*collaborative partnership aimed at addressing faculty and the Board's concerns in achieving the many disparate and shared goals directed at the success of Central Washington University."*

### **Board Bylaws, Proposed Changes**

With the addition of a new trustee, a quorum of the Board is now five members rather than four. The Board bylaws, Part 1, of the *CWU Policies Manual*, has been adjusted accordingly to reflect the quorum change.

**Motion 98-42:** Mr. Sánchez moved, seconded by Ms. Jones, that the Board of Trustees accept editorial changes to its bylaws to reflect the addition of a new trustee and resulting quorum change.

### **CWU/Ellensburg School District P-5 Proposal**

It is proposed that Central Washington University enter into a contractual relationship with the Ellensburg School District whereby CWU leases to the district land upon which a P-5 school can be built. The university can contribute to the formation of a partnership which will create a model learning environment for parents, P-5 students, district teachers, university faculty, and university students. Policies governing the use of the building will be determined.

**Motion 98-43:** Mr. Sánchez moved, seconded by Ms. Gillespie, that Central Washington University adopt a contractual relationship with the Ellensburg School District whereby CWU leases to the district land upon which a P-5 school can be built. Motion carried.

### **Services and Activities Fees Guidelines Changes**

The Revised Code of Washington (RCW) provides authority for the use, budgeting, and expenditure of services and activities (S & A) fees revenue through a process in which students are given a strong voice through a services and activities committee (RCW 28B.15.041, 28B.15.044, and 28B.15.045). Each institution is asked to establish a procedure by which the intent of the law may be accomplished. The proposed guidelines changes amend guidelines approved in 1995 and were drafted by the S & A Committee in cooperation with the current ASCWU Board of Directors.

**Motion 98-44:** Mr. Sánchez moved, seconded by Ms. Jones, that the Board of Trustees adopt the revised guidelines for the use, budgeting, and expenditure of services and activities fees revenue. Ms. Gillespie moved that a clause be inserted in the guidelines authorizing minimal transfer for emergencies. Mr. Glover seconded and the motion carried.

Dr. Nelson will report to the Board when the guidelines are adjusted.

## **Future Action Items**

### **Discussion/Action on Board Themes 1-4**

The Board of Trustees workplan will be adjusted to reflect discussion of the mission, vision, and goals November 13, 1998 followed by further discussion of the themes in December. Input the trustees have received on the mission, vision, goals, and themes has been valuable. Continued dialog with faculty and other members of the campus community will help foster mutual respect and improve communication. Members of the campus community are interested in rationale for Board decisions. The university is strengthened by an inclusive communication process.

## **President's Report and Action Items**

### **Appointing Authority Resolution (98-03)**

**Motion 98-45:** Mr. Sells moved, seconded by Ms. Yu, that the Board of Trustees accept editorial changes to the Appointing Authority Resolution 98-03. Motion carried.

### **Contracting Authority Resolution (98-04)**

**Motion 98-45:** Mr. Sells moved, seconded by Ms. Jones, that the Board of Trustees accept editorial changes to the Appointing Authorities Resolution 98-04. Motion carried.

## **Accreditation Reports**

The Board received briefings on the status of three accreditation efforts: Northwest Association of Schools and Colleges (NASC), AACSB Accreditation Report (School of Business and Economics), and National Council for the Accreditation of Teacher Education (NCATE). The NASC accreditation committee will meet with the trustees in study session prior to the regular meeting in December.

## **CWU Budget Presentation to the Higher Education Coordinating Board (HECB)**

Dr. Nelson presented Central Washington University's Legislative Budget Request for 1999-01 to the Higher Education Coordinating Board September 25, 1998. Information has been distributed on campus and is available on our web page. Issues common to all of the state's four-year institutions are discussed by the Council of Presidents. Collective positions are developed which present a collective voice to the legislature. Higher Education Coordinating Board recommendations to the legislature for each institution will be announced October 28. The Board of Trustees expressed a desire to work with the legislature in support of the university and requested information on specific opportunities to do so.

## **AGB Leadership Institute**

Vice Chair Frank Sánchez briefed the Board on training he and Dr. Nelson received at the Association of Governing Boards (AGB) Leadership Institute in Asheville, North Carolina in

September.

## **Other Reports**

### **Academic Affairs**

Provost Dauwalder reviewed recent activity in academic affairs including five major new programs for faculty development implemented by the College of Arts and Humanities, teaching and learning opportunities offered by Central's new science facility and renovated Black Hall, and a HECB service learning grant awarded to the Department of Family and Consumer Sciences. The College of Education and Professional Studies has also received a Goals 2000 grant to facilitate the development of teacher-preparation partnerships within the Ellensburg School District. During 1996 and 1997, a total of 233 Central Washington University accounting students took the CPA exam. This total makes CWU by far the second largest producer of CPA candidates without advanced degrees in the state of Washington. Both Dr. Nelson and Dr. Dauwalder praised those who helped make the ceremony marking the dedication of the Science Building and Black Hall so successful.

### **Business and Financial Affairs**

Mr. Nasser presented a report to the Board outlining noteworthy activities in Facilities Management, Computing and Telecommunication Services, the Budget Office, and Public Safety and Police Services. Employees in all units of the division were praised for their dedication and hard work.

### **Cash Receipting System**

The current Student Information System (SIS) does not allow the university to distinguish between cash, check, and credit card transactions at a summary level. The purchase of a point-of-sale cashier system will be incorporated as part of a new student billing and receivable system. An interim process has been proposed until the new system can be implemented in approximately two years. The State Examiner has stated that our proposal will meet their requirements.

### **Major and Minor Capital Report**

Information on capital, noncapital, and maintenance projects was presented for review. A funding request for remodel of Bouillon facade was discussed.

### **Minority and Women Business Participation, 1996-97**

Achievements and comparative data were presented regarding university participation with women owned and minority businesses. Our participation exceeds that of any other reported year.

### **Development and Alumni Relations**

Vice President Young structured his report to reflect university priorities and included information on scholarships, endowments, technology (grant support for capital projects), faculty development, and university marketing. Donor goals were reviewed. Jen Gray, Director

of Advancement Services, will be installed as president of the Ellensburg Chamber of Commerce October 3. Homecoming Weekend is October 22-25, 1998.

### **Enrollment Management and Marketing**

Vice President Pappas presented enrollment and marketing updates and reviewed recruitment and retention efforts. The *University*

*Bulletin* (formerly *Campus*

*Bulletin*) will present noteworthy items and assist in the overall marketing effort.

### **Student Affairs**

Vice President Shumate noted successes of this year's Preview Weekend and mentioned that all students now have access to an e-mail account. Progress on efforts to obtain an FCC license for KCWU was discussed. Recommendations will be forthcoming from a Sexual Assault and Domestic Violence Task Force which met last summer to investigate ways to collaborate better with external agencies and improve policy and procedures for intervention and programming.

### **Board of Directors, Associated Students of Central Washington University**

Bruce Eklund, ASCWU Board of Directors President, introduced the officers who will serve with him this year and reviewed several issues of concern including funding options for the Samuelson Union Building renovation, accessibility, S & A budget requests, and a legislative agenda.

### **Association of Exempt Administrative and Professional Staff - no report**

### **Communications**

*Letters were received from the following individuals:*

Backlund, Phil, Communication, Associate Dean of the College of Arts and Humanities, October 5, 1998

Belcher, Jennifer, Commission of Public Lands, September 8, 1998

Bender, William J., Industrial and Engineering Technology, September 23, 1998

Bransdorfer, Rodney, Foreign Languages, September 30, 1998

Condit, Colin, Emeritus Professor Psychology, July 29, 1998

Ely, Lisa, Geology, September 23, 1998

Emme, Mike, Art, September 30, 1998

Gamon, Ken and Patricia Garrison, United Faculty of Central, July 24, 1998 and September 15, 1998

Goss, Gail, Teacher Education Programs, October 1, 1998

Gray, Loretta, English, September 24, 1998

Hinthorne, Jim, Geology, October 1, 1998

Hackenberger, Steve, Anthropology, October 6, 1998  
Hubbard, Brenda, Theatre Arts, September 30, 1998  
Jefferies, Steve, Physical Education, Health Education, and Leisure Services, September 23, 1998 and October 1, 1998  
Lewis, Keith, Art, October 5, 1998  
Lillquist, Karl, Geography and Land Studies, October 4, 1998  
Majsterek, David, Teacher Education Programs, September 21, 1998  
Miller, Meghan, Geology, October 2, 1998  
Moreno, Stella, Foreign Languages, October 7, 1998  
Piacsek, Andrew, Physics, October 6, 1998  
Rader-Konofalski, Wendy, AFT/NEA Washington Higher Education Organizing Project, July 1, 1998  
Roth, Eric, Music, September 18, 1998  
Saunders, Peter and Robert Carbaugh, Economics, October 7, 1998  
Street, Warren, Psychology, October 7, 1998  
Smith, William, Anthropology, October 2, 1998  
Tolin, Phil, Psychology, October 7, 1998  
Wellock, Tom and Roxanne Easley, History, October 1, 1998

### **Consent Agenda**

**Motion 98-39** Mr. Sells moved, seconded by Mr. Glover, that report items 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46 be received collectively, and action items 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57 be approved collectively. Motion carried  
(*Ms Gillespie did not vote*).

### **Personnel Consent Reports**

#### **Program Director Appointments**

Brady, Scott, Program Director, Academic Project Director of Honduras study abroad program, effective June 28, 1998 through August 2, 1998  
Fuentes, Agustin, Program Director, Academic Project Director of the Bali study abroad program, effective June 15, 1998 through July 20, 1998  
Gierlasinski, Norman, Program Director, Department of Accounting at SeaTac, effective 1998-99  
Academic Year  
Martin, Carlos, Program Director, Academic Project Director of the LaCoruna study abroad program, effective June 29, 1998 through July 31, 1998  
Martin de Velasco, Javier, Program Director, Academic Project Director of the La Coruna study abroad program, effective June 29, 1998 through July 31, 1998  
Moore, John, Program Director, Department of Accounting at Lynnwood, effective September 16, 1998 through June 15, 1999  
Mueller, Leslie C., Acting Program Director, Ellensburg, Department of Business Administration,

effective September 16, 1998 through June 15, 1999

### **Report of Visiting/Exchange Faculty**

Achyuthan, Hema, Anna University, India, effective June 1, 1998 through September 30, 1998  
Jensen-Hole, Catherine M., Visiting Assistant Professor, Univ of North Texas, Sept 16, 1998 through June 15, 1999

Kodama, Yoko, Shimane Women's Junior College, Japan effective September 1, 1998 through March 30, 1999

Suranyi, Agnes, Janus Pannonius University, effective March 15, 1999 through June 30, 1999

Szende, Maria, from Janus Pannonius University, Hungary, effective September 1, 1998 through

December 30, 1998

Xin-xin Wu, Anhui University, Republic of China, effective September 15, 1998 through June 30, 1999

### **Report of Exchange Faculty**

Beck, Daniel, to Centro Mexican International, effective Winter 1998

Ernest, Kristina, to Centro Mexican International, effective Winter 1998

Mack, Richard, to Janus Pannonius University, Spring 1999

Mack, Virginia, to Janus Pannonius University, Spring 1999

Tolman, Rosco, to Shimane Women's, effective Fall 1998 through Winter 1999

Yu, Roger, to Anhui University, effective Fall 1998

### **Report of Non-Tenure-Track Faculty Appointments**

Adkisson, Kevin, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Fall 1998

Anderson, Anthony D., Law and Justice, 33%, Lecturer, Fall 1998

Anderson, Terrill, Lecturer, Physical Education, Health Education and Leisure Services, 46.67%, Fall 1998

Backlund, Judy, Lecturer, Curriculum and Supervision, 20%, Fall 1998

Bailey, Roberta, Lecturer, English, 53.33%, Fall 1998

Baker, Aaron, Lecturer, English, 80%, Fall 1998

Bell, David G, Assistant Professor, Business Administration, 100%, effective 1998-99 Academic Year

Bennett, Jennifer L., Lecturer, Theatre Arts, 40%, Fall 1998

Biedert, James, Lecturer, Curriculum and Supervision, 20%, Fall 1998

Bliss, Kelley A., Lecturer, Music, 20%, Fall 1998

Bolander, Michael J., Psychology, 27%, Lecturer, 98-99 Academic Year

Brizendine, Andrea, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall 1998

Brong, Gerald R., Lecturer in Business Administration, 33%, Fall 1998

Buckland, Helen, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall 1998



Case II, Robert A., Lecturer, Philosophy, 100%, Fall 1998  
Case II, Robert A. Lecturer, Business Administration, 33%, Fall 1998  
Chandler, Lori, Lecturer, Physical Education, Health Education and Leisure Services, 25%, Fall 1998  
Charry, Stephen W., Lecturer, History, 100%, Fall 1998  
Chase, Sharon, Lecturer, Administrative Management and Business Education, 33.33%, Fall 1998  
Cheyne, Irene, Lecturer, Administrative Management and Business Education, 86.67%, Fall 1998  
Cheyne, Irene C., Lecturer, Communication, 26.67%, Fall 1998  
Chow, Margaret, Lecturer, Teacher Education Programs, 33.33%, Fall 1998  
Collins, Donald L., Lecturer, Art, 20%, Fall 1998  
Collins, William C., Law and Justice, 27%, Lecturer, Fall 1998  
Coppin, Paul, Lecturer, Teacher Education Programs, 20%, Fall 1998  
Cummisk, Gary T., Lecturer, English, 53.33%, Fall 1998  
D'Acquisto, Debra, Lecturer, Physical Education, Health Education and Leisure Services, 33.33%, Fall 1998  
DaVault, Kent R., Lecturer, English, 26.67%, Fall 1998  
DiBari, John C., Chemistry, 3%, Lecturer, Fall 1998  
Dohr, Ronald M., Psychology, 27%, Lecturer, 1998-99 Academic Year  
Douglass, Gerri, Lecturer, Curriculum and Supervision, 29.93%, Fall 1998  
Downard, Dan, Lecturer in Business Administration, 67%, Fall 1998  
Durkee, James J., Lecturer, Music, 46.67%, Fall 1998  
Eastman, E. Grant, Computer Science, 8%, Visiting Associate Professor, Fall 1998  
Elkins, Ronald, Lecturer, Economics, 100%, 1998-99 Academic Year  
Emme, Mary Jane, Lecturer, Physical Education, Health Education and Leisure Services, 6.667%, Fall 1998  
Erdman, Ruth D., Lecturer, English, 80%, Fall 1998  
Flynn, Dennis G., Assistant Professor of Business Administration, 100%, 1998-99 Academic Year  
Fujimoto, Wanda H., Assistant Professor of Business Administration, 100%, 1998-99 Academic Year  
Futterman, Alan, Lecturer, Music, 20%, Fall 1998  
Gabany-Guerrero, Tricia, Anthropology, 33%, Lecturer, Fall 1998  
Garrison, Patricia G., Lecturer, English, 80%, Fall 1998  
Georgeson, Tina, Assistant Professor, Teacher Education Programs, 100%, effective 1998-99 Academic Year  
Giles, Miriam Joyce, Mathematics, 100%, Lecturer, Fall 1998  
Glenn, Elaine F., Geography, 27%, Lecturer, Fall 1998  
Graaff, Susan K., Psychology, 93%, Lecturer, 1998-99 Academic Year  
Greenup, Gary, Lecturer, Administrative Management and Business Education, 66.667%, Fall 1998  
Gregg, Marjorie R., Law and Justice, 27%, Lecturer, Fall 1998

Gries, Margret C., Lecturer, Music, 73.33%, Fall 1998  
Griswold, Patricia J., Lecturer, Philosophy, 33.33%, Fall 1998  
Han, Hyo-Na, Lecturer, Family and Consumer Sciences, 26.667% , Fall 1998  
Harcourt, James S., Lecturer in Business Administration, 33%, Fall 1998  
Harper, Lila M., Lecturer, English, 80%, Fall 1998  
Hashimoto, Jeffrey M., Geology, 93%, Lecturer, Fall 1998  
Henson, Roy, Lecturer, Curriculum and Supervision, 38.467%, Fall 1998  
Hilliard, Richard M., Mathematics, Assistant Professor, 100%, 1998-99 Academic Year  
Hindman, Christina L., Anthropology, 33%, Sociology, 67%, Lecturer, Fall 1998  
Hitch, Kathlyn E., Law and Justice, 33%, Lecturer, Fall 1998  
Holt, Marilyn J., Lecturer, English, 26.67%, Fall 1998  
Horowitz, Katherine, Lecturer, Communication, 40%, Fall 1998  
Horsley, Jack, Paramedic Director, Physical Education, Health Education and Leisure Services, 13.33%, Fall 1998  
Hull, Karen L., Lecturer, English, 53.33%, Fall 1998  
Hultquist, John F., Geography, 67%, Lecturer, Fall 1998  
Johnson, Jane L., Lecturer in Economics, 33%, Fall 1998  
Karna, Duane R., Lecturer, Music, 93.33%, Fall 1998  
Katzner, Nancy, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall 1998  
Keltner, Katherine, Chemistry, 9%, Lecturer, Fall 1998  
Kiesel-Nield, Kathleen, Lecturer, Curriculum and Supervision, 20%, Fall 1998  
Klemin, Jenee D., Lecturer, Foreign Languages, 33.33%, Fall 1998  
Kolb, Donna H., Law and Justice, Lecturer, 100%, 1998-99 Academic Year  
Kotlove, Barry S., Lecturer in Economics, 33%, Fall 1998  
Kummer, Gregory S., Lecturer, Communication, 33.33%, Fall 1998  
Lagreid, William, Lecturer, Curriculum and Supervision, 17.067%, Fall 1998  
Larkin, Richard F., Lecturer, Communication, 26.67%, Fall 1998  
LaRosa, Richard P., Law and Justice, 33%, Lecturer, Fall 1998  
Lasik, John J., Associate Professor of Business Administration, 33%, Fall 1998  
Leavitt, Gregory C., Sociology, 33%, Lecturer, Fall 1998  
Lee, Jeffrey, Geology, 100%, Adjunct Assistant Professor, Research, Fall 1998  
Llona, Eileen, Lecturer, Assistant Systems Librarian, 100% effective 1998-99 Academic Year  
Lloyd, Jane, Lecturer, Curriculum and Supervision, 40%  
Logan, Richard M., Chemistry, 3%, Lecturer, Fall 1998  
Lohman, Jackie, Lecturer, Physical Education, Health Education and Leisure Services, 40%, Fall 1998  
Loverro, Ian, Lecturer, Curriculum and Supervision, 60%, Fall 1998  
Lundblad, Steven P., Geology, 127%, Lecturer, Fall 1998  
Luxa, Cherisse L., Law and Justice, 33%, Lecturer, Fall 1998  
MacGregor, Jacque, Lecturer, Curriculum and Supervision, 20%, Fall 1998  
Mahre, Pam, Lecturer, Family and Consumer Sciences, 26.667%, Fall 1998  
Mangan, Sondra, Lecturer, Administrative Management and Business Education, 20%, Fall

1998

Marstine, Janet, Lecturer, Art, 33.33%, Fall 1998  
Martin, Dan, Lecturer, Physical Education, Health Education and Leisure Services, 6.667%, Fall 1998  
Mason, Carolyn, Lecturer, Teacher Education Programs, 20%, Fall 1998  
Mattocks, Philip W., Biological Sciences, 73%, Lecturer, Fall 1998  
McCarthy, Robert, Lecturer, Teacher Education Programs, 57%, Fall 1998  
McCown, Linda J., Medical Technology, Assistant Professor, 100%, 7/1/98 - 6/30/99  
McElrath, Athena, Lecturer, Theatre Arts, 40%, Fall 1998  
Melvin, Shawne, Lecturer, Music, 26.67%, Fall 1998  
Michielsen, Hans M., Psychology, 27%, Lecturer, Fall 1998  
Mitchell, Jack, Lecturer, Physical Education, Health Education and Leisure Services, 6.667%, Fall 1998  
Montoya, John C., Lecturer in Business Administration, 33%, Fall 1998  
Moore, Robert C., Law and Justice, 33%, Lecturer, Fall 1998  
Morelan, Steven J., Psychology, 27%, Lecturer, Fall 1998  
Morgan, Ingrid, Lecturer, Administrative Management and Business Education, 26.667%, Fall 1998  
Moses, Tim, Psychology, 33%, Lecturer, 1998-99 Academic Year  
Munsell, Kenneth D., Lecturer, Douglas Honors College and History, 73.34%, Fall 1998  
Murataya, Rodrigo, Law and Justice, Lecturer, 100%, 1998-99 Academic Year  
Newbill, Christie A., Lecturer, Accounting, 100%, Fall 1998  
Nightingale, Loraine D., Law and Justice, 13%, Lecturer, Fall 1998  
Otto, Nichole, Lecturer, Physical Education, Health Education and Leisure Services, 13.333%, Fall 1998  
Pattison, Robert P., Law and Justice, Lecturer. 100%, 1998-99 Academic Year  
Payton-Yoon, Colleen M., Lecturer, English, 53.33%, Fall 1998  
Pearlman, Gail, Lecturer, English, 26.67%, Fall 1998  
Peterson, Erik J., Lecturer, English, 80%, Fall 1998  
Piacsek, Andrew A., Physics, 93%, Assistant Professor (Research), Fall 1998  
Pickett, Barbara H., Lecturer, Music, 26.67%, Fall 1998  
Pigeon, Nancy Graber, Assistant Professor, Business Administration, 100%, 1998-99 Academic Year  
Pittser, Carolina S., Lecturer, Foreign Languages, 33.33%, Fall 1998  
Pittsinger, April L., Lecturer, Communication, 26.67%, Fall 1998  
Rauscher, Kenneth A., Geography, 27%, Lecturer, Fall 1998  
Reinstma, Larry C. Assistant Professor of Accounting, 100%, 1998-99 Academic Year  
Renne, Dave, Lecturer, Physical Education, Health Education and Leisure Services, 26.667%, Fall 1998  
Rice, Robert R., Psychology, 27%, Lecturer, Fall 1998  
Richmond, F. Lynn, Associate Professor, Business Administration, 100%, 1998-99 Academic Year  
Rief, Rosemary, Lecturer, Curriculum and Supervision, 5.33%, Fall 1998

Ristine, Gary, Lecturer, Curriculum and Supervision, 12.8%, Fall 1998  
Robertson, Gerald, Lecturer, Curriculum and Supervision, 34.2%, Fall 1998  
Rodine-Wolfsehr, Trudy, Lecturer, Teacher Education Programs, 80%, Fall 1998  
Rosell, Sharon L., Physics, Assistant Professor, 100%, 1998-99 Academic Year  
Satnik, Michael, Math Specialist, Academic Skills Program, 1998-99 Academic Year  
Schnelle, Robert, Lecturer, English, 80%, Fall 1998  
Scott, Ronald G., Psychology, 27%, Lecturer, 1998-99 Academic Year  
Seivertson, Bruce L., Geography, 67%, Assistant Professor, Fall 1998  
Sharp, Lisa, Lecturer, Curriculum and Supervision, 51.27%, Fall 1998  
Skoor, John B., Lecturer, Art, 20%, Fall 1998  
Smith, Katherine, Lecturer, Teacher Education Programs, 20%, Fall 1998  
Snively, Devorah A., Lecturer, Communication, 20%, Fall 1998  
Soelling, Mark E., Psychology, 93%, Lecturer, Fall 1998  
Solberg, Joy L., Computer Science, 53%, Lecturer, Fall 1998  
Sparling, Greg, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall 1998  
Spencer, Mia D., Lecturer, Music, 86.67%, Fall 1998  
Stauffer, Judith, Lecturer, Teacher Education Programs, 20%, Fall 1998  
Steen, Claudia R., Medical Technology, Assistant Professor, 100%, 1998-99 Academic Year  
Strand, Patricia L., Lecturer, Music, 20%, Fall 1998  
Stroh, Jr., Hugh W., Lecturer in Business Administration, 33%, Fall 1998  
Struck, Larry D., Assistant Professor, Business Administration, 100%, 1998-99 Academic Year  
Sullivan, Allen E., Geography, 33%, Lecturer, Fall 1998  
Thrash, Paul D., Law and Justice, 6%, Lecturer, Fall 1998  
Thurston, Carolyn, English Specialist, Academic Skills Program, 1998-99 Academic Year  
Tomulty, Michael, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Fall 1998  
Turnbull, Scott S., Political Science, 100%, Lecturer, Fall 1998  
Turnquist, William H., Assistant Professor, Business Administration, 100%, 1998-99 Academic Year  
Weddle, Valentina, Lecturer, Curriculum and Supervision, 40%, Fall 1998  
White, Vicki Shaffer, Family and Consumer Studies, 100%, 1998-99 Academic Year  
Width, Dale G., Mathematics, 33%, Lecturer, Fall 1998  
Willis, Scott R., Law and Justice, 27%, Lecturer, Fall 1998  
Wright, Chuck O., Sociology, 33%, Lecturer, Fall 1998  
Xu, Jian, Instructor of Economics, 100%, Fall 1998 and Winter 1999  
Young, Sue, Lecturer, Physical Education, Health Education and Leisure Services, 13.33% , Fall 1998  
Young, Therese, Lecturer, Physical Education, Health Education and Leisure Services, 13.33% , Fall 1998

### **Report of Full-Time, Non-Tenure-Track Coaching Appointment**

Baldwin, Beau, Assistant Football Coach, effective September 1, 1998 through June 15, 1999

### **Report of Full-Time, Interim Non-Tenure-Track Coaching Appointments**

Andaya, Mario, Interim Head Volleyball Coach, Athletics, effective August 18, 1998 through June 15, 1999

### **Report of Non-Tenure-Track Coaching Reappointments**

Frederick, Gary, Athletic Director and Head Softball Coach, Athletics, effective July 1, 1998 through June 30, 1999

Graham, John, Assistant Football Coach and Assistant Track and Field Coach, Athletics, effective August 16, 1998 through June 15, 1999

Picha, John, Assistant Football Coach and Head Track and Field Coach, Athletics, effective August 16, 1998 through June 15, 1999

Smith, Gary, Head Athletic Trainer, Athletics, effective August 16, 1998 through June 18, 1999

Sparling, Greg, Head Basketball Coach, Athletics, effective, August 16, 1998 through June 15, 1999

Youngquist, Chad, Head Swimming and Diving Coach, Athletics, effective September 16, 1998 through June 15, 1999

Zamberlin, John, Head Football Coach, Athletics, effective August 16, 1998 through June 15, 1999

### **Report of Temporary Coaching Appointments**

Ackerman, Brad, Assistant Volleyball Coach, Athletics, effective August 18, 1998 through November 30, 1998

Adkisson, Kevin, Head Cross Country Coach/Assistant Track and Field Coach/Tutoring Program Director, Athletics, effective August 16, 1998 through June 15, 1999

Burns, Michael, Assistant Basketball Coach, Athletics, effective September 1, 1998 through March 31, 1999

Fetter, Josh, Assistant Football Coach, Athletics, effective August 16, 1998 through December 15, 1998

Fleury, Jarrod, Head Women's Soccer Coach, Athletics, effective July 16, 1998 through December 15, 1998

Hatfield, Kathey, Head Cheerleader and Dance Team Coach, effective September 16, 1998 through June 15, 1999

Hawes, Karla, Assistant Women's Basketball Coach, Athletics, effective September 16, 1998 through June 15, 1999

Pine, Kevin, Head Wrestling Coach, Athletics, effective September 16, 1998 through June 15, 1999

Sparling, Kristen, Assistant Cross Country Coach, Athletics, effective September 1, 1998 through

November 30, 1998

Storey, Desi, Head Baseball Coach, Athletics, effective September 16, 1998 through June 15, 1999

### **Report of Faculty Resignations**

Amato, Sara, Systems Librarian, effective October 31, 1998

### **Report of Faculty Retirements**

Bachrach, Jay, Professor, Philosophy, effective December 16, 1998 [31 years]

Moawad, John, Professor, Music, effective December 16, 1998 [28 years]

### **Report of Exempt Administrative and Professional Staff Appointments**

*(July 1, 1998 through*

*June 30, 1999 except*

*where noted)*

Badgley, Margaret, Moses Lake Center, Yakima Center, Wenatchee Center

Barrett, William T., Manager of Residential Dining Services, Dining Services, effective July 13, 1998 through June 30, 1999

Black, Ann, Director, Special Education Technology Center, CEPS, effective September 1, 1998

Calhoun, Cec, Training Coordinator, (ASSP), effective July 1, 1998

Connolly, Jerry, Technology Specialist, Special Education Technology Center, CEPS, effective September 1, 1998

Cummisk, Gary, Assistant Director for Academic Programs, McNair Scholars Program, part-time (50%), 11 months, effective October 1, 1998

Horne, Deborah L., Assistant Director for Programming and Development, Residential Services, effective July 6, 1998 through June 30, 1999

Hull, Christopher D., General Manager, KCWU University Radio

Kruckenberger, Jana, Manager, Student Financial Services, effective September 1, 1998

Murray, Cynthia, Tutoring Coordinator, Academic Achievement Programs

Nemeth, Kevin, Director of the Center of Lifelong Learning

Ninnemann, John, Dean of College of Sciences, effective September 1, 1998

Nott, Graham, Westside Instructional Technology & Distance Education Coordinator, effective July 1, 1998

Pappas, James G., Vice President, Enrollment Management and Marketing, effective July 1, 1998

Rau, Eugene, Assistant Director of Computing and Telecommunication Services for Applications, effective October 1, 1998

Roberts, Connie, Vice Provost for Curriculum, Assessment, and Academic Policy, effective Sept 1, 1998

Scarlett, Catherine, Assistant Director, Associates and Stewardship Programs, effective August 12, 1998 through June 30, 1999

Schwindt, Tracy, Associate Registrar, Office of the Registrar

Shi, M. Ting, Enterprise Financial Manager, effective October 12, 1998

Trumpy, Robert J., Director, Student Health and Counseling Services, effective September 1, 1998 through June 30, 1999

### **Report of Exempt Administrative and Professional Staff Reappointments**

**July 1, 1998 - June 30, 1999** *(unless*

*otherwise noted)*

### **Academic Affairs**

Andresen, Christine M., Adviser to International Students [Initial appt: March 7, 1994]  
Barnett, David, Technical Director/Stage Manager, Theatre Arts, 9 month appointment [Initial appt: September 1, 1995]  
Babener, Liahna, Dean, College of Arts & Humanities [Initial appt: September 1, 1996]  
Counsell, Darci Wahle, Study Abroad Adviser, International Programs [Initial appt: July 1, 1996]  
DePaepe, James, Associate Vice President for Academic Affairs, Vice Provost for Learning Technology [ Initial appt: September 23, 1996]  
Edington, Robert, Administrator of West-side Centers [ Initial appt: September 16, 1997]  
Johnson, Daniel J., Data Analyst, July 1, 1998 through February 15, 1999 [Initial appt: March 1, 1996]  
Lasik, John J. Associate Dean of School of Business & Economics [ Initial appt: July 1, 1997]  
Onstot, Caroline, Administrative Assistant/Executive Secretary to Provost/Vice President of Academic Affairs [ Initial appt: October 20, 1997]  
Street, Warren R., Associate Dean, College of the Sciences [Initial appt: January 1, 1998]  
Whiting, Brian M., Systems Administrator for GIS/Geology Computing [Initial appt: May 27, 1997]

### **Business and Financial Affairs**

Brown, Richard A., Science Facility Project Mgr, July 1, 1998 through Dec 31, 1998 [Initial appt: Mar 14, 1994]  
Hanson, Renee, Training and Development Administrator, Human Resources [Initial appt: Oct 20, 1997]  
Hart, David, Local Area Network Specialist, Computing and Telecommunication Serv [Initial appt: Feb 16, 1994]  
Imamshah, Norman, Director, Computer and Telecommunication Services [Initial appt: October 1, 1997]  
Johnson, Shelly D. B., Budget Director [Initial appt: July 1, 1995]  
Miller, David J., Area Human Resources Representative, Human Resources [Initial appt: June 2, 1997]  
Parker, Mickey L., Manager, Facilities Management and Administrative Services [Initial appt: April 1, 1998]  
Poe, Greg, Manager, Custodial Grounds [Initial appt: December 8, 1997]  
Sadler, Shirley, Secretary to the Vice President for Business and Financial Affairs [Initial appt: April 6, 1998]  
Schademan, Jamie, Systems Analyst/Programmer, Computing and Telecom Services [Initial appt: August 1, 1994]  
Vertrees, Billy G., Director, Facilities Management [Initial appt: October 16, 1996]  
Voute, Joanne, Manager, Facilities Planning and Construction Services [Initial appt: November 24, 1997]  
Watters, Bertha E., Area Human Resources Representative, Human Resources [Initial appt: May 19, 1997]

Weddington, Phyllis, Project Manager, ASSP [Initial appt: May 26, 1998]

Zupan, Pamela A., Area Human Resources Representative, Human Resources [Initial appt: Feb 16, 1994]

### **Development and Alumni Relations**

Baxter, Jody, Administrative Assistant/Executive Secretary to the Vice President for Development and Alumni Relations [Initial appt: October 13, 1997]

Jack, Dan, Director of Alumni Relations [Initial appt: November 13, 1995]

Lucas, Marleen, Assistant Director, Annual Giving [Initial appt: February 2, 1998]

### **Enrollment Management and Marketing**

Alawiye, Catherine, SSS Coordinator/Learning Specialist, Academic Skills Center (Initial appt: September 1, 1997)

Benham, Tracy, Admissions Counselor, Academic Services (Initial appt: October 20, 1997)

Canedo, Agnes, Director of Financial Aid (Initial appt: July 1, 1996)

Carlton, Scott, Associate Director of Academic Advising (Initial appt: June 16, 1997)

Gabany-Guerrero, Tricia, Director of McNair Program (Initial appt: October 1, 1997)

Gaer, Katherine, Admissions Counselor, Admissions (Initial appt: October 20, 1997)

Garcia-Hanson, Lisa, Assistant Director of Admissions (Initial appt: July 1, 1997)

Hunter, LeAnn, Assistant Director of Financial Aid (Initial appt: July 1, 1997)

Lindley, Martha, Director of Government Relations (Initial appt: October 17, 1994)

Mayfield, Bridget, Counselor and Systems Coordinator, Financial Aid (Initial appt: February 2, 1998)

Nelson, Donald, Counselor and Systems Coordinator, Financial Aid (Initial appt: May 18, 1998)

Oftedahl-Brown, Sandra, Manager of Academic Services Systems (Initial appt: July 1, 1997)

Peterson, Elizabeth, Assistant Director of Admissions (Initial appt: February 2, 1998)

Radke, Barbara, Director of University Relations (Initial appt: September 1, 1995)

Reyes, Carlos, Academic Advisor/Counselor, Academic Achievement Program (Initial appt: Sept 1, 1997)

Rodriguez, Jacinto, Counselor and Systems coordinator, Financial Aid (Initial appt: December 1, 1997)

Swain, Tamsin, Tutor Coordinator/SI Supervisor, Academic Skills Center (Initial appt: Sept 1, 1997)

Trotman, Eon, Counselor and Systems Coordinator, Financial Aid (Initial appt: December 1, 1997)

Wright, Rodney, Admissions Counselor, Admissions (Initial appt: October 22, 1997)

### **President's Area**

Chan, Gregory, Executive Assistant to the President [Initial appt: January 2, 1998]

Dauwalder, David P., Provost/Vice President for Academic Affairs [Initial appt: May 5, 1997]

Harden, Robert L., Director, Disability Support Services [Initial appt: August 1, 1996]

Miller, Judy B., Administrative Assistant/Executive Secretary to the President [Initial appt: February 10, 1995]

Nasser, Abdul, Vice President, Business and Financial Affairs [Initial appt: September 3, 1996]



Shumate, Sarah E., Vice President, Student Affairs [Initial appt: August 1, 1995]  
Smith, Margaret A., Director, Auditing and Control [Initial appt: August 22, 1996]  
Young, Mark A., Vice President, Development and Alumni Affairs [Initial appt: August 16, 1993]

### **Student Affairs**

Dawson, Brian, Area Coordinator - Apartments, Residential Services (Initial appt: June 22, 1997)  
Drinkwater, John, Director, Campus Life (Initial appt: July 1, 1996)  
Drummond, Scott, Assistant Director (Programming), Campus Life (Initial appt: September 1, 1996)  
Findley, Jerry, Associate Director (Facilities), Campus Life (Initial appt: July 1, 1996)  
Freehill, Janice, Director, Residential Services (Initial appt: January 1, 1997)  
Herbert-Hill, Maxine, Assistant Director, Career Development Services (Initial appt: September 1, 1995)  
Lam, Ki-Fung, Mental Health Counselor, Student Health and Counseling Center, September 14, 1998 through June 11, 1999 (Initial appt: October 20, 1997)  
Manock, Brett, Coordinator of Athletic Development, Student Affairs (Initial appt: December 1, 1997)  
Moawad, Karen, Associate Director (Assessment), Campus Life (Initial appt: July 1, 1996)  
Myers, Gary, Area Coordinator - Residence Halls, Residential Services, August 17, 1998 through June 16, 1999 (Initial appt: August 18, 1997)  
Sederquist, Denton, Area Coordinator - Residence Halls, Residential Services, August 17, 1998 through June 16, 1999 (Initial appt: August 18, 1997)  
Steele, Kelli, Assistant Athletic Trainer, Athletics, August 16, 1998 through June 15, 1999 (Initial appt: August 16, 1997)  
Sturdivant, Brian, Associate Director of Residential Services, Residential Services (Initial appt: August 8, 1997)  
Tackett, M. Jan, Counselor/Coordinator of Drug, Alcohol and Wellness Program, Student Health and Counseling Center, September 1, 1998 through June 30, 1999 (Initial appt: October 20, 1997)  
Waller, Scott, Community Training Coordinator, Substance Abuse Prevention Program (Initial appt: March 1, 1996)  
Williamson, Randy, Career Development Counselor, Career Development Services (Initial appt: July 1, 1996)  
Yackley, Donald, Area Coordinator - Residence Halls, Residential Services, August 17, 1998 through June 16, 1999 (Initial appt: August 18, 1997)

### **Report of Exempt Administration and Professional Staff Continuing Contracts effective July 1, 1997**

Chrisler, Robert P., Director, Operations and Resource Management, Student Affairs [Initial appt: Aug 16, 1993]  
Fouts, Deborah, Chimpanzee & Human Communication Institute, Academic Affairs [Initial

appt: Aug 10, 1992]

Gray, Jen, Director of Advancement Services, Development and Alumni Relations [Initial appt: July 1, 1994]

Thompson, Maria, Director of Development, Development and Alumni Relations [Initial appt: January 18, 1994]

### **Report of Exempt Administrative and Professional Staff Change of Assignment**

Thelen, Celestine A., Mental Health Counselor, Student Health and Counseling Center, effective Sept 14, 1998 through June 11, 1999

### **Report of Exempt Administrative and Professional Staff Full-Time Temporary Appointments**

Anderson, Melissa, Mental Health Counselor, Student Health and Counseling Center, effective September 14, 1998 through June 11, 1999

O'Brien, Lynn, Tutor Coordinator, Academic Achievement Program, March 2, 1998 through June 30, 1998

Webber, Kenneth, Career Counselor for Puget Sound Centers, Career Development Services, effective September 10, 1998 through December 11, 1998

### **Report of Exempt Administrative and Professional Staff Interim Appointments**

Baker, Jack A., Interim Director, Career Development Services, effective September 9, 1998 through June 30, 1999

Caruthers, Barry, Interim Academic Planning Officer, effective July 27, 1998 through April 3, 1999

McKinney, Rhonda, Interim Associate Director, Student Health and Counseling Center (Director of Counseling), eff Sept 1, 1998 until such time as the position is permanently filled or until June 30, 1999

### **Report of Exempt Administrative and Professional Staff Interim Appointment Extension**

Katrina Whitney, Interim Director, Women's Resource Center, effective Sept 1, 1998 through June 30, 1999

### **Report of Exempt Administrative and Professional Staff Resignations**

Broberg, Thomas, Director, Career Development Services, effective August 31, 1998

Clark-Santos, Linda, Dean of Continuing Education, effective July 24, 1998

Weddington, Phyllis, Associate Registrar, Office of the Registrar, effective May 25, 1998

### **Ex empt Administrative & Professional Staff Retirements**

LaBay, Vern, Assistant to the Provost/Accountant, effective July 17, 1998.

Trujillo, Greg, Director, Institutional Studies, Assessment, and Evaluation, effective January 15, 1999

### **Personnel Consent Action Items**

### **Department Chair Appointments**

Bailey, James A., Chair, Department of Accounting, effective September 1, 1998 - September 15, 1999  
Blair, Karen, Chair of History, 50%, September 16, 1998 through June 15, 1999  
Brown, Jr., James R., Political Science, Associate, 50%, Sept 16, 1998 - Sept 15, 2002  
DeLuca, JoAnn P., Chemistry, Associate, 50%, September 1, 1998 through September 15, 2002  
Ely, Lisa L., Geology, Associate, 50%, September 16, 1998 -September 15, 1999  
Erickson, Barney L., Mathematics, Professor, 75%, September 16, 1998 - September 15, 2002  
Hubbard, Brenda, Chair of Theatre Arts, 50%, September 16, 1998 through August 15, 1999  
Martin, Carlos E, Interim Chair of Foreign Languages, 50%, September 16, 1998 through March 15, 1999  
Nixon, Don R., Acting Chair, Department of Business Administration, effective September 16, 1998 through June 15, 1999  
Palmquist, Bruce, Acting Chair, Physics, effective Winter 1999  
Saunders, Peter J, Chair of Department of Economics, effective September 1, 1998 through August 31, 2000.  
Schultz, Russ, Chair of Music, 100%, July 1, 1998 through September 15, 2002  
Soliz, Jean, Chair of Law and Justice, 50%, September 16, 1998 - September 15, 1999  
Taylor, Alan, Chair of Communication, 50%, September 16, 1998 through June 15, 2002  
Tolman, Rosco, Chair of Foreign Languages, 50% March 16, 1999 through September 15, 2002

### **Emeritus Professor Appointments**

Bachrach, Jay, Professor, Philosophy, effective December 16, 1998 [31 years]  
Moawad, John, Professor, Music, effective December 16, 1998 [28 years]

### **Faculty Tenure-Track Appointments**

Anderson, Charles, Physical Ed, Health Ed, and Leisure Services, Assistant Professor, effective Sept 16, 1998  
Arrington, Caleb A., Chemistry, Assistant Professor, effective September 16, 1998  
Arrington, Jane M., Chemistry, Assistant Professor, effective September 16, 1998  
Bartel, Kim, Assistant Professor, Administrative Management, effective Fall 1998  
Bryan, Patrick, Assistant Professor, Biological Sciences, effective Fall 1998  
Drake, George A., Assistant Professor, English , Fall 1998  
Gillette, Shana, Assistant Professor, Journalism, effective Fall 1998  
Huff, Jayme, Assistant Professor, Curriculum and Instruction and Field Experience Units, eff Fall 1998  
Jones, Kim McGarraugh, Assistant Professor, Curriculum and Supervision, effective Fall 1998  
Jorgenson, Jan, Assistant Professor, Documents Librarian, effective November 1, 1998  
Kennedy, Sally A., Psychology, Assistant Professor, effective September 16, 1998  
Kovalerchuk, Boris, Computer Science, Associate Professor, effective September 16, 1998  
Pinkart, Holly C., Biological Sciences, Assistant Professor, effective September 1, 1998

Ruble, Michael R., Assistant Professor, Accounting, effective Fall 1998  
Sledge, Andrea, Associate Professor, Teacher Education Programs, effective Fall 1998  
Sloan, Teresa, Assistant Professor, Flight Technology, effective Fall 1998

### **Faculty Tenured Appointment**

Ninnemann, John, Biological Sciences, Professor, effective September 1, 1998

### **Military Appointment**

Hall, Mark M, Captain, Assistant Professor, Military Science, effective December 1, 1998

### **Faculty Leave Without Pay**

Kidwell, Michelle, Assistant Professor, Department of Computer Science, leave not to count toward seniority, effective 1998-1999 academic year

### **Faculty Overload Assignments**

Bartel, Kim, Assistant Professor Administrative Management and Business Education, 6.67%, Fall 1998  
Bowman, Andrea, Professor, Curriculum and Supervision, 6.667%, Fall 1998  
Buerger, Nancy, Assistant Professor, Family and Consumer Sciences, 13.333%, Fall 1998  
Carlson, Frank, Professor, Teacher Education Programs, 13.33%, Fall 1998  
Chandler, Bill, Assistant Professor, Administrative Management and Business Education, 20%, Fall 1998  
Heimbeck, Raeburne S., Lecturer, Douglas Honors College, 6.67%, Fall 1998  
Knight, Kelton, Lecturer, Douglas Honors College, 6.67%, Fall 1998  
Mueller, Leslie C., Professor of Business Administration, 33%, Fall 1998  
Perkins, Rob, Associate Professor, Administrative Management and Business Education, 20%, Fall 1998  
Richmond, F. Lynn, Associate Professor of Business Administration, 33%, Fall 1998

### **Distinguished Civil Service**

Cooper, Chester, Custodian Lead, effective September 30, 1998 [14 years]  
Jewett, Sunny, Fiscal Technician III, Facilities Management, effective September 11, 1998 [22 years]  
Phare, Mary, Research Analyst II, Academic Services, effective June 30, 1998 [26 years]  
Spatafore-Barrett, Gloria, Program Coordinator, Veterans Affairs Office, effective June 27, 1997 [18 years]

### **Facilities Consent Action Items**

#### **Kamola Hall Seismic Repairs and Remodel**

Delegates authority to the Vice President for Business and Financial Affairs or designee to advertise, select and contract with consultants for the purposes of developing a predesign study and the production of the resultant design and construction documents for the remodel of Kamola Hall.

### **Naneum Reroof**

Delegates authority to the Vice President for Business and Financial Affairs or designee to advertise for bids, award and execute a contract..

### **Roof Replacement McConnell Hall**

Delegates authority to the Vice President for Business and Financial Affairs or designee to select and contract with a consultant, advertise for bids, award and execute a construction contract for replacement of the roof of McConnell Hall.

### **Next Meeting**

The Board of Trustees will next meet November 13, 1998 in Barge 412 on the Ellensburg campus of Central Washington University.

### **Adjourned**

Meeting adjourned at 2:57 p.m. October 9, 1998.

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Judy B. Miller, Secretary to the  
Board of Trustees  
Central Washington University

Gwen Chaplin, Chair  
Board of Trustees  
Central Washington University

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