

11-13-1998

1998 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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Approved December 11, 1998

SPECIAL/REGULAR MEETINGS
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
November 13, 1998

Study Session

A study session of the Board of Trustees of Central Washington University began at 9:00 a.m. November 13, 1998, in Barge Hall, Room 410 on the Ellensburg campus of Central Washington University.

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

Others Present

- Dr. John Alsoszatai-Petheo, Chair, Faculty Senate
- Dr. Gregory S. Chan, Executive Assistant to the President
- Dr. David P. Dauwalder, Provost/Vice President for Academic Affairs
- Ms. Teresa Kulik, Senior Assistant Attorney General
- Ms. Judy B. Miller, Secretary to the Board
- Dr. Ivory V. Nelson, President
- Dr. James G. Pappas, Vice President for Enrollment Management and Marketing

The process for amending the Faculty Code was discussed. Currently, changes proposed by the Faculty Code Committee are discussed with President Nelson before submission to the Board of Trustees for approval. The regular procedure also provides for the resolution of any differences among the parties through formation of an impasse committee. That committee makes recommendations to the Board of Trustees on the impasse

item prior to a final decision from the Board. The regular procedure is followed except in an emergency situation when the Board can amend the code as circumstances require. An emergency clause was added to the Faculty Code in 1974-75, but has never been invoked. The current code protects faculty against arbitrary change.

An impasse amendment has been proposed (*Section 1.15, Subsection F.3*)

which would change the code to allow an arbitrator to mediate disagreements in nonemergency situations. Teresa Kulik, legal counsel to the university, was asked to provide an analysis of the proposal. Authority for the Board of Trustees is defined in Chapter 28B.35.120 RCW. According to Ms. Kulik, the proposal requires delegation of authority to an outside arbitrator and is in excess of statutory authority.

A faculty member from the Philosophy Department, Jim Cadello, urged the trustees to take positive action to address faculty issues. John Alsoszatai-Petheo encouraged the Board to involve faculty in discussions of the vision, mission, and goals statements as well as developing improved communication patterns. He also suggested securing the services of an ombudsperson as recommended in the Campus Climate Task Force Report. President Nelson and Dr. Alsoszatai-Petheo will address the Climate Report issues and report to the Board. Faculty concerns were discussed. Many faculty feel the current shared governance process is dysfunctional and lacks trust.

Sarah Woolley-Powell, a member of "The Students," requested time on the Board agenda to present the student group's concerns. Ms. Woolley-Powell was granted 15 minutes. She indicated that Ms. Stephanie Barnett would be the spokesperson.

Trustees will reconvene in study session for a short debriefing following the regular session.

Recessed for Lunch (12:05 p.m.)

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

The following individuals joined the Board for the regular session

Mr. Bruce Eklund, President, Board of Directors, Associated Students of Central Washington University

Mr. Abdul Nasser, Vice President for Business and Financial Affairs

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

Mrs. Chaplin announced that Mr. Sánchez has accepted a position in New Mexico and will be leaving the Board. Mr. Woods will serve as interim vice chair until another vice chair is elected.

Approval of Minutes

Motion 98-48: Mr. Woods moved, seconded by Mr. Glover, that minutes of the special and regular meetings October 8-9, 1998 be approved as amended. Motion carried.

Changes to the Agenda

The following changes to the agenda were accepted: Item 6, Board of Trustees Work Plan/Update, revisions; Item 18, Enrollment Management and Marketing Report, Legislative Update; Communications: letter from Darwin Nelson, President, Alumni Board of Directors, October 29, 1998; Item 37, Recommendation for Distinguished Administrator Status, backup for Gregory Trujillo; Item 38, Black Hall, A Renovation and Addition, remove. Ms. Chaplin indicated that members of the student group, "The Students," would speak following the report of Bruce Eklund, President of the Board of Directors, Associated Students of Central Washington University (Item 22).

Action Items

Proposed University Vision, Mission, Goals, Board Work Plan

Action on proposed vision, mission, and goals statements will be postponed until appropriate faculty input can be solicited. Faculty members realize the importance of the university's mission and want to participate in its development.

Mrs. Chaplin proposed an unstructured discussion of current campus issues. Provost Dauwalder, Dr. John Alszozatai-Petheo, and Mr. Bruce Eklund were invited to contribute to the discussion. Mr. Sells stated that the trustees had engaged in frank, open discussion regarding campus issues during their study session prior to the regular meeting.

Faculty Senate

Ms. Chaplin asked Dr. John Alszozatai-Petheo to present the Faculty Senate report. Dr. Alszozatai-Petheo reviewed recent Faculty Senate activities including a faculty forum and two senate meetings. The faculty forum held October 23 focused on open conversation with Trustees Chaplin, Gillespie, and Glover present in Ellensburg (Trustee Sells was available in the CWU Lynnwood Center), Dr. Nelson, and members of the faculty. Technical difficulties prevented Mr. Sells from participating. Members of the Faculty Senate voted November 4 to conduct a confidence vote on the president. Ballots are currently being distributed and will be counted November 18. Director of Auditing and Control, Margaret Smith, and Director of University Relations, Barbara Radke, will assist in tabulating the results. Faculty will be notified of the results by email. The Faculty Senate Executive Committee has received letters from President Nelson regarding the six points of Board Resolution 98-06 and one letter from Provost Dauwalder regarding Faculty Code changes. These requests are currently under advisement.

During the study session the trustees discussed a Faculty Senate proposal to change the impasse section of the Faculty Code (Section 1.15, Subsection F.3). According to Ms. Kulik, Washington statutes governing the Board of Trustees do not allow the trustees to delegate the adoption of policy to a third party. Also discussed was a process to involve faculty in university decision making and support of the Faculty Senate as the representative voice of faculty. Key issues must be addressed in a timely manner following an effort to obtain input. Dr. Alszozatai-Petheo will work through the Faculty Senators to determine critical issues and solicit input from faculty. He encouraged the administration to value input received and articulate reasoning behind decision making. Part-time faculty issues are included in the six points of discussion. Recommendations must be developed that reflect what is best for the university.

Motion 98-49: Mr. Glover moved, seconded by Mr. Sells, that President Nelson meet with Faculty Senate Chair, Dr. John Alszozatai-Petheo, to investigate suggestions to address the six points enumerated in Board Resolution 98-06 (*see attached*) and recommend ways to involve an impartial, third party mediator in the decision-making process within the law. An initial report should be presented at the December 11, 1998 meeting. Motion carried.

Campus Climate Task Force Report recommendations were discussed. Dr. Nelson and his administrative team will reassess report recommendations in consultation with Dr. John Alszszatai-Petheo and a faculty team. Students should be involved in this process. A climate audit was suggested to quantify campus issues as information presented in the Campus Climate Task Force Report was largely anecdotal. One of the major recommendations was the provision of a campus ombudsperson. Dr. Nelson responded that such a recommendation can be incorporated in the joint report on suggestions to address the six points of the Board resolution. The recommendation would define authority of the ombudsperson.

Board committee efforts were discussed. Trustees Glover, Sells, and Yu volunteered to serve on the Legislative Committee. An ad hoc committee to examine the vision, mission, and goals of the university was discussed. Trustees Chaplin and Gillespie will serve. Ms. Jones expressed an interest in climate issues. A process for input to those committees was also discussed. Small-group discussion with a broad cross section of the university community is particularly effective. Trustees commented that small-group dialog with faculty during the Board Retreat session October 8 was effective. A process needs to be developed to provide opportunities for various constituencies to present points of view to the Board prior to adoption of the vision, mission, and goals statements. Identified committees will begin work immediately.

Provost Dauwalder reminded the group that the university does have an approved mission statement. Proposed options to the mission, vision, and goals statements were developed as a result of the Board retreat last July. A shared mission should be developed with the faculty.

Proposed Interim 1998-99 Capital Plan for Non-State-Support Buildings

Mr. Nasser reported that the Board took action on the academic buildings master plan last June. This proposal outlines non-state-support projects scheduled for maintenance or remodel.

	Current Funding	Preconstruction Costs	Requested Increase
Kamola Hall Remodel	\$712,976	\$717,515.33	\$4,539.33
Holmes Dining Remodel	100,000	313,408.11	213,408.11
Sue Lombard Remodel	100,000	404,226.54	304,226.54
Barto Remodel	100,000	607,922.67	507,922.67
Moore Remodel	50,000	100,000.00	50,000.00
<i>Total Requested Increase</i>		<i>\$1,030,096.65</i>	

Motion 98-50: Mr. Sells moved, seconded by Ms. Jones, that the Board delegate authority to the Vice President for Business and Financial Affairs or designee to approve revisions to the 1998-99 Interim Capital Plan for Non-State-Support buildings as listed above in order to contract with consultants for the purposes of developing predesign studies and (where indicated) the production of the resultant design and construction documents and to increase the interim plan budget to the amount of \$1,030,096.65.

Supplemental Request to Governor and State Legislature to Secure Funding for Faculty Salary Parity

The viability and excellence of the university is related to the quality of the faculty that the university can recruit and retain. As the university must compete in a national market for its faculty, it is essential that we offer and maintain salaries that are competitive with our peer institutions.

Motion 98-51: Mr. Woods moved, seconded by Ms. Gillespie, that the Board of Trustees

authorize President Nelson to prepare a supplemental funding request to Governor Locke for the purpose of addressing faculty salary disparity at Central Washington University. This request will contain the dollar amount necessary to achieve the 75th percentile during the 1999-01 biennium. Dr. Nelson is also requested to prepare appropriate legislation and make every effort to secure legislative sponsorship to submit to the 1999 Washington State Legislature to secure funding for the purpose of addressing faculty salary disparity at Central Washington University. This request will contain the necessary dollar amount to achieve the 75th percentile during the 1999-01 biennium. Motion carried.

Through the Council of Presidents, the four-year institutions in the state have submitted a joint request for a 4.5% faculty salary increase each year of the biennium. Central's parity request is separate from this joint request.

Future Action Items

Discussion and Action on Board Themes 1-4

Discussion and action on the first four Board themes will be delayed until a future meeting.

Review Ten-Year Capital Construction Plan

A proposed plan for renovation and utilization of all non-state-funded buildings was presented to the Board for action June 12, 1999. Most of our non-state-funded buildings are in excess of thirty years old, some as much as seventy years old. It is proposed that a financial consultant use the draft plan and revenue projections to determine the cost of implementing the renovation plan. Current student housing preferences, university housing occupancy patterns, and funding options were discussed.

President's Report

Actions Toward Implementation of Board Resolution 98-06

Dr. Nelson presented six memoranda written to address the issues defined in Board Resolution 98-06. The issues include legislative strategy for faculty/staff salaries; faculty salary step increases; participation of part-time, non-tenure-track faculty in academic affairs of the university; faculty promotional raises; distribution of salary funding; and the 1998-99 charge to the Strategic Planning Committee. Ms. Jones requested a discussion of faculty salary issues so the trustees can understand the complexities.

Attorney General Opinion/Salary Issues

Senior Assistant Attorney General James K. Pharris responded October 28, 1998 to a letter Dr. Nelson wrote to the Attorney General's Office last spring requesting clarification of salary issues and distribution of legislatively appropriated dollars. The following brief summary outlines the major points:

In any given year, the authority of CWU to grant salary increases depends on the language of the current appropriations law. In the 1997-99 biennium, the Legislature has limited the university's use of general fund appropriations to an *average 3.0 percent salary increase*. This language does not preclude the university from granting individual increases which are greater or smaller than 3.0 percent, so long as the increases granted average out at 3.0 percent and do not result in an over-expenditure of the appropriation. The current budget does not prevent the university from using certain other appropriated funds, or non-appropriated local funds, for additional salary increases for the purpose of correcting disparities or for other lawful purposes. These observations relate to the faculty and exempt staff of the university, as the salaries of classified employees are determined by the Personnel Resources Board. The authority of the university to grant salary increases in any future year would depend on the state of the law at the time, including the language of the operating budget for the year in question.

HECB Recommendation for CWU

Higher Education Coordinating Board recommendations for academic programs and operating and capital budgets for Central Washington University for 1999-01 were discussed.

Accreditation Reports

Accreditation updates for the School of Business and Economics (AACSB), National Council for the Accreditation of Teacher Education (NCATE), and Northwest Association of Schools and Colleges (NASC) were submitted for review.

Other Reports

Academic Affairs

Provost Dauwalder stated that grant awards increased during 1997-98. Dr. Walt Kaminski was recently recognized by the American Society of Mechanical Engineers for outstanding student advising. Professors recommended for emeritus status-David Anderson, Sharon Elaine, and Walter Emken-were praised for their many years of dedicated service. Dr. Gregory Trujillo, Director of Institutional Studies, has been recommended for distinguished administrator status. He will retire with thirty years of exemplary service to the university. Performance measures and accountability targets were discussed. Strategic planning parameters were developed by the Academic Affairs Council in response to a request from the Strategic Planning Committee. These parameters will guide academic affairs strategic planning for the next two years. A revenue sharing report listing revenues and expenses for Summer 1998 was presented.

Ms. Jones thanked Dr. Dauwalder for honoring the contributions of the retirees and encouraged additional efforts to honor accomplishments of faculty and staff.

Dr. Nelson distributed copies of the recently released Governor's 2020 Commission Report.

Business and Financial Affairs

Mr. Nasser recognized efforts of his staff to respond to information requests.

Development and Alumni Relations

Mr. Young reviewed some of the successful Homecoming Weekend events October 24-25, 1998. Many homecoming visitors participated in tours through the new Science Building and Black Hall. Academic deans hosted receptions honoring outstanding faculty members and the Alumni/Athletic Hall of Fame banquet was well attended. Dean Nicholson was honored Saturday, November 7. Proceeds from that event were placed in a scholarship fund.

Enrollment Management and Marketing

Prior to Dr. Pappas' report, President Nelson informed the Board that we are examining university I-200 compliance and will discuss results with legal counsel.

Dr. Pappas stated that our Fall 1998 FTE increased to 7895 and the university's financial aid default rate is second lowest in Washington. Martha Lindley, Director of Government Relations, presented a legislative report and general overview of the financial situation for 1999-2001. The House of Representatives has no majority-49/49 split. Lawmakers will have cochairs for every committee. The Senate is Democratic. The six public four-year institutions will host a joint legislative day in February. Ms. Lindley indicated that the best time to approach legislators is in their home districts before the legislative session begins. She encouraged communication on legislation and stated that she and her counterparts at the other four-year institutions meet regularly with students involved in the Washington Student Lobby organization.

Student Affairs

In addition to her written report in which she presented updates concerning Campus Life, Residential Services, Women's Resource Center, and the University Store, Dr. Shumate stated that through the NCAA

(National Collegiate Athletic Association) the university has received funding for a national youth sports camps to provide recreational opportunities for disadvantaged youth. Robert Malde, former Assistant Director of Career Development Services, has been recommended for distinguished administrator status for 19 years of dedicated service to the university.

Board of Directors, Associated Students of Central Washington University

Bruce Eklund, President of the Board of Directors, ASCWU, reported that members of his board have been researching faculty collective bargaining issues and have examined the ASCWU position on those issues. A legislative agenda has also been developed. Members of the student board have communicated with Sarah Wooley-Powell and Stephanie Barnett, members of "The Students."

"The Students"

Several members of "The Students," a recently formed student group, spoke to the trustees about their concerns. Group members disagreed with the memorandum written by the ASCWU Board of Directors concerning the faculty vote of confidence on the president and feel they are not represented by the current ASCWU Board of Directors. They also expressed concern about NCATE and NASC accreditation, class availability, academic freedom, and increases in administrative positions.

Mr. Eklund indicated that the ASCWU Board of Directors spent many hours over the past month examining the faculty collective bargaining issue. The memo questioned by the student group was intended as a response to discussion at the October 28 special Faculty Senate meeting. Members of the Board of Directors felt internal chaos could reflect negatively during an accreditation visit and that the legislature may not react as favorably toward university requests if the turmoil continued.

Association of Exempt Administrative and Professional Staff - no report

Communications

*Letters were received
from the following individuals:*

Darwin Nelson, President, CWU Alumni Board of Directors, October 29, 1998

Patrick R. O'Shaughnessy, Chair, Faculty Grievance Committee, November 3, 1998

Jim Thomson, Psychology Department, October 14, 1998

Consent Agenda

Motion 98-52 Mr. Woods moved, seconded by Mr. Glover, that report items 25, 26, 27, 28, 29, 30 be received collectively, and action items 31, 32, 33, 34, 35, 36, 37, 38, 39 be approved collectively. Motion carried (*Ms Gillespie abstained*).

Personnel Reports

Report of Visiting Faculty

Gao, Ziyou, Northern Jiaotong University, effective January through February, 1999

Report of Non-Tenure-Track Faculty Appointments

Hosfeld, Scott., Lecturer, Music, 11.67%, Fall 1998

Kaufman, Marcia, Lecturer, Music, 5.00%, Fall 1998

Klemin, Jenee, Lecturer, Foreign Languages, 33.33%, Fall 1998

Leonardy, Bruce, Lecturer, Music, 13.33%, Fall 1998
Winkle, Keith, Lecturer, Music, 33.33%, Fall 1998

Report of Faculty Retirements

Anderson, David R., Professor, Mathematics, full retirement effective June 16, 1999 [30 years]
Elaine, Sharon, Professor, Health Education, full retirement effective June 16, 1999 [19 years]
Emken, Walter C., Professor, Chemistry, full retirement effective August 16, 1999 [30 years]

Report of Exempt Administrative and Professional Staff Appointments

Burghart, Susan, Digital Graphics Designer, Graphics Production Department, effective November 1, 1998 through June 30, 1999
Lister, Rosalind, Career Counselor, Career Development Services, effective October 19, 1998 through June 11, 1999
Orcutt, Jill, Administrative Assistant/Executive Secretary to the Vice President for Enrollment Management and Marketing, effective October 26, 1998 through June 30, 1999

Report of Full-Time, Non-Tenure Track Coaching Appointments

Andaya, Mario, Head Volleyball Coach, Athletics, effective October 16, 1998 through June 15, 1999
Hawes, Karla, Assistant Women's Basketball Coach, effective October 16, 1998 through June 15, 1999

Report of Exempt Administrative and Professional Staff Resignation

Malde, Robert, Assistant Director, Career Development Services, effective October 31, 1998

Personnel Actions

Department Chair Appointments

Schomer, Joe, Teacher Education programs, 100% assignment as chair, effective December 16, 1998 through June 15, 1999

Emeritus Professor Appointments

Anderson, David R., Professor, Mathematics, effective June 16, 1999 [30 years]
Elaine, Sharon, Professor, Health Education, full retirement effective June 16, 1999 [19 years]
Emken, Walter C., Professor, Chemistry, effective August 16, 1999 [30 years]

Faculty Tenure-Track Appointments

Bohrson, Wendy A., Assistant Professor, Geology, 100%, 1999 Winter and Spring Quarters
Melbourne, Timothy I., Assistant Professor, Geology, 100%, 1999 Spring Quarter

Faculty Step Increase

Martinez de Velasco, Javier, Professor, Foreign Languages, step increase for completing Doctor of Philosophy

Military Appointment

Conklin, Kurt E., Captain, effective June 16, 1999

Faculty Overload Assignments

Sharpe, Lana Jo, Lecturer, Theatre Arts, 13.33%, Fall 1998

Lewis, Keith, Assistant Professor, Art
Martinez de Velasco, Javier, Assistant Professor, Foreign Language
Monson, Luetta, Associate Professor, Curriculum and Supervision
Phillips, Barbara, Assistant Professor, Curriculum and Supervision
Pimomo, Paulas, Associate Professor, English
Schwartz, Terrence J., Assistant Professor, Psychology
Smith, Harris, Assistant Professor, Theatre Arts

Faculty Professional Leave

Abwin, John, requesting academic year 1999-2000, Geography and Land Studies
Bach, Glen, requesting academic year 1999-2000, Art
Denman, Anne Smith, requesting academic year 1999-2000, Anthropology
Harper, James D., requesting winter quarter 2000, Mathematics
James, Paul W., requesting academic year 1999-2000, Biological Sciences
Lannius, Michael, requesting fall and winter quarters 1999-2000, Political Science
Lonborg, Susan D., requesting academic year 1999-2000, Psychology
Majsterek, David J., requesting winter quarter 2000, Teacher Education Programs
McGehee, Charles L., requesting fall quarter 1999, Sociology
Moreno, Stella, requesting winter and spring quarters 2000, Foreign Languages
Papadopoulos, C.J.K., requesting academic year 1999-2000, Art
Silvers, Robert, requesting academic year 1999-2000, Business Administration
Taylor, Alan, requesting academic year 1999-2000, Communication

Kuolt Distinguished Executive-in Residence Professor

Mickool, Sheila, 33% assignment, through June 2000
Woods, William R., 67% assignment, through June 2000

Military Appointment

Wesolowski, Kevin B., Captain, Assistant Professor of Military Science, effective Winter Quarter, 1999

Facilities Consent Action Items

Science Facility – Phase I, Audio Visual Package

Accept as complete Science Facility – Phase I, Audio Visual Package (Contract #4748C) as performed by Proline Industries, Inc., Bellevue, Washington, for the amount of \$845,211.26 not including Washington State Sales Tax.

Personnel Consent Action Items (continued)

Faculty Tenure

Donahoe, Susan, Associate Professor, Teacher Education Programs, effective Winter Quarter, 1999

Executive Session (4:04 p.m.)

The Board recessed to executive session for five minutes under the authority of RCW RCW 42.30.110 (i) to discuss litigation. Reconvened at 4:10 p.m. and adjourned regular meeting.

Reconvened in Study Session (4:10 p.m.)

Provost Dauwalder and Dr. Libby Street, Executive Director of the NASC accreditation effort, met with the Board to discuss accreditation governance standards. Various standards and possible Board responses were discussed (Agenda Item 10). The university mission statement is currently under review. The Board guides formation of the mission statement by setting the long-term direction of the institution. Also reviewed were other key responsibilities including assessment of administration effectiveness and evaluation of the president each October. Central's NASC accreditation visit will occur October 19-22, 1999.

Next Meeting

Distinguished Administrator

Malde, Robert, Assistant Director, Career Development Services, effective October 31, 1998
Trujillo, Gregory, Director, Institutional Studies, Assessment, and Evaluation, effective
January 15, 1999

Facilities Action Items

Michaelsen Hall Sealer Replacement

Accept as complete the Michaelson Hall Sealer Replacement (Contract #4526S) as performed
by Pioneer Masonry Restoration, Seattle, Washington, for the amount of \$47,200.00 not
including Washington State Sales Tax.

Recessed (3:58 p.m.)

Reconvened in Study Session (4:10 p.m.)

Trustees briefly reconvened in study session to review actions of the day.

Next Meeting

The Board of Trustees will next meet February 12, 1999 in Barge 412 on the Ellensburg campus of
Central Washington University.

Adjourned

Meeting adjourned at 4:35 p.m.

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

Gwen Chaplin, Chair
Board of Trustees
Central Washington University

Central Washington University

Board of Trustees

Resolution 98-06

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 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 the Faculty Senate 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."

Adopted this 9th day of October, 1998.

Approved: Attest:

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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