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1999 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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Approved April 16, 1999

**SPECIAL/REGULAR MEETINGS
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
February 12, 1999**

Study Session

A study session of the Board of Trustees of Central Washington University began at 9:00 a.m. February 12, 1999, in Barge Hall, Room 412 on the Ellensburg campus of Central Washington University.

Present

Ms. Gwen Chaplin, Chair
Ms. Amy Gillespie
Mr. Frederic L. "Fritz" Glover
Ms. Leslie Jones
Mr. Wilfred Woods
Ms. Judy Yu

Absent

Mr. Mike Sells

Others Present

Dr. John Alsoszatai-Petheo, Chair, Faculty Senate
Mr. Joe Antonich, Director, Financial Services
Dr. Gregory S. Chan, Executive Assistant to the President
Dr. David P. Dauwalder, Provost/Vice President for Academic Affairs
Dr. Barney Erickson, Mathematics, Faculty Senate Budget Committee
Ms. Shelly Johnson, Budget Director
Ms. Teresa Kulik, Senior Assistant Attorney General
Ms. Martha Lindley, Director, Government Relations
Ms. Judy B. Miller, Secretary to the Board
Mr. Abdul Nasser, Vice President for Business and Financial Affairs
Dr. Ivory V. Nelson, President
Dr. John Ninnemann, Dean, College of the Sciences
Dr. James Pappas, Vice President for Enrollment Management and Marketing
Dr. Roy Savoian, Dean, School of Business and Economics

Faculty Salary Issues

Vice President Nasser discussed information on the university salary base. Last year, in addition to the 3 percent salary increases, the legislature authorized a 1 and 2 percent salary increase but did not fund them. Discussion occurred concerning the state general fund and tuition funding commitments as defined by legislative language. Salary increases and variables for all classifications of employees were extensively discussed. The legislature does not fund additional moneys to cover inflation. Grant funding and summer session profits aid departments in meeting operational needs. Goods and services funding is often lower than expected needs. Decisions affecting the salary base compound into the future. Scenarios illustrating salary savings distribution were discussed. State funding per student is declining which impacts total revenues. Internal policies should be established which would aid the institution in gaining available state funding.

Also discussed was a 10.1 percent cut to the institutional budget base since 1990. We must focus on the future to be responsive to projected revenues compared to projected needs. The Board of Trustees is directly responsible for the fiscal health of the institution. Trustees desire to develop a direction for the administration to effectively address the faculty salary issue in a more equitable fashion. State institutions define "faculty" differently. A common definition has been attempted, but has not been successful. Consequently, data produced from the state's six baccalaureate institutions is inconsistent and often cannot be compared.

Development of policies governing salary savings could direct funding toward merit increases as well as flexibility to cover adjunct faculty needs and operational deficiencies.

Discussion of Vision, Mission, and Goals

Strategic Planning Committee members present: Phil Backlund, Chair; Libby Street; Barbara Radke; Stamford Smith; Don Nixon; David Heath; and Shelly Johnson.

The Board of Trustees had asked members of the committee to analyze vision, mission, and goals input received from members of the campus community. They examined information received over the past year and attempted to summarize the compelling problems. Very few individuals responded to the Board's request for input. Consequently, statistical analysis was meaningless. On behalf of the committee, Dr. Backlund presented a written report to the Board suggesting possible reasons so few responded and then outlining several recommendations to the Board. Those recommendations included facilitating a process that will determine the kind of leadership that can move the university forward and improve the relationship between administration and faculty; begin a discussion of core values; understand what the campus community means when it says that the vision, mission, and goals statements do not impact decision making; retain the current mission statement until underlying problems are addressed; and strengthen the focus of the current strategic planning process.

Leadership does not just involve one person or one office, but total administration. Desired leadership type was not determined but members discussed creating a higher sense of dialogue within the university. They encouraged a fundamental acceptance of each person's point of view. Dialogue should begin at the point of acceptance. Rather than framing the interaction with preconceived answers, the answer should be determined together. We must exhibit true empathy and understanding for one another. It was suggested that a series of dialogues about leadership and academic values should occur. People want to be a recognized, validated part of the decision-making process. The committee would like to see more validation and inclusion in the process. Common values will create a focus for the university. Much listening, reflection, and understanding is implicit in the recommendation. This approach will take time and we should take that time. Many people would like to be involved in the process. The committee suggested forums open to the campus community focused on a specific theme.

The Strategic Planning Committee expressed willingness to assist in the vision, mission, and goals revision process. The university's mission statement is functional and could be retained until a more complete dialogue can occur. It was suggested that a university theme be developed to provide a planning focus for a year or a subscribed period. The theme or themes would be the focus for the year. Clarifying and revising the mission statement and developing themes could occur simultaneously. This process will strengthen relationships and develop a planning focus. Define what decisions are open to shared governance. The Board asks that the entire campus community be involved and would like to develop outcomes to determine success. Forums with facilitation could effectively be used to discuss the vision, mission, goals, and themes. Our current strategic plan is a compilation of unit plans rather than a university plan. The committee suggested that a university strategic plan would help the units plan to higher operational goals. Each unit would then have priorities to include in their planning. It is essential that we determine how effective the university is. Vision, mission, goals could provide direction from the Board of Trustees and establish focus for other planning.

We need a stated set of values to drive our goals. Dialogue on values will help us determine university direction. The role of the Board in that dialogue should be discussed. Conversational input is more effective than soliciting written input. The budget process and strategic planning should be included in the conversations. Budget priorities should be driven by the strategic plan. The planning schedule needs some refinement to be effective. Strategic and tactical planning were discussed. Value discussions should include everything involved with the university.

The Board of Trustees requested that the Strategic Planning Committee facilitate campus dialogue regarding university core values; leadership style; and the vision, mission, and goals. Committee analysis of the issues and process they will use to secure input will be reported at the next Board meeting, April 16, 1999. Ms. Chaplin expressed the Board's commitment to this effort.

Recessed for Lunch (11:55 a.m.)

Reconvened in Regular Session (1:10 p.m.)

Trustee Mike Sells joined the meeting by telephone.

The following individuals joined the Board for the regular session

Dr. Liahna Babener, Dean, College of Arts and Humanities

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

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

Provost Dauwalder recognized retiring faculty members Jack McPherson, Teacher Education Programs [30 years], Charlie McGehee, Sociology [12 years], and Blaine R. Wilson [23 years] for their significant contributions to the university and its students. All of the professors were present and spoke briefly. Ms. Chaplin expressed appreciation for their exemplary service.

Approval of Minutes

Motion 99-01: Mr. Woods moved, seconded by Ms. Gillespie, that minutes of the regular and special meetings of December 11, 1998; special meeting December 29, 1998; and special meeting January 27, 1999 be approved. Motion carried.

Changes to the Agenda

The following changes to the agenda were accepted: Item 1, minutes of December 29, 1998 and January 27, 1999; Item 5, Resolution 99-01, Indemnification of Employees; Item 10, additional input on vision, mission, and goals.

Action Items

Council of Presidents Tuition Principles

A set of principles was discussed which were drafted by members of the Council of Presidents as a companion to Governor Locke's proposed legislation giving governing boards tuition-setting authority. These principles would provide guidelines to be enacted if the legislation passes. No action was taken.

Endowment Investment Report/Budget 1999-2000

The Endowment Investment Report for July 1, 1998 through December 31, 1998 was reviewed. An endowment spending budget for 1999-2000 was presented.

Motion 99-02: Mr. Woods moved, seconded by Ms. Jones, that the 1999-2000 Endowment Spending Budget be approved. Motion carried.

Indemnification of Employees

Individual defense for nine university employees and trustees named in a legal action was requested.

Motion 99-03: Mr. Woods moved, seconded by Ms. Gillespie, that **Resolution 99-01** which authorizes defense for the nine university employees and trustees named in civil action No. C98-1826, Camarata vs. City of Lynnwood, Alan A. Correa, Central Washington University, et al., Seattle, United States District Court be approved. Motion carried.

Summer Session 1999 Budget

Support information on the proposed Summer Session 1999 budget formation was discussed. Distribution of the student activity fee component of the budget was discussed. Mr. Antonich explained that projected summer student activity fees are included in the allocation estimate that the Services and Activities (S & A) Committee receives. It was suggested that students be included in summer session budget discussions. Concern was expressed about summer session proration policies used in each college or school. These policies should be well defined and documented.

Motion 99-04: Mr. Sells moved, seconded by Mr. Glover, that the proposed Summer Session 1999 Budget be approved. Motion carried.

Undergraduate Tuition	\$ 83 per student credit hour
Postbaccalaureate Tuition	93 per student credit hour
Graduate Tuition	119 per student credit hour
Registration Fee	50 per student

Program Proposal/SeaTac Center

Documentation for an existing academic program, Master of Education in Business and Marketing Education, at a new location, SeaTac Center, was presented to the Board. Following Board approval, the proposal will be submitted to the Higher Education Coordinating Board.

Motion 99-05: Ms. Jones moved, seconded by Mr. Woods, that the Master of Education in Business and Marketing Education – SeaTac Center be approved. Motion carried.

Future Action Items

Faculty Code Changes

The Faculty Senate Code Committee requested that changes to the *Faculty Code of Personnel Policy and Procedure* be approved at the June 11 meetings of the Board of Trustees.

Motion 99-06: Mr. Glover moved, seconded by Mr. Sells, that changes to the *Faculty Code of Personnel Policy and Procedure* be presented to the trustees in June. Motion carried.

Tuition and Fee Waiver Budget Plan 1999-2000

The recommended 1999-2000 Tuition and Fee Waiver Budget Plan is based on current tuition rates and the Governor's proposed enrollment. The budget plan is prepared now for use in spring student recruitment efforts and will be adjusted to reflect any tuition and enrollment changes before it is presented to the Board in June for approval. Waiver authority and various financial aid awards were reviewed.

Vision, Mission, Goals Input Update

Very few members of the campus community responded to a letter from Mrs. Chaplin requesting input on the university's vision, mission, and goals. Members of the Strategic Planning Committee were asked to analyze the responses and present their findings to the Board. The number of responses was so small that statistical analysis was not meaningful. Phil Backlund, Chair of the Strategic Planning Committee, reviewed the committee's responses during today's study session. The Board accepted the planning committee's offer to aid the Board in examining common values and leadership. They will present process recommendations at the next meeting in April.

Board Legislative Committee

Mr. Glover delivered a brief update on recent legislative committee activities. The Board's legislative committee works with legislators in cooperation with the university's administration. Low faculty salaries were discussed. Central's faculty salaries are the lowest of our peer institutions in the state. Legislators are concerned about how the faculty salary disparity occurred.

Motion 99-07: Mr. Glover moved, seconded by Mr. Sells, that the Board of Trustees directs the president of Central Washington University to take the following actions:

1. Define, initiate, and strengthen those policies and practices that increase the faculty salary base and also address existing problems of faculty salary compression, salary equity, and merit.
2. Define and revise those administrative policies and practices that have served to diminish the faculty's salary base.
3. Include a progress report on actions related to faculty salaries as part of the Academic Affairs report at each regular Board of Trustees meeting.

The Board is confident that the university is addressing these complex salary issues. These issues were discussed at length at the Board's request during the study session as the trustees desire to identify and understand the root issues.

Motion 99-08: Ms. Jones moved to table the motion. With one opposing vote, motion was tabled.

President's Report

Budget Development Report, 1999-00

Dr. Nelson discussed the process for establishing the 1999-00 operating budget. Projected revenues and university priorities are considered in the planning process. Enrollment, faculty promotions, faculty equity, and faculty salaries are also considered. Preliminary projects for fiscal year 1999-2000 were reviewed.

Legislative Budget Request 1999-01

Receipt of additional legislative funding will determine whether we must fund university-level priorities from the existing base budget. Ways will be examined to redistribute resources to meet student needs. It is important to implement marketing strategies to support student recruiting efforts. Our student enrollment growth fluctuates between the Ellensburg campus and the university centers.

Other Reports

Student Affairs

Dr. Shumate reviewed recent Student Affairs events including the Snow Ball and an event honoring women. Binge drinking and alcohol consumption on campus, the student sexual assault response policy, and diversity efforts were discussed and presented in detail in a written report to the Board.

Enrollment Management and Marketing

Advertising clips promoting Central Washington University and financial aid news segments were played for the group. Dr. Pappas indicated that the financial aid clips were part of a "College is Possible" series aired by Yakima television station KNDO. Chris Smart was applauded for his outstanding effort producing the advertising clips. The CWU Marketing Plan will be presented to the trustees in April.

Legislative Report

Martha Lindley reported that Amy Gillespie was the first student trustee questioned at the recent Senate confirmation hearing for student trustees/regents. A report listing contacts with legislators and hearing testimony on various issues was distributed. Also discussed was the current status of the Music Education Facility, faculty salaries and other budget issues, tuition waivers, and other legislation including the Governor's tuition bill. Our legislative representatives inform legislators that the university needs \$3 million for the Music Education Facility this biennium followed by \$25 million.

Development and Alumni Relations

Vice President Young reviewed scholarship and student development efforts and mentioned an alumni link web page which features athletic events. The 1998 National CWU Philanthropist of the Year is CWU alumna Shirley Nelson from Olympia.

Business and Financial Affairs

Vice President Nasser presented information on the CWU Capital Budget Request 1999-2001, Facilities Master Plan Update, and Facilities Deferred Maintenance Report. The Financial Reports for FY 98 are not yet available from the printer.

State Audit Finding 1999, follow-up -- Excerpts from the Office of Financial Management *1998 Audit Resolution Report* were presented to the Board. Central Washington University has an interim cash reconciliation process, approved by the State Auditor's Office, in place and working without any problems. New computer software will be implemented in the near future and will incorporate cash receipting software that will identify mode of payment and provide reconciling reports.

Year 2000 Readiness Update -- Efforts to address Y2K concerns are prioritized into two categories: mission critical and life and safety of others. Reports outlining our Y2K readiness for information technology systems and non-information technology Y2K readiness were presented. The institution is required to document our readiness and provide a contingency plan to the Governor's Y2K readiness office. Their consultants work with state agencies to resolve readiness issues.

Academic Affairs

College of Arts and Humanities, Liahna Babener -- Consistent with their efforts to create initiatives to focus on academic values, the College of Arts and Humanities is publishing *Ventures*, a newsletter which focuses on interdisciplinary teaching efforts to foster learning experiences that would otherwise not occur. Faculty across the college present proposals for classes. These efforts foster faculty development.

College of the Sciences, John Ninnemann -- Dr. Ninnemann announced a new academic center within the College of the Sciences, the Center for Spatial Information. Undergraduate research is valuable method for teaching students and is being integrated into the curriculum. There is a 100 percent retention rate for students participating in undergraduate research. Roger Yu, chair of SOURCE (Symposium on Undergraduate Research and Creative Expression), is bringing a Nobel laureate in chemistry to campus in May.

School of Business and Economics, Roy Savoian -- Dr. Savoian praised student efforts in the Departments of Economics, Business Administration, and Accounting. A new business administration club has been established and an initial presentation was discussed. Accounting majors provide free income tax counseling to members of the

greater Ellensburg community and at our Lynnwood and SeaTac Centers. In a recent state CPA examination, one of our students placed eighth out of 401 successful candidates.

College of Education and Professional Studies, Lin Douglas – Dr. Dauwalder delivered the report for the College of Education and Professional Studies as Dr. Douglas is involved in the NCATE mock visit. Dr. Steve Jefferies, Professor of Physical Education, was the recipient of the 1998 Meritorious Service Award, presented by the Washington Alliance for Health, Physical Education, and Dance. He received recognition for his contribution to the promotion of public school physical education in Washington State. Dr. Jan Bowers, Chair of the Family and Consumer Sciences Department, will represent Central Washington University in a multi-institutional grant focused on developing effective contextual learning opportunities for K-12 students (contextual learning refers to what was called “school to work” in older terminology).

Dr. Dauwalder’s written report to the Board included professional leave reports, budget priorities, and an update on the current status of the Institute for Science and Society, a self-support program which is now part of the university. Written progress reports on the institution’s AACSB (School of Business and Economics), NASC (National Association of Schools and Colleges), and NCATE (National Council for the Accreditation of Teacher Education) accreditation efforts were presented to the Board. The university’s reapplication for AACSB accreditation will occur in May 1999.

Faculty Senate

Faculty Senate Chair John Alsosztai-Petheo asked Beverly Heckart, Chair of the Faculty Code Committee, to present the Faculty Senate report. Dr. Heckart discussed the faculty salary information distributed for the morning study session. She stated that the Faculty Code is a collaborative document. Members of the Code Committee consult with President Nelson concerning adjustments to the Faculty Code before changes are presented to the Board for consideration. Dr. Heckart encouraged the Board to review the guidelines Dr. Nelson uses to evaluate proposed changes. Preservation of academic values should be stressed.

Board of Directors, Associated Students of Central Washington University

Bruce Eklund presented student concerns involving the proposed renovation of the Samuelson Union Building, proposed increases in residence hall fees, lobbying efforts for the Hertz Music Education Facility, and summer session S & A fees concerns. Discussion followed.

Association of Exempt Administrative and Professional Staff - no report

Communications

Letters were received from the following individuals:

Duncan A. Bonjorni, December 4, 1998

Shirley L. Richards, November 29, 1998

Consent Agenda

Motion 99-09: Mr. Glover moved, seconded by Mr. Sells, that report items 34, 35, 36, 37, 38, 39 be received collectively, and action items 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50 be approved collectively. Motion carried (*Ms Gillespie abstained*).

Personnel Reports

Report of Faculty Retirements

Gregor, John, Professor of Physical Education, Health Education and Leisure Services, effective July 21, 1999 [28 years]

McGehee, Charles, Professor of Sociology, phased retirement effective end of Spring Quarter, 1999 [30 years]

McPherson, Jack, Professor of Teacher Ed Programs, phased retirement effective end of Summer Quarter, 1999 [12 years]

O’Shaughnessy, Patrick, Professor of Accounting, effective June 16, 1999 [35 years]

Thelen, Thomas H., Professor of Biological Sciences, full retirement effective end of Spring Quarter, 1999 [29 years]

Wilson, Blaine, Professor of Administrative Management and Business Education, full retirement effective end of Winter Quarter, 1999 [23 years]

Report of Visiting Scholars

Gao, Ziyou, Northern Jiaotong University, January 18, 1999 through March 20, 1999

Han, Jaeho, Pukyong, National University, January 15, 1999 through January 15, 2000

Report of Non-Tenure-Track Faculty Appointments

Adkisson, Kevin, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter 1999
 Andaya, Mario, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Winter 1999
 Anderson, Terrill, Lecturer, Physical Education, Health Education and Leisure Services, 46.66%, Winter 1999
 Armstrong, Sue Taylor, Lecturer, Law and Justice, 40%, Winter 1999
 Ayers, James, Lecturer, Curriculum and Supervision, 26.66%, Winter 1999
 Backlund, Judy, Lecturer, Curriculum and Supervision, 20%, Winter 1999
 Bangs, Leilani, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Ball, Carla, Lecturer, Physical Education, Health Education and Leisure Services, 6.66%, Winter 1999
 Bissonette, Dan, Lecturer, Physical Education, Health Education and Leisure Services, 26.66%, Winter 1999
 Boys-Stevenson, Lecturer, Emily, Lecturer, Family and Consumer Sciences, 20%, Winter 1999
 Briggs, Diane, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter 1999
 Browning, Kim, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Buckland, Helen, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter 1999
 Burfeind, Heather, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Winter 1999
 Campbell, Brad, Lecturer, Industrial and Engineering Technology, 26.66%, Winter 1999
 Campbell, Pat, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Case II, Robert, Lecturer, Philosophy, 100.00%, Winter 1999
 Cawley-Crane, Joan, Lecturer, Art, 33.33%, Winter 1999
 Chandler, Lori, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Winter 1999
 Charry, Stephen, Lecturer, History, 100.00%, Winter 1999
 Chase, Sharon, Lecturer, Administrative Management and Business Education, 33.33%, Winter 1999
 Cheyne, Irene, Lecturer, Communication, 26.67%, Winter 1999
 Cheyne, Irene, Lecturer, Administrative Management and Business Education, 86.66%, Winter 1999
 Chow, Margaret, Lecturer, Teacher Education Programs, 33.33%, Winter 1999
 Coppin, Paul, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Cumisk, Gary T., Lecturer, Anthropology, 33%, Winter 1999
 Cumisk, Gary, Lecturer, English, 53.33%, Winter 1999
 D'Acquisto, Debra, Lecturer, Physical Education, Health Education and Leisure Services, 40.00%, Winter 1999
 Decker, Bonita, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Douglass, Gerri, Lecturer, Curriculum and Supervision, 17.06%, Winter 1999
 Downard, Dan, Lecturer, Business Administration, 33%, Winter 1999
 Drechsler, Jim, Lecturer, Physical Education, Health Education and Leisure Services, 10.00%, Winter 1999
 Durkee, James, Lecturer, Music, 40.00%, Winter 1999
 Eastman, E. Grant, Visiting Associate Professor, Computer Science, 113%, Winter 1999
 Eilers, Theresa, Lecturer, Curriculum and Supervision, 12.80%, Winter 1999
 Emme, Mary Jane, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter 1999
 Erdman, Ruth, Lecturer, English and Humanities, 86.66%, Winter 1999
 Forth, Judith, Lecturer, Administrative Management and Business Education, 13.33%, Winter 1999
 Futterman, Alan, Lecturer, Music, 20.00%, Winter 1999
 Garrison, Patricia, Lecturer, English, 53.33%, Winter 1999
 Giles, Miriam Joyce, Lecturer, Mathematics, 100%, Winter 1999
 Gleason, Angela, Lecturer, Art, 60.00%, Winter 1999
 Glenn, Elaine F., Lecturer, Geography, 27%, Winter 1999
 Gonzales, Irene, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Green, Nita, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Greenup, Gary, Lecturer, Administrative Management and Business Education, 66.66%, Winter 1999
 Gries, Margret, Lecturer, Music, 106.66%, Winter 1999
 Hahn, William, Lecturer, Industrial and Engineering Technology, 40.00%, Winter 1999
 Han, Hyo-Na, Lecturer, Family and Consumer Sciences, 26.66%, Winter 1999
 Harcourt, James, Lecturer, Business Administration, 33%, Winter 1999
 Harless, Sher, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Harper, Lila, Lecturer, English, 53.33%, Winter 1999
 Heesacker, Judy, Lecturer, Family and Consumer Sciences, 6.66%, Winter 1999
 Heimbeck, Raeburne, Lecturer, Douglas Honors College, 6.67%, Winter 1999
 Henson, Roy, Lecturer, Curriculum and Supervision, 21.40%, Winter 1999

Hinckley, Debbie, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Hindman, Christina L., Lecturer, Anthropology, 33%, Winter 1999
 Hindman, Christina L., Lecturer, Sociology, 60%, Winter 1999
 Hitch, Kathryn E., Lecturer, Law and Justice, 33%, Winter 1999
 Horowitz, Katherine, Lecturer, Communication, 46.67%, Winter 1999
 Hosfeld, Scott, Lecturer, Music, 63.33%, Winter 1999
 Hultquist, John F., Lecturer, Geography, 67%, Winter 1999
 Jensen, Jessica M., Lecturer, Law and Justice, 33%, Winter 1999
 Johnson, Marlyne, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Jones, Lester, Lecturer, Curriculum and Supervision, 24.0%, Winter 1999
 Karna, Duane, Lecturer, Music, 73.33%, Winter 1999
 Kaufmann, Marcia, Lecturer, Music, 50.55%, Winter 1999
 Klemm, Jene, Lecturer, Foreign Languages, 33.33%, Winter 1999
 Knight, Kelton, Lecturer, Douglas Honors College, 6.67%, Winter 1999
 Knutson, John, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Kollove, Barry, Lecturer, Economics, 67%, Winter 1999
 Lagreid, William, Lecturer, Curriculum and Supervision, 12.80%, Winter 1999
 Larkin, Richard, Lecturer, Communication, 26.67%, Winter 1999
 LaRosa, Richard P., Lecturer, Law and Justice, 27%, Winter 1999
 Lasik, John, Associate Professor, Business Administration, 33%, Winter 1999
 Leavitt, Gregory C., Lecturer, Sociology, 33%, Winter 1999
 Leonardy, Bruce, Lecturer, Music, 13.33%, Winter 1999
 Lentz, Florence K., Lecturer, Anthropology, 20%, Winter 1999
 Lloyd, Jane, Lecturer, Curriculum and Supervision, 66.66%, Winter 1999
 Lohman, Jackie, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Winter 1999
 Loverro, Ian, Lecturer, Curriculum and Supervision, 20%, Winter 1999
 Lundblad, Steven P., Lecturer, Geology, 87%, Winter 1999
 Luxa, Cherisse L., Lecturer, Law and Justice, 33%, Winter 1999
 Luxa, Cherisse L., Lecturer, Political Science, 33%, Winter 1999
 MacGregor, Jacque, Lecturer, Curriculum and Supervision, 20%, Winter 1999
 Mahre, Pam, Lecturer, Family and Consumer Sciences, 33.33%, Winter 1999
 Mandt, Douglas K., Lecturer, Science Education, 40%, Winter 1999
 Marcotte, Steven, Lecturer, Accounting, 33%, Winter 1999
 Marstine, Janet, Lecturer, Art, 20.00%, Winter 1999
 Martin, Dan, Lecturer, Physical Education, Health Education and Leisure Services, 6.66%, Winter 1999
 Mattocks, Philip W., Lecturer, Biological Sciences, 73%, Winter 1999
 McClinton, Duncan, Lecturer, English, 26.67%, Winter 1999
 McElrath, Athena, Lecturer, Theatre Arts, 40.00%, Winter 1999
 Melvin, Shawne, Lecturer, Music, 26.67%, Winter, 1999
 Miller, Jack J., Lecturer, Law and Justice, 33%, Winter 1999
 Mitchell, Dale, Lecturer, Curriculum and Supervision, 25.66%, Winter 1999
 Montoya, John, Lecturer, Business Administration, 33%, Winter 1999
 Morelan, Steven J., Lecturer, Psychology, 20%, Winter 1999
 Morgan, Ingrid, Lecturer, Administrative Management and Business Education, 26.66%, Winter 1999
 Munsell, Kenneth, Lecturer, History and Douglas Honors College, 53.33%, Winter 1999
 Newbill, Christie, Lecturer, Accounting, 33%, Winter 1999
 Nightingale, Loraine D., Lecturer, Law and Justice, 100%, Winter 1999
 Nourse, Steve, Lecturer, Curriculum and Supervision, 26.66%, Winter 1999
 Otto, Nichole, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Winter 1999
 Peterson, Erik, Lecturer, English, 53.33%, Winter 1999
 Peterson, James J., Lecturer, Geology, 33%, Winter 1999
 Piacsek, Andrew A., Assistant Professor, Physics, 83%, Winter 1999
 Pickett, Barbara, Lecturer, Music, 13.33%, Winter 1999
 Rice, Robert R., Lecturer, Psychology, 27%, Winter 1999
 Ristine, Gary, Lecturer, Curriculum and Supervision, 17.06%, Winter 1999
 Robertson, Gerald, Lecturer, Curriculum and Supervision, 29.93%, Winter 1999
 Rodine-Wolfsehr, Trudy, Lecturer, Teacher Education Programs, 66.66%, Winter 1999
 Roe, Lee W., Lecturer, Law and Justice, 27%, Winter 1999
 Ross, Beth, Lecturer, Industrial and Engineering Technology, 20%, Winter 1999
 Rust, Sam, Lecturer, Teacher Education Programs, 13.33%, Winter 1999

Schnelle, Robert, Lecturer, English, 53.33%, Winter 1999
 Sharp, Lisa, Lecturer, Curriculum and Supervision, 68.40%, Winter 1999
 Shor, Marc, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Schulhauser, Candace, Lecturer, Teacher Education Programs, 40.00%, Winter 1999
 Schwartz, Ronald, Lecturer, Business Administration, 33%, Winter 1999
 Soelling, Mark E., Lecturer, Psychology, 107%, Winter 1999
 Snively, Deborah, Lecturer, Communication, 40.00%, Winter 1999
 Spall, Amy, Lecturer, Family and Consumer Sciences, 40.00%, Winter 1999
 Spencer, Mia, Lecturer, Music, 93.33%, Winter 1999
 Sprigg, Kathryn, Lecturer, Administrative Management and Business Education, 13.33%, Winter 1999
 Stroh, Jr., Hugh W., Lecturer, Business Administration, 67%, Winter 1999
 Swanner, James W., Lecturer, Law and Justice, 27%, Winter 1999
 Thomason, Jeffrey, Lecturer, Law and Justice, 33%, Winter 1999
 Thompson, Mary, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Thrash, Paul D., Lecturer, Law and Justice, 27%, Winter 1999
 Tomulty, Michael, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Winter 1999
 Turnbull, Scott S., Lecturer, Political Science, 67%, Winter 1999
 Twilley, Brian, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Vogt, Beth, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Wahle, Chuck, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Walton, Tami, Lecturer, Physical Education, Health Education and Leisure Services, 6.66%, Winter 1999
 Watkins, Shuni, Lecturer, Administrative Management and Business Education, 20%, Winter 1999
 Width, Dale G., Lecturer, Mathematics, 33%, Winter 1999
 Winkle, Keith, Lecturer, Music, 36.66%, Winter 1999
 Wippel, Gretchen A., Lecturer, Law and Justice, 13%, Winter 1999
 Woods, Jr., William P., Lecturer, Business Administration, 33%, Winter 1999
 Wright, Joan, Lecturer, Teacher Education Programs, 20%, Winter 1999
 Young, Therese, Lecturer, Physical Education, Health Education and Leisure Services, 28.33%, Winter 1999
 Young, Sue, Lecturer, Physical Education, Health Education and Leisure Services, 13.33%, Winter 1999

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

Fleury, Jerrod, Head Soccer Coach, Athletics, effective January 1, 1999 through June 15, 1999

Report of Exempt Administrative and Professional Staff Appointments

Arteaga, Mateo, Director, Educational Opportunity Center, effective February 1, 1999 through June 30, 1999
 Lynam, Robert T., Study Abroad/Exchange Advisor, effective February 8, 1999

Report of Exempt Administrative and Professional Staff Resignations

Manock, Brett, Coordinator, Athletic Resource Development, effective January 29, 1999
 Rauscher, Ken A., Interim Director, National Center for Resource Innovations, effective January 26, 1999
 Sturdivant, Brian, Associate Director, Residential Services, effective January 15, 1999
 Zukroff, Stacia, Study Abroad/Exchange Advisor, effective September 25, 1998

Personnel Consent Action Items

Emeritus Professor Appointments

Gregor, John, Professor of Physical Education, Health Education and Leisure Services, effective July 21, 1999
 [28 years]
 McGehee, Charles, Professor of Sociology, phased retirement effective end of Spring Quarter, 1999 [30 years]
 McPherson, Jack, Professor of Teacher Ed Programs, phased retirement effective end of Summer Quarter, 1999
 [12 years]
 O'Shaughnessy, Patrick, Professor of Accounting, effective June 16, 1999 [35 years]
 Thelen, Thomas H., Professor of Biological Sciences, full retirement effective end of Spring Quarter, 1999 [29 years]
 Wilson, Blaine, Professor of Administrative Management and Business Education, full retirement effective end of Winter Quarter, 1999 [23 years]

Disability Leave

Beilke, Margaret, Professor, Administrative Management and Business Education, effective Winter 1999

Kurtz, Martha J., Asst Professor, Chemistry and Science Education - full-time disability Jan 5, 1999-June 11, 1999
Wicking, Robert, Professor, Industrial & Engineering Technology, effective Winter 1999

Military Appointment

Richards, Lt. Colonel David L, Department Chair and Professor, Aerospace Studies, effective Fall 1999

Overload Assignments

Bartel, Kim, Assistant Professor, Administrative Management and Business Education, 20%, Winter 1999
Bertelson, Cathy, Professor, Administrative Management and Business Education, 20%, Winter 1999
Black, Ann, Lecturer, Teacher Education Programs, 20%, Winter 1999
Bowers, Jan, Associate Professor, Family and Consumer Sciences, 13.06%, Winter 1999
Braunstein, Lori, Assistant Professor, Administrative Management and Business Education, 20%, Winter 1999
Chandler, Bill, Assistant Professor, Administrative Management and Business Education, 20%, Winter 1999
Jenkins, Andrew, Associate Professor, Physical Education, Health Ed and Leisure Services, 33.33%, Win, 1999
Mueller, Leslie, Professor, Business Administration, 33%, Winter, 1999
Mustain, Wendy, Assistant Professor, Physical Education, Health Ed and Leisure Services, 26.66%, Winter, 1999
Perkins, Robert, Associate Professor, Administrative Management and Business Education, 20%, Winter 1999
Prigge, Debra, Associate Professor, Center for Teaching and Learning, 6.667%, Winter 1999
Richmond, F. Lynn, Associate Professor, Business Administration, 33%, Winter, 1999
Stege, Ken, Assistant Professor, Industrial and Engineering Technology, 6.66%, Winter 1999

Professional Leave

Pickett, John, Music, Winter and Spring 1999-2000 academic year

Facilities Consent Action Items

Barge Hall Moisture Intrusion Waterproofing

Accept as complete Barge Hall Moisture Intrusion Waterproofing (Contract #4810S) as performed by Lydig Construction, Inc., Spokane, Washington, for the amount of \$18,696.46 not including Washington State Sales Tax.

Chimpanzee and Human Communication Institute - Capital Roof Repair

Accept as complete Capital Roof Repair – Chimpanzee and Human Communication Institute (Contract #4731S) as performed by Concord Construction, Inc., Wapato, Washington, for the amount of \$14,752.35 not including Washington State Sales Tax.

Chilled Water Storage System

Accept as complete the Chilled Water Storage System (Contract #4151C) as designed by Wood/Harbinger, Inc., Bellevue, Washington and constructed by Pitt-DeMoines, Sacramento, California, in the amount of \$743,280.62 not including Washington State Sales Tax.

McConnell Tower Theater Lighting Controls

Accept as complete the McConnell Tower Theater Lighting Controls (Contract #4762S) as designed by Conley Engineering, Yakima, Washington and constructed by Colvico, Inc., Spokane, Washington, for the amount of \$121,911.15 not including Washington State Sales Tax.

Samuelson Union Building Replacement Roofing

Accept as complete Samuelson Union Building Replacement Roofing (Contract #4728C) as performed by J.C. Noel Construction, Yakima, Washington, for the amount of \$93,764.00 not including Washington State Sales Tax.

Stockpiled Petroleum Contaminated Soil Removal

Accept as complete Stockpiled Petroleum Contaminated Soil Removal (Contract #4186C) as performed by Ray Poland and Sons, Inc., Kennewick, Washington, for the amount of \$82,095.00 not including Washington State Sales Tax.

Next Meeting

The Board of Trustees will next meet Friday, April 16, 1999 at the CWU SeaTac Center, 2450 South 142nd Street, SeaTac, Washington.

Adjourned

Meeting adjourned at 4:36 p.m.

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

Gwen Chaplin, Chair
Board of Trustees
Central Washington University