

4-16-1999

1999 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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Approved May 14, 1999

**SPECIAL/REGULAR MEETINGS
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
April 16, 1999**

Study Session

A study session of the Board of Trustees of Central Washington University began at 10:00 a.m. April 16, 1999 at the CWU SeaTac Center, Room 115.

Present

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

Absent

Mr. Mike Sells

Others Present at SeaTac

Dr. John Alsoszatai-Petheo, Chair, Faculty Senate
Dr. Phil Backlund, Associate Dean, College of Arts and Humanities and chair, Strategic Planning Committee
Mr. Rich Corona, Associate Vice President for Business and Financial Affairs
Dr. David P. Dauwalder, Provost/Vice President for Academic Affairs
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. Don Nixon, Business Administration and member, Strategic Planning Committee
Dr. James Pappas, Vice President for Enrollment Management and Marketing
Ms. Barbara Radke, Director, University Relations and member, Strategic Planning Committee
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

Others Present in Ellensburg

Dr. James Brown, Political Science
Ms. Agnes Canedo, Director, Financial Aid
Mr. Rob Chrisler, Director, Operations and Resource Management and member, Strategic Planning Committee
Dr. Anne Denman, Anthropology
Dr. Terry DeVietti, Psychology
Dr. David Gee, Family and Consumer Studies
Ms. Shelly Johnson, Budget Director and member, Strategic Planning Committee
Dr. Libby Street, Psychology and member, Strategic Planning Committee
Dr. Lisa Weyandt, Associate Professor, Psychology

1991 Presidential Search

The Board invited individuals who participated in the 1991 presidential search to share their perspectives about the search.

Barbara Radke, media relations for the university during the search

A sense of secrecy surrounded the 1991 presidential search. People wanted to know what was happening which was reflected in media interest. Some things could not be shared as candidates' confidentiality had to be protected. Yet, the secrecy continued even when the new president was named. Ms. Radke suggested that an appropriate level of disclosure, including a well defined time line and predictable search activities, would help create greater support for the new president.

Jim Pappas, current Vice President for Enrollment Management and Marketing and interim president

The number of trustees on the committee and changing the job description after the search began were two process problems that occurred during the search. Applicant confidentiality was well protected. Dr. Pappas suggested that the search committee could define a list of criteria and ask applicants to write letters articulating their views. A brief institutional profile would accompany the list of criteria. Screening committee members should understand how to interpret credentials. All university community constituencies should be represented on the committee.

Anne Denman, professor of Anthropology and 1991 search committee member

Central Washington University has been strengthened over the last ten years; Ivory Nelson was one of the contributing factors. Dr. Denman listed four conclusions regarding the search process.

1. Greater openness and trust throughout the search process
2. Committee members should be accessible and prepared to contribute a great deal of their time
3. The outside consultant was not useful to committee members
4. Committee members should visit candidates' campuses

She emphasized faculty strengths and stated that faculty and students are the life blood of the university. Faculty have experience with academic and administrative hiring and are skilled at interpreting credentials.

David Gee, professor of Food Science and Nutrition and 1991 search committee member

Dr. Gee felt the Board of Trustees had their own agenda, separate from the search committee. Some faculty felt their feelings were disregarded. The committee chair refused to meet with faculty creating a hostile environment for the successful candidate. Committee members were rushed during the last stages of the search and were not given adequate time to analyze candidate information before unranked candidate names had to be forwarded to the Board. Dr. Gee felt the consultant was unable to contribute anything that would not have been done in any exempt search. It would be helpful if the Board's role on the committee was defined.

Agnes Canedo, Director of Financial Aid and coordinator of the 1991 search from October 1991 to conclusion

Ms. Canedo became connected with the search after the semifinalists were named. She indicated that the past eight years have been great for the university and reviewed several areas of improvement: facilities, strategic planning, administrative diversity, more open meeting agendas and minutes, and increased computing availability for members of the university community. Many good, experienced people served on the search committee. The consultant was instrumental in defining the job description and eligibility criteria. Ms. Canedo offered the following suggestions:

1. Address confidentiality issues by determining type of search from the beginning
2. Provide an adequate budget and detailed spending plan
3. Provide experienced support staff
4. Service on the committee is time consuming
5. Make public the Board's charge to the president
6. Establish a dynamic between the trustees, the new president, and the university community
7. More discussion before the final decision is made
8. Include a majority of faculty representation on the search committee

Jim Brown, professor and chair, Political Science

Dr. Brown supports faculty majority representation on the presidential search committee and stated that a majority of the faculty agree. Faculty representation should be elected by the faculty rather than appointed by the Board of Trustees.

Lisa Weyandt, associate professor, Psychology

Expressed hope that faculty and administration can have an amicable relationship throughout the search process.

Rich Corona, Associate Vice President for Business and Financial Affairs

Mr. Corona stated that there are many strong candidates for search committee membership among the ranks of classified and exempt employees. The search effort will be strengthened by inclusive participation.

Strategic Planning Committee

Mrs. Chaplin mentioned that three trustees (Chaplin, Glover, and Yu) attended a presidential search workshop at a recent Association of Governing Boards conference in Seattle. Participants discussed use of an outside consultant, setting a time line for the search, and establishing a clear set of rules governing the search. The search process and supporting budget will be defined and maintained throughout the entire process. A proposed time line for our presidential search was discussed: July 1999—leadership profile completed; Summer 1999—search committee established; February/March 2000—offer the position; April 1, 2000—Dr. Nelson retires. The Board asked the Strategic Planning Committee to help determine the leadership profile and duties of the new president using an inclusive process. Recognizing that a trust issue exists in the

university community, the Board will issue regular updates outlining decisions made and contemplated. Providing consistent information to all constituencies in a clear, concise manner will help foster trust. Individual communications will be acknowledged as they are received rather than waiting until the next Board meeting. This is the first presidential search experience for members of this Board of Trustees.

A preliminary process was discussed for securing input from the university community and developing a leadership profile and presidential duties. Suggested strategies include: involve groups who are currently meeting and encourage them to discuss issues—committee will gather information; ask 100 people to talk to 10 people in cross-unit conversations involving every constituency—synthesize information; utilize divisional meetings—vice presidents, deans, directors; and involve the trustees in campus discussions. We must determine whether we want to involve the greater community and state stakeholders in the effort, what information we need, and how it will be used. Responses will be analyzed and presented to the Board at their next meeting May 14, 1999. Strategic Planning Committee members value this important work and want to be involved.

Elements of a presidential position description must be measurable for appropriate evaluation. It was suggested that presidential duties be developed with a time frame for completion. Assessing our challenges and examining our priorities will help us identify desired candidate qualities, experiences, and critical skills. Development of the leadership profile is our first priority. Approved vision, mission, and goals are reaffirmed and will be discussed and revised after the leadership profile is developed. To facilitate completion of its tasks, the Strategic Planning Committee will be expanded. A communication strategy for the Board and the search process was discussed.

Recessed for Lunch (12:40 a.m.)

Reconvened in Regular Session (1:05 p.m.)

The following individuals joined the Board for the regular session

Mr. Bruce Eklund, President, Board of Directors, Associated Students of Central Washington University
Ms. Teresa Kulik, Senior Assistant Attorney General

Mrs. Chaplin welcomed Jay Reich to the Board. Mr. Reich lives in Seattle and is an attorney in private practice.

Approval of Minutes

Motion 99-10: Mr. Woods moved, seconded by Ms. Gillespie, that the minutes of the special meeting March 5 be approved and the February 12, 1999 meetings be approved as edited. Motion carried.

Changes to the Agenda

The following changes to the agenda were accepted: Item 1, changes to the minutes of February 12, 1999; Item 8, remove item—changes to the CWU Policies Manual will be considered in May; Item 12, Operating/Capital Budget Request Update 1999-01—revised capital budget request; and Item 13, Proposed Operating Budget for 1999-00—revision.

Action Items

Resolution Honoring Wilfred Woods

Mr. Wilfred Woods notified the Board of Trustees that he was resigning effective April 16, 1999. In recognition of his contributions to the Board, Mrs. Chaplin read Resolution 99-02 honoring Wilfred Woods.

WHEREAS Mr. Wilfred Woods was appointed to the Central Washington University Board of Trustees by Gov. Mike Lowry on March 12, 1993, reappointed by Gov. Lowry on October 3, 1995, and has served with distinction for the past six years, and

WHEREAS Mr. Woods has served as vice-chair of the Board during the 1996-98 academic years and again in 1999, as well as participating actively on the presidential evaluation committee and other Board committees, and

WHEREAS Mr. Woods has shared his vision of a many-campus system, and has committed his energies to assuring that the university extends its service and resources to place- and time-bound students seeking high-quality, affordable public education in other communities, not only in Ellensburg and at westside centers in Lynnwood,

SeaTac and Steilacoom, but also at reinvigorated eastern Washington sites in Wenatchee and Yakima, and at a new Moses Lake Center, and

WHEREAS Mr. Woods has brought to the CWU governing board his integrity and professional expertise, his ability to focus Board discussion on the realities of Central's mission and resources, and to articulate a complex discussion in understandable terms, as well as his sense of urgency about substantive issues the university faces, and

WHEREAS Mr. Woods has brought to the Board his vision that Central, as a regional university, should be a strong partner in each of the communities it serves, contributing to the cultural, educational and economic lives of citizens in those communities, and

WHEREAS Mr. Woods has contributed to Washington citizens' science literacy by exercising his wisdom, support and leadership for the Institute for Science and Society, and

WHEREAS Mr. Woods is a man who deeply cares about and supports the performing arts in his own community and at the university, not merely with his own financial contributions, but also by helping organizations form partnerships with other patrons,

NOW THEREFORE BE IT RESOLVED that this Board of Trustees wishes to publicly express appreciation to Mr. Wilfred R. Woods for his effective, intelligent and dedicated service as a member of the Central Washington University Board of Trustees from March 13, 1993 to April 16, 1999.

ADOPTED and signed this 16th day of April, 1999.

Motion 99-11: Mr. Reich moved, seconded by Ms. Yu, that **Resolution 99-02** honoring Trustee Wilfred R. Woods be approved. Motion carried.

Mrs. Chaplin announced that Governor Locke has appointed Ken Martin, president and CEO of Cashmere Valley Bank, to succeed Mr. Woods.

Ms. Leslie Jones will serve as interim vice chair. Trustees Yu and Sells will serve on a nominating committee to present recommendations for 1999-2000 officers at the June 11 meeting. Ms. Yu, Mr. Glover, and Ms. Gillespie will serve on an orientation committee for Ken Martin and a new student trustee.

Financial Report, FY 1997-98

Motion 99-12: Mr. Glover moved, seconded by Ms. Jones, that the Financial Report of Central Washington University for the period July 1, 1997 through June 30, 1998 be accepted. Motion carried.

State Auditor's Reports, 1997-98

In each of the three reports, Central Washington University was found in compliance with state laws and regulations.

Motion 99-13: Mr. Reich moved, seconded by Mr. Glover, that the following state audit reports be accepted for July 1, 1997 through June 30, 1998: Central Washington University, Central Washington University Associated Students Fund, and Central Washington University Housing and Food Services.

President Nelson's Retirement and Presidential Search Discussion

Motion 99-14: Mr. Woods moved, seconded by Mr. Reich, that Dr. Ivory V. Nelson's letter of intent to retire April 1, 2000 be accepted. Motion carried. [Ms. Gillespie did not vote.]

Mrs. Chaplin asked Senior Assistant Attorney General Teresa Kulik to explain the role of a student trustee. Ms. Kulik responded that the statute empowering student trustees prohibited them from voting in personnel matters. Recent information from the Education Division of the Attorney General's Office specifies that student trustees can participate in the process leading to the applicant phase of the search. At that point, which is deemed the beginning of the hiring process, the student trustee must withdraw from participation. The Board discussed information Mrs. Chaplin, Ms. Yu, and Mr. Glover received from a presidential search workshop at the Association of Governing Boards recent conference.

A proposed time line for the presidential search was discussed: July 1999—leadership profile completed; Summer 1999—search committee established; February/March 2000—offer the position; April 1, 2000—Dr. Nelson retires. Working backward from February/March 2000, we can begin to develop decision points. A small ad hoc committee of the Board—Jay Reich, Leslie Jones, and Gwen Chaplin—will outline the decision points for the time line.

Strategic Planning Committee Report

The Board of Trustees asked the Strategic Planning Committee to develop a process to gather input from the university community on values, mission, vision, goals, and presidential leadership. Phil Backlund, Chair of the Strategic Planning Committee, summarized his April 7, 1999 response to the Board request. Regarding use of the information gathered, Mrs. Chaplin suggested that the committee's preliminary work in developing a leadership profile would fulfill the role of an independent consultant. The Board is interested in an inclusive information-gathering process with the widest range of opinion. The presidential search process will be open and inclusive.

The committee was asked to focus on the leadership profile and consider revisions to the vision, mission, and goals at a later date. University priority issues should be considered in developing a measurable leadership profile. A preliminary process was discussed for securing input from the university community in the development of the leadership profile and presidential duties. The following methods were considered: involve groups who are currently meeting and encourage them to discuss issues; ask 100 people to talk to 10 other people in cross-unit conversations involving every constituency; utilize divisional meetings—vice presidents, deans, directors; and involve the trustees in campus discussions. A series of questions will be developed for participants with additional questions of choice encouraged. This is an opportunity for the university community to provide valuable input to the trustees and for the Board to listen and participate. The planning committee accepts its responsibility to foster inclusive dialogue and appreciates the Board's willingness to be involved.

A Board of Trustees will immediately implement a communications strategy to highlight actual or pending decisions to the greater university community. The resulting communication will be sent within a week of a Board meeting.

Motion 99-15: Mr. Glover moved, seconded by Mr. Reich, that the Board of Trustees immediately implement a communications strategy and distribute the resulting communication to the greater university community within a week of a Board meeting. Motion carried.

Future Action Items

Facilities Master Plan

Vice President Nasser thanked staff members who have worked with NBBJ consultants over the past three years to produce the university's draft master plan. Brian Hall, a representative of NBBJ, briefed the trustees and stressed the master plan's flexibility for campus growth, building space, infrastructure, parking, traffic impact, and other variables. Also discussed was joint recreation space with the City of Ellensburg, bicycle traffic paths, the John Wayne Trail, improved perimeter green space, and power lines. A final version of the plan will be presented to the Board in May or June 1999.

Fee and Rate Schedule/Proposed Fees

Proposed fee changes (academic fees, Alcohol Information School fee, placement file transmittal fee, and the Safe Ride fee) were reviewed and discussed. Underage drinking is a significant problem. The Alcohol Information School was developed with the City of Ellensburg to reduce costs to students using the program. Students voted overwhelmingly to endorse the Safe Ride program and accompanying fee. Bruce Eklund recommended that Safe Ride program funds be carefully monitored perhaps through an oversight committee.

Proposed Change in Eligibility Rules for CWU Retirement Plan

Part-time faculty who work more than 50 percent of full time for two or more consecutive quarters will be eligible for retirement benefits in perpetuity according to proposed changes to the CWU Faculty and Civil Service Exempt Retirement Rules and Regulations (CWU Policies Manual, Part 2-2.18). Administrators who work at least 50 percent of full time for more than six consecutive months would also be affected.

President's Report

Core Values Discussion/University Forum

Consistent with the Board's desire to define a set of values to drive university goals, members of the University Forum developed a set of core values during recent discussions which will provide a benchmark of prevailing attitudes. The

Strategic Planning Committee will be able to use these core values as they proceed with their task of involving the university community in meaningful dialogue about the vision, mission, goals, and leadership style. The Board thanked forum members for their efforts.

Operating/Capital Budget Request Update/1999-01

Detailed spreadsheets were provided which illustrated the progression of our operating and capital budget for 1999-01 through the legislative process.

Proposed Operating Budget, 1999-00

Three possible budget scenarios and planning priorities were presented. Anticipated revenues, tuition increase flexibility, and funding options for the academic support system were discussed. Each unit of the university has contributed money for the project over a five-year period.

Other Reports

Academic Affairs

Provost Dauwalder indicated that faculty recommended for emeritus status on this agenda will be acknowledged at the May 14, 1999 meeting. In addition to his written report outlining details of noteworthy activities in each school and college, Dr. Dauwalder discussed the Higher Education Coordinating Board master planning process. He noted the availability on the HECB web site of three master plan policy papers on enrollment, electronic learning, physical space capacity delivered by HECB staff to the board at its April 14 meeting. Dr. Roger Yu discussed the Symposium on Undergraduate Research and Creative Expression (SOURCE) which supports partnerships between students and faculty in creative research. Dr. Edmond Fischer, a 1992 Nobel Laureate in Physiology and Medicine, and Keith Lewis, Assistant Professor of Art, will keynote the symposium May 8.

Business and Financial Affairs

Mr. Nasser provided a Y2K readiness disclosure report. Potential computing malfunction problems associated with the Year 2000 are being monitored by the state of Washington. Relevant information technology (IT Y2K) and imbedded chip issues (Non-IT Y2K) were discussed. The purchase of backup generators and funding support were also reviewed.

Development and Alumni Relations

Mr. Young highlighted recent high school honors night events and a scholarship reception which recognized Central Washington University's donors and recipients of named scholarships and awards. Ron Sims, King County Executive, will speak at the university's westside commencement June 13, 1999.

Enrollment Management and Marketing

Dr. Pappas presented a written report on divisional marketing efforts and presented the university's Enrollment Management and Marketing Plan.

Legislative Report

Martha Lindley discussed two important pieces of legislation: SHB 1140, Financial Aid Policy, and SHB 1015, Tuition Waiver Bill. The policy bill for the State Need Grant program marks a shift in policy and funds needy students for the cost of tuition rather than the cost of attendance. The Tuition Waiver Bill will allow CWU to provide partial tuition waivers to students from WICHE states (the western states).

Short Break – group took a short break from 3:10 p.m. to 3:13 p.m.

Student Affairs – no report

Faculty Senate

Dr. Alsoszatai-Petheo expressed his appreciation for each Faculty Senate member's contribution over the past year. Senators will receive a letter of support for their service. Two possible scenarios for an adjusted Winter Quarter 2000 schedule necessitated by Y2K preparedness were discussed. The Faculty Code Committee will hold hearings to discuss changes to the Faculty Code before those changes are submitted to the Board.

Dr. Alsoszatai-Petheo presented a Faculty Senate motion encouraging the Board of Trustees to meet with the Concerned Faculty of Central Washington University to discuss the presidential search. Faculty demands reflect a concern that they be key players in the search process. Mrs. Chaplin indicated that the Board understood faculty concerns and an ad hoc committee will be addressing presidential search issues. The Board will not be meeting before the date mentioned in the

communication but accept the letter in good faith. Faculty are encouraged to participate in the Strategic Planning Committee initiatives.

Board of Directors, Associated Students of Central Washington University

Bruce Eklund introduced students present at the meeting, including those who are candidates for student trustee and ASCWU Board of Directors positions. He provided information on the SUB renovation project and complimented university staff and students who have worked to secure funding for the music education building.

Association of Exempt Administrative and Professional Staff

Margaret Smith presented information on exempt salary parity issues and corresponding budget issues. Approximately 29 percent of exempt staff fall below the 20th percentile of their CUPA position match. The CWU Administrative Exempt Salary Plan has set the 20th and 80th percentile on the CUPA table as recommended limits of the salary range.

Ms. Jones suggested that the Board recognize individuals for their accomplishments in a public way. We should reaffirm that our central mission is education, examine what is occurring in the classroom, and display talents. Identify what we do well as a team. The Board wants to share in those good things.

Communications

Letters were received from the following individuals:

Dr. John A. Alsoszatai-Peteeo, Faculty Senate Chair, March 4, 1999 and April 14, 1999

Mr. William A. North, Chair, Board of Directors, CWU Foundation, April 13, 1999

Mr. Wilfred R. Woods, Trustee, February 24, 1999

Consent Agenda

Motion 99-16: Mr. Glover moved, seconded by Mr. Reich, that report items 27, 28, 29, 30, 31, 32, 33, 34, 35, 36 be received collectively, and action items 37, 38, 39, 40, 41, 42, 43 be approved collectively. Motion carried
(*Ms Gillespie abstained.*)

Personnel Consent Reports

Report of Faculty Retirements

Abel, Fred, Professor, Curriculum and Supervision, effective end of Spring Quarter, 1999 [7 years]

Abel, Jean, Professor, Teacher Education Programs, effective end of Spring Quarter, 1999 [7 years]

Esbeck, Edward S., Professor, Accounting, full retirement effective end of Spring Quarter, 1999 [21 years]

Johns, Deloris, Physical Education, Health Ed and Leisure Services, effective end of Spring Quarter, 1999 [35 years]

Killorn, Erlice, Physical Education, Health Ed and Leisure Services, effective end of Spring Quarter, 1999 [36 years]

Sahlstrand, James, Professor, Art, phased retirement effective July 22, 1999 [35 years]

Schmidt, William, Professor, Instructional Media/Director of Educational Technology Center, effective July 31, 1999, phased retirement [36 years]

Schomer, Joe, Professor/Chair, Teacher Education Program, effective end of Spring Quarter, 1999 [28 years]

Report of Non-Tenure-Track Faculty Appointments

Adkisson, Kevin, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999

Anderson, Anthony D., Law and Justice, 33%, Spring 1999

Anderson, Terrill, Lecturer, Physical Education, Health Education and Leisure Services, 40.000%, Spring 1999

Alexander, Robert, Lecturer, Curriculum and Supervision, 64.133%, Spring 1999

Armstrong, Sue Taylor, Law and Justice, 60%, Spring 1999

Ayers, James, Lecturer, Curriculum and Supervision, 26.667%, Spring 1999

Backlund, Judy, Lecturer, Curriculum and Supervision, 20.000%, Spring 1999

Bennett, Michelle D., Law and Justice, 13%, Spring 1999

Bissonette, Daniel, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999

Bliss, Kelley, Lecturer, Music, 20.00%, spring 1999

Boys-Stevenson, Emily, Lecturer, Family and Consumer Sciences, 20.000%, Spring 1999

Boyungs, Jan, Lecturer, Physical Education, Health Education and Leisure Services, 40.000%, Spring 1999

Briggs, Diane, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999

Britschgi, Matthew, Lecturer, Teacher Education Programs, 13.333%, Spring 1999

Buckland, Helen, Lecturer, Physical Education, Health Education and Leisure Services 20.000%, Spring 1999

Burfiend, Heather, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999

Case, Robert, Lecturer, Philosophy, 66.67%, spring 1999

Cawley-Crane, Joan, Lecturer, Art, 33.33%, spring 1999

Chandler, Lori, Lecturer, Physical Education, Health Education and Leisure Services, 13.333%, Spring 1999

Charry Stephen, Lecturer, History and Humanities, 100.00%, spring 1999

Chase, Sharon, Lecturer, Administrative Management and Business Education, 33.333%, Spring 1999

Cheyne, Irene, Lecturer, Administrative Management and Business Education, 86.667%, Spring 1999

Cheyne, Irene, Lecturer, Communication, 26.67%, spring 1999
 Chow, Margaret, Lecturer, Teacher Education Programs, 33.333%, Spring 1999
 Cole, Dana S., Sociology, 20%, Spring 1999
 Cooke, Peggy, Lecturer, Family and Consumer Sciences, 13.333%, Spring 1999
 Cummisk, Gary T., Anthropology, 33%, Spring 1999
 Cummisk, Gary, Lecturer, English, 26.67%, Spring 1999
 D'Acquisto, Debra, Lecturer, Physical Education, Health Education and Leisure Services, 46.667%, Spring 1999
 Davidson, Don, Lecturer, Curriculum and Supervision, 12.800%, Spring 1999
 Davis, Janet, Lecturer, Family and Consumer Sciences, 46.667%, Spring 1999
 Downard, Dan, Lecturer, Business Administration, 67%, Spring 1999
 Dreschler, Jim, Lecturer, Physical Education, Health Education and Leisure Services, 10.000%, Spring 1999
 Duca, Diane J., Political Science, 33%, Spring 1999
 Durkee, James, Lecturer, Music, 40.00%, Spring 1999
 Eastman, E. Grant, Computer Science, 107%, Spring 1999
 Emme, Mary Jane, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999
 Erdman, Ruth, Lecturer, English, 80.00%, Spring 1999
 Forth, Judith, Lecturer, Administrative Management and Business Education, 13.333%, Spring 1999
 Futterman, Alan, Lecturer, Music, 20.00%, Spring 1999
 Garrison, Patricia, Lecturer, English, 53.33%, Spring 1999
 Gay, Jeff, Lecturer, Physical Education, Health Education and Leisure Services, 26.667%, Spring 1999
 Giles, Miriam Joyce, Mathematics, 67%, Spring 1999
 Granitto, Andrew, Anthropology, 27%, Spring 1999
 Gries, Margret, Lecturer, Music, 53.33%, Spring 1999
 Guan, Xihua, Lecturer, Art and OISP, 13.33%, Spring 1999
 Hahn, William, Lecturer, Industrial & Engineering Technology, 40.000%, Spring 1999
 Han, Hyo-Na, Lecturer, Family and Consumer Sciences, 26.667%, Spring 1999
 Harper, Lila, Lecturer, English, 53.33%, Spring 1999
 Harden, Barbaralyn, Lecturer, Special Education Technology Center, 3.333%, Spring 1999
 Harter, Nichole, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999
 Hashimoto, Jeffrey M., Geology, 53%, Spring 1999
 Heesacker, Judy, Lecturer, Family and Consumer Sciences, 6.667%, Spring 1999
 Henebry-DeLeon, Lourdes A., Anthropology, 100%, Spring 1999
 Henson, Roy, Lecturer, Curriculum and Supervision, 42.733%, Spring 1999
 Hermann, Craig, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999
 Hindman, Christina L., Anthropology, 33%, Spring 1999, Sociology, 60%, Spring 1999
 Horowitz, Katherine, Lecturer, Communication, 40.00%, Spring 1999
 Hosfeld, Scott, Lecturer, Music, 6.67%, Spring 1999
 Hultquist, John F., Geography, 67%, Spring 1999
 Jensvold, Mary L., Anthropology, 27%, Spring 1999
 Johnson, Don, Lecturer, Curriculum and Supervision, 29.933%, Spring 1999
 Johnson, Marlyne, Lecturer, Administrative Management and Business Education, 20.000%, Spring 1999
 Karna, Duane, Lecturer, Music, 60.00%, Spring 1999
 Kutzer, Nancy, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999
 Kaufman, Steven, Lecturer, Curriculum and Supervision, 34.200%, Spring 1999
 Klemm, Jenee', Lecturer, Foreign Languages, 33.33%, Spring 1999
 Kotlove, Barry, Lecturer, Economics, 33%, Spring 1999
 Lagreid, William, Lecturer, Curriculum and Supervision, 17.067%, Spring 1999
 Landrie, Debbie, Lecturer, Physical Education, Health Education and Leisure Services, 40.000%, Spring 1999
 Larkin, Richard, Lecturer, Communication, 26.67%, Spring 1999
 LaRosa, Richard P., Law and Justice, 33%, Spring 1999, Sociology, 33%, Spring 1999
 Leavitt, Gregory C., Sociology, 33%, Spring 1999
 Leonardy, Bruce, Lecturer, Music, 13.33%, Spring 1999
 Lettic, Steven M., Law and Justice, 27%, Spring 1999
 Lloyd, Jane, Lecturer, Curriculum and Supervision, 40.000%, Spring 1999
 Locklear, Sandra, Lecturer, Music, 20.00%, Spring 1999
 Loverro, Ian, Lecturer, Curriculum and Supervision, 57.067%, Spring 1999, Science Education, 20%, Spring 1999
 Lundblad, Steven P., Geology, 79%, Spring 1999
 Lutz, Laura, Lecturer, Theatre Arts, 20.00%, Spring 1999
 Mahre, Pam, Lecturer, Family and Consumer Sciences, 33.333%, Spring 1999
 Marcotte, Steven, Lecturer, Accounting, 33%, Spring 1999

Marstine, Janet, Lecturer, Art, 20.00%, Spring 1999
 Martin, Dan, Lecturer, Physical Education, Health Education and Leisure Services, 6.667%, Spring 1999
 Matheson, Merrie Jane, Lecturer, Curriculum and Supervision, 21.400%, Spring 1999
 Mattocks, Philip W., Biological Sciences, 57%, Spring 1999
 McClinton, Duncan, Lecturer, English, 26.67%, Spring 1999
 McDonald, Frederick W., Lecturer, Accounting, 67%, Spring 1999
 McElrath, Athena, Lecturer, Theatre Arts, 40.00%, Spring 1999
 McGinnis, Bob, Lecturer, Administrative Management and Business Education, 40.000%, Spring 1999
 Melvin, Shawne, Lecturer, Music, 26.67%, Spring 1999
 Merson, Alan, Law and Justice, 27%, Spring 1999
 Miller, Jack J., Law and Justice, 33%, Spring 1999
 Miller, Tyson A., Chemistry, 40%, Spring 1999
 Mitchell, Dale, Lecturer, Curriculum and Supervision, 21.400%, Spring 1999
 Monson, Luetta, Associate Professor, Curriculum and Supervision, 13.333%, Spring 1999
 Montoya, John, Lecturer, Business Administration, 33%, Spring 1999
 Moore, Robert C., Sociology, 27%, Spring 1999
 Morelan, Steven J., Sociology, 27%, Spring 1999
 Munsell, Kenneth, Lecturer, Douglas Honors College and History, 93.34%, Spring 1999
 Neher, Terry, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999
 Niebusch, Richard C., Law and Justice, 13%, Spring 1999
 Oberlander, Teresa, Lecturer, Curriculum and Supervision, 47.000%, Spring 1999
 Otjen, Douglas, Lecturer, Curriculum and Supervision, 38.467%, Spring 1999
 Peterson, Erik, Lecturer, English, 53.33%, Spring 1999
 Piacsek, Andrew A., Physics, 87%, Spring 1999
 Pickett, Barbara, Lecturer, Music, 13.33%, Spring 1999
 Phame, David A., Geography, 27%, Lecturer, Winter 1999
 Rief, Rosemary, Lecturer, Curriculum and Supervision, 25.667%, Spring 1999
 Robertson, Gerald, Lecturer, Curriculum and Supervision, 42.733%, Spring 1999
 Rodine-Wolfsehr, Trudy, Lecturer, Teacher Education Programs, 86.667%, Spring 1999
 Roe, Lee W., Law and Justice, 33%, Spring 1999
 Schnelle, Robert, Lecturer, English, 53.33%, Spring 1999
 Schussler, Don, Lecturer, Communication, 33.33%, Spring 1999
 Schwartz, Ronald, Lecturer, Business Administration, 100%, Spring 1999
 Seivertson, Bruce L., Geography, 100%, Spring 1999
 Sharp, Lisa, Lecturer, Curriculum and Supervision, 72.667%, Spring 1999
 Shor, Marc, Lecturer, Administrative Management and Business Education, 8.000%, Spring 1999
 Skoor, John, Lecturer, Art, 20.00%, Spring 1999
 Snively, Devorah A., Anthropology, 13%, Spring 1999
 Soelling, Mark E., Psychology, 87%, Spring 1999
 Spencer, Mia, Lecturer, Music, 73.33%, Spring 1999
 Stroh, Jr., Hugh W., Lecturer, Business Administration, 33%, Spring 1999
 Swanner, James W., Law and Justice, 33%, Spring 1999
 Tomulty, Michael, Lecturer, Physical Education, Health Education and Leisure Services, 13.333%, Spring 1999
 Tozer, Kirsten, Lecturer, Library, 100%, effective March 1, through June 30, 1999
 Turnbull, Scott S., Political Science, 67%, Spring 1999
 Vogt, Beth, Lecturer, Teacher Education Programs, 20.000%, Spring 1999
 Wadleigh, Debra, Lecturer, Physical Education, Health Education and Leisure Services, 20.000%, Spring 1999
 Wahle, Chuck, Lecturer, Administrative Management and Business Education, 20.000%, Spring 1999
 Walton, Tami, Lecturer, Physical Education, Health Education and Leisure Services, 6.667%, Spring 1999
 Weddle, Valentina, Lecturer, Curriculum and Supervision, 20.000%, Spring 1999
 Width, Dale G., Mathematics, 33%, Spring 1999
 Willis, Scott R., Law and Justice, 27%, Spring 1999
 Wilson, Blaine, Lecturer, Administrative Management and Business Education, 60.000%, Spring 1999
 Winkle, Keith, Lecturer, Music, 33.33%, Spring 1999
 Young, Sue, Lecturer, Physical Education, Health Education and Leisure Services, 3.333%, Spring 1999
 Young, Therese, Lecturer, Physical Education, Health Education and Leisure Services, 46.667%, Spring 1999
 Young-Dohrman, Gayle, Lecturer, Philosophy, 66.67%, Spring 1999
 Zentner, Nicolaus C., Geology, 20%, Spring 1999

Reappointment of Faculty in their First Year of Service for the 1999-2000 Academic Year

Anderson, Charles, Physical Education, Health Education and Leisure Services
Arrington, Caleb, Assistant Professor, Chemistry
Arrington, Jane, Assistant Professor, Chemistry
Bartel, Kimberly, Administrative Management & Business Education
Bender, William, Industrial and Engineering Technology
Bryan, Patrick, Assistant Professor, Biological Sciences
Cobbs, Paul-Elliott, Assistant Professor, Music
Cook, James A., Assistant Professor, History
Diaz, Jesse, Assistant Professor, Psychology
Drake, George, Assistant Professor, English
Englund, Tim, Assistant Professor, Mathematics
Gillette, Shana, Assistant Professor, Communication
Huff, Jayme, Curriculum & Supervision
Jones, Kim, Curriculum & Supervision
Jorgensen, Jan, Library
Kennedy, Sally, Assistant Professor, Psychology
Kovalerchuck, Boris, Assistant Professor, Computer Science
Llona, Eileen, Library
Pinkart, Holly, Assistant Professor, Biological Sciences
Ruble, Mike, Accounting,
Sledge, Andrea, Teacher Education Programs
Sloan, Teresa, Industrial and Engineering Technology
Soliz, Jean, Assistant Professor, Law & Justice
Southard, Peggy Ann, Assistant Professor, Sociology

Reappointment for Fourth Probationary Year

Ngalamulume, Kalala J, Assistant Professor, History

Faculty Leave Without Pay

Bowman, Andrea, Curriculum & Supervision, fall quarter, 1999, with time to count toward seniority

Report Of Overload Assignments

Alder, Yvonne, Lecturer, Administrative Management and Business Education, 20.000%, Spring 1999
Bartel, Kimberlee, Assistant Professor, Administrative Management and Business Education, 20.000%, Spring 1999
Bowers, Jan, Associate Professor, Family and Consumer Sciences, 25.067%, Spring 1999
Jenkins, Andrew, Associate Professor, Physical Education, Health Ed and Leisure Services, 20.000%, Spring 1999
Kaufman, David, Assistant to the Provost for Learning Technology, 40%, Spring 1999
Kesling, George D., Professor, Business Administration, 33%, Spring 1999
Knight, Kelton, Professor, Foreign Languages and Douglas Honors College, 6.67%, Spring 1999
Lee, C. Christopher, Assistant Professor, Business Administration, 33%, Spring 1999
Mueller, Leslie, Professor, Business Administration, 33%, Spring 1999
Perkins, Rob, Associate Professor, Administrative Management and Business Education, 46.667%, Spring 1999
Pitcock, Beatrice, Assistant Professor, Communication, 20.00%, Spring 1999
Richmond, F. Lynn, Associate Professor, Business Administration, 33%, Spring 1999
Roberts, James B., Law and Justice, 40%, Associate Professor, Spring 1999
Schwing, James L., Associate Professor, Computer Science, 27%, Spring 1999
Soliz, Jean T., Law and Justice, 27%, Assistant Professor, Spring 1999
Woodcock, Don, Assistant Professor, Curriculum and Supervision, 20.000%, Spring 1999
Yu, Roger H., Physics, 16%, Professor, Spring 1999

Report of Faculty Resignations

Bicchieri, Barbara, Assistant Professor, Anthropology, effective end of 1998-99 academic year
Reynolds, Douglas N., Associate Professor, Biological Sciences, effective June 12, 1999

Report of Exempt Administrative and Professional Staff Appointments

Baeth, Ellen, Counselor, Financial Aid Office, effective May 3, 1999
Eitemiller, Douglas J., Yakima Reaches Project Manager, March 16, 1999, through June 30, 1999
Hazelwood, Darrell, Manager, Plant Operations, effective February 8, 1999
Juarez, Jr., Reynaldo, program Advisor, Educational Opportunity Center, effective March 1, 1999
Lundgren, Mark, Director, Institutional Studies, effective March 15, 1999

Tosch, Robert J., Manager, Building Maintenance, effective February 1, 1999
Villegas, Beth, TESL/Academic Skills Instructor, Educational Opportunity Center, effective March 15, 1999

Report of Exempt Administrative and Professional Staff Reappointment

Green, Cynthia, Director, Asia University America Program, effective March 1, 1999 through February 29, 2000

Report of Exempt Administrative and Professional Staff Resignations

Tackett, M. Jan, Counselor/Coordinator of Drug, Alcohol, and Wellness programs, effective April 12, 1999

Personnel Consent Action Items

Department Chair Appointment

Bowers, Jan, Acting Chair, Family and Consumer Sciences, effective September 16, 1999 to June 15, 2001

Emeritus Professor Appointments

Duncan, L. Clinton, Professor of Chemistry, Phased Retirement effective December 16, 1998 [33 years]

Esbeck, Edward S., Business Administration, effective end of Spring Quarter, 1999 [21 years]

Johns, Deloris, Physical Education, Health Ed and Leisure Services, effective end of Spring Quarter, 1999 [35 years]

Killorn, Erlice, Physical Education, Health Ed and Leisure Services, effective end of Spring Quarter, 1999 [36 years]

Sahlstrand, James, Professor of Art, phased, effective July 22, 1999 [35 years]

Schmidt, William, Professor, Instructional Media/Director of Educational Technology Center, effective July 31, 1999, phased retirement [36 years]

Schomer, Joe, Professor/Chair, Teacher Education Program, effective end of Spring Quarter, 1999 [28 years]

Disability Leave

Cioffi, Frank, Associate Professor, English, full-time disability, February 16, 1999-June 15, 1999

Distinguished Professor

Distinguished University Professor, Public Service – Stephen Jefferies, Physical Ed, Health & Leisure Services

Distinguished University Professor, Research/Artistic Accomplishment and Invention – Karen Blair, History

Distinguished University Professor, Teaching – David Gee, Family & Consumer Studies

Distinguished Administrator Status

Skeen, Duane, Academic Planning Officer, effective July 31, 1998 [29 years]

Distinguished Civil Service Status

Fischer, Charles Roger, Plumber, Pipefitter, and Steamfitter, effective January 29, 1999 [27 years]

Grasher, Jerry, Motorized Equipment Mechanic, effective March 29, 1999 [30 years]

Jackson, Patricia, Secretary Senior, Chemistry, effective February 26, 1999 [19 years]

Consent Action Items

Button Hall/Campus Courts Window and Regrouting

Accepted as complete Button Hall/Campus Courts Window and Regrouting (Contract #4426C) performed by Pacific Glass, Renton, Washington, for the amount of \$134,233.55 not including Washington State Sales Tax.

Next Meeting

The Board of Trustees will next meet Friday, May 14, 1999 in room 412 of Barge Hall on the Ellensburg campus of Central Washington University.

Adjourned

Meeting adjourned at 3:45 p.m.

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

Gwen Chaplin, Chair
Board of Trustees
Central Washington University