

5-14-1999

## 1999 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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Approve June 11, 1999

**SPECIAL/REGULAR MEETINGS  
BOARD OF TRUSTEES  
CENTRAL WASHINGTON UNIVERSITY  
May 13-14, 1999**

**May 13, 1999 – Study Session**

A study session of the Board of Trustees of Central Washington University began at 7:10 p.m. May 13, 1999 in the Munson Retreat Center. Those present included trustees Gwen Chaplin, Amy Gillespie, Fritz Glover, Jay Reich, Mike Sells, and Judy Yu; President Ivory Nelson; and Judy Miller, Secretary to the Board. Leslie Jones and Ken Martin were not present.

Discussion included funding support for the university centers and scheduling details of the meetings May 14. The trustees will discuss the presidential leadership profile with members of the Strategic Planning Committee during the morning study session. Composition of the presidential search committee and a time line for completion of committee's charge will also be discussed.

Topics for discussion at the Board retreat July 29-30, 1999 were reviewed. Some of the topics include the role of the Board, committee protocol, meeting agenda refinements, goals and objectives for the coming year, and a meeting work plan in the context of themes and values. Policy issues, rationale for choices, priorities used in budget decision making, and program review will be discussed. Critical variables and policy drivers will be examined.

Meeting recessed at 9:30 p.m.

**May 14, 1999 – Study Session**

A study session of the Board of Trustees began at 9:04 a.m. May 14, 1999 in Barge 412 on the Ellensburg campus. Trustees Gwen Chaplin, Amy Gillespie, Fritz Glover, Leslie Jones, Ken Martin, Jay Reich, Mike Sells, and Judy Yu were present. President Ivory Nelson and Judy Miller, Secretary to the Board, were also present. Others participating included John Alsoszatai-Petheo, Phil Backlund, Rob Chrisler, Roger Fouts, Jen Gray, Shelly Johnson, Barbara Radke, Roy Savoian, and Pam Zupan.

Dr. Backlund, chair of the Strategic Planning Committee, reviewed the purpose of the presidential leadership profile which is to inform the position description and selection criteria. The committee has worked with various constituency groups to secure feedback on desirable characteristics. That information will be synthesized into a composite list of most commonly noted characteristics. The composite list will be forwarded to the university community for prioritization before submission to the Board of Trustees June 11. Some of the leadership categories include fresh scholarly/teaching background, developing a sense of community, and ability to do the administrative job effectively.

Board reaction to the preliminary list of leadership characteristics included addressing the issue of change incorporating current needs as well as a long-term vision. Another critical issue is statewide and nationwide vision. How can CWU serve the state in the delivery of higher education? The university must secure a niche within the state's higher education system. Other characteristics discussed include large organization management experience, consensus building, goal orientation, ambition, change agent, and personal energy. These needs would be balanced with academic experience. A good president should be able to balance academic excellence and interface with outside entities such as the legislature. Experience with student development in the overall education of students is also important.

Management of change in an academic environment was discussed. Determine candidates' vision for the future. Some fundamental determining factors were discussed: ability to motivate, ability to delegate, ability to build relationships, ability to communicate, ability to spark innovation/independent thought/risk taking, ability to manage change, and the ability to balance all of these demands. The Board must determine what the next president is to accomplish which will inform the necessary qualities. The next president must move forward on the base Dr. Nelson has built. That person will need to be flexible, imaginative, take initiative to bring issues to the Board, and be able to balance internal and external demands. Presidential definition impacts the role of each vice president and the team environment. The next president must be a strong advocate for the university in negotiations with other institutions. There is a desire on campus for a greater sense of community. A president must be sensitive to climate issues and foster a sense of community.

Dr. Roger Fouts, Professor of Psychology and newly appointed chair of the Presidential Search Committee, joined the group. An ad hoc committee of the Board developed an explicit, written plan to demonstrate the Board's commitment to an inclusive presidential search process [see attachment]. Significantly, four members of the faculty are included in the search committee membership, one as chair. Representatives from various constituencies are included and, hopefully, a balance of academic disciplines. Dr. Fouts expressed his gratitude for the opportunity to serve as committee chair and stated his philosophy that what is best for the university will guide committee efforts.

Use of a consultant to secure viable candidates was discussed. Ms. Gillespie expressed her concern that membership on the committee appeared prioritized and without equal voice for each constituency, especially students. Mr. Reich, a member of the ad hoc committee, responded with a discussion of committee intent. Dr. Fouts indicated that any committee member can respond as an advocate and will accept input from students and other groups. Options were discussed to add a member of the exempt administrative staff.

*Recessed for a short break at 11:00 a.m.; reconvened at 11:15 a.m.*

Expectations and administrative support for the presidential search committee were discussed. Committee members should be selected and presented to the Board of Trustees by June 11.

Following introductions which were part of a brief orientation for Ken Martin, the Board reviewed discussion topics for the July Board retreat. University vision, board roles and responsibilities, a proposed work plan, and a staff person dedicated to the Board are some possible topics. Use of a consultant to facilitate the retreat was discussed.

Trustees will meet informally following the regular session to summarize the meeting for an immediate report to the university community.

*Meeting recessed at 12:00 p.m. for lunch in Barge 410.*

#### **Reconvened in Regular Session (1:00 p.m.)**

##### **Present**

Ms. Gwen Chaplin, Chair  
Ms. Amy Gillespie  
Mr. Frederic L. "Fritz" Glover  
Ms. Leslie Jones, Interim Vice Chair  
Mr. Ken Martin  
Mr. Jay Reich  
Mr. Mike Sells  
Ms. Judy Yu

##### **Others Present**

Dr. John Alsosztai-Petheo, Chair, Faculty Senate  
Dr. Phil Backlund, Associate Dean, College of Arts and Humanities and chair, Strategic Planning Committee  
Dr. David P. Dauwalder, Provost/Vice President for Academic Affairs  
Mr. Bruce Eklund, President, Board of Directors, Associated Students of Central Washington University  
Dr. Roger Fouts, Psychology, chair of the Presidential Search Committee  
Ms. Teresa Kulik, Senior Assistant Attorney General  
Ms. Judy B. Miller, Secretary to the Board  
Mr. Abdul Nasser, Vice President for Business and Financial Affairs  
Dr. Ivory V. Nelson, President  
Dr. James Pappas, Vice President for Enrollment Management and Marketing  
Dr. Sarah E. Shumate, Vice President for Student Affairs  
Ms. Margaret Smith, President, Association of Exempt Administrative and Professional Staff  
Mr. Mark Young, Vice President for Development and Alumni Relations

Mrs. Chaplin welcomed Ken Martin to the Board of Trustees. Mr. Martin, a 1971 CWU alumnus, lives in Cashmere and is the President and CEO of Cashmere Valley Bank.

## **Recognition of Emeritus Faculty and Distinguished Professors**

Provost Danwelder announced the Distinguished Professors for 1999:

Distinguished University Professor, Public Service--Stephen Jefferies, Physical Ed, Health Ed, and Leisure Services  
Distinguished University Professor, Research/Artistic Accomplishment and Invention—Karen Blair, History  
Distinguished University Professor, Teaching—David Gee, Family and Consumer Studies

The following professors whose emeritus status was approved April 16 and May 14 were also honored: L. Clinton Duncan, Edward S. Esbeck, Raeburne Heimbeck, Deloris Johns, Erlice Killorn, James Sahlstrand, William Schmidt, and Joe Schomer. Karen Blair, David Gee, Bill Schmidt, and Joe Schomer were present at the meeting and were invited to join the Board for discussion.

## **Approval of Minutes**

**Motion 99-17:** Mr. Glover moved, seconded by Mr. Sells, that the minutes of the special and regular meetings April 15 and 16, 1999 be approved as edited. Motion carried.

## **Changes to the Agenda**

The following changes to the agenda were accepted: Item 4, Report of Ad Hoc Committee of the Board on the Presidential Search; Item 22, explanatory information for the Faculty Equity Study; Item 35, Faculty Promotions, effective Fall Quarter, 1999; and Item 36, Faculty Tenure, effective Fall Quarter, 1999.

## **Action Items**

### **Presidential Search Discussion**

Mr. Reich presented the ad hoc committee's report on the presidential search [see attachment]. Committee members reviewed the information discussed at the April 12 meeting and drafted a report using guiding principles of fairness, inclusion, participation, and appropriate confidentiality. Proposed composition of the search committee was discussed. All committee members should be open to input from any constituency. The ad hoc committee proposed that Dr. Roger Fouts be appointed chair of the search committee based upon his reputation, energy, and willingness to lead the group. Members of the search committee will develop a budget and process time line. Barbara Hodges, administrative assistant in the President's Office, will provide administrative support to the committee. Use of an outside consultant was discussed which would not duplicate the valuable efforts of the Strategic Planning Committee.

Discussion of the search committee composition which began in the morning study session was continued. It was recommended that the committee be expanded to include an administrative exempt staff person in addition to a dean.

**Motion 99-18:** Mr. Glover moved, seconded by Mr. Reich, that the presidential search committee be expanded to include a member of the administrative exempt staff selected by the Association of Exempt Administrative and Professional Staff. Motion carried.

Bruce Eklund expressed concern that student membership on the committee was too low. Ms. Gillespie stated that the proposed committee membership appears to prioritize constituencies. More uniform representation would provide varied perspectives. Also discussed was the ad hoc committee's recommendation to forward the names of three to five finalists to the Board for selection. That pool was considered too small and should be increased to five to eight candidates.

**Motion 99-19:** Mr. Sells moved, seconded by Mr. Reich, that the presidential search committee forward five to eight finalists for consideration by the Board of Trustees. No objections.

John Alsoszatai-Petheo, chair of the Faculty Senate, indicated that he was pleased with the proposed search process. He notified all senators to provide nominations of faculty who would be willing to serve on the search committee and who are able to commit time and energy to the endeavor. Representation for university center faculty, part-time and emeritus faculty, and people of color and disability was discussed. Optimum committee size was reviewed. Fifteen members is the maximum number; the ad hoc committee report recommended 12 which was amended to 13. Ms. Gillespie reminded the group that the student trustee will not be participating in the search process, in accordance with statutes governing student trustees.

Dr. Fouts thanked the Board for the opportunity to serve as committee chair and stated his hope that each committee member will serve the university's best interests. Individual committee members represent diverse perspectives.

Ms. Gillespie moved, seconded by Mr. Sells, that the search committee composition be revised to include two trustees, three faculty, two administrators, two classified staff, two students, one alumni representative, and one CWU Foundation Board member, and one dean for a total of 14. After lengthy discussion, Ms. Gillespie withdrew the motion and the following motion was made:

**Motion 99-20:** Mr. Sells moved, seconded by Mr. Reich, that the composition of the presidential search committee be expanded to include another student. The composition is now four faculty, three trustees, two students, one dean, and one member each from exempt administrative staff, classified staff, alumni, and CWU Foundation Board for a total of fourteen members. Motion carried.

#### **Current Fee and Rate Schedule 1998-99**

Proposed adjustments to the Academic Fees, Placement File Transmittal Fee, and the Safe Ride Fee were discussed and rationale presented. Academic courses are state supported but the cost of materials that remain the property of the student must be paid by student fees as well as other costs such as transportation. The Placement Transmittal Fee is a reduction and the Safe Ride Fee is the result of a student initiative to support continuation of the escort service for students at night. Mr. Eklund clarified that the Student Health Advisory Committee (SHAC) will provide general oversight for the program.

**Motion 99-21:** Ms. Gillespie moved, seconded by Mr. Reich, that changes to the Academic Fees, a reduction in the Placement File Transmittal Fee, and a Safe Ride Fee (\$3.00 per student attending the Ellensburg campus) be accepted effective Fall Quarter, 1999. Motion carried.

#### **Proposed Changes in Eligibility Rules for CWU Retirement Plan**

Currently, the retirement plan is mandatory for faculty and administrators who hold contracts for a full academic or calendar year for at least 50 percent of full time. Faculty and administrators with contracts for less than a full academic or calendar year, or for less than 50 percent of full time, are not eligible to participate in the retirement plan. The proposed change is to include in the plan adjunct faculty who work at least 50 percent of full time for two or more consecutive quarters, and administrators who work at least 50 percent of full time for more than six consecutive months.

**Motion 99-22:** Mr. Glover moved, seconded by Mr. Sells, that the Central Washington University Retirement Plan document be amended to include those faculty members with appointments for two consecutive quarters for at least 50 percent of full time, and those exempt administrative professional staff employees with appointments for more than six consecutive months for at least 50 percent of full time. Motion carried.

#### **Administrative Exempt Salary Plan**

Consistent with the Exempt Employees' Code of Policy and Procedure (*CWU Policies Manual 4.011*), the CWU Administrative Exempt Salary Plan is submitted for approval by the Board. The salary plan defines the guidelines and process by which salary levels may be established for CWU administrative exempt positions and was previously reviewed by the Board February 13, 1998.

**Motion 99-23:** Mr. Reich moved, seconded by Ms. Jones, that the CWU Administrative Exempt Salary Plan be adopted effective immediately. Motion carried.

### **Board of Trustees Summer Retreat**

The Board will meet in retreat session July 29-30, 1999 at the Sleeping Lady Resort in Leavenworth, Washington. The trustees will discuss board operation, goals, and priorities as well as major items for discussion next year. Ideas for consideration in development of the work plan for next year are encouraged.

### **Future Action Items**

#### **CWU Policies Manual Changes, Parts 1 and 2 [Board Ethics Statement and Nondiscrimination Policies]**

Consistent with NASC accreditation standards, it is recommended that a statement of ethics be added to the Board bylaws

*(Part 1 of the CWU Policies Manual)*. A proposed statement was presented for review. Also proposed were changes to the non-discrimination sections of the *CWU Policies Manual*. Some of the policies have been reorganized or revised to reflect current or recommended practices.

#### **Exempt Employees' Code of Personnel Policy and Procedures, Proposed Changes**

Information on several proposed changes to the Exempt Employees' Code of Personnel Policy and Procedure were presented. Changes include clarifying the process for a supervisor's deferral of an employees' request to use vacation leave, changing code requirements regarding appointment letters, changing the notice for nonrenewal/termination, changing the definition of vacation leave anniversary, and clarifying employee eligibility for accrual of leave. Details of these changes will be submitted to the Board for approval in June.

#### **Operating Budget 1999-2000 [preliminary]**

Planning priorities and four proposed budget scenarios for the 1999-00 Operating Budget were presented. Tuition waivers were discussed. Central's tuition waiver is 8 percent, one of the lowest among state four-year institutions. The history of tuition waivers and our process for distribution were reviewed. Mandated funding commitments and needs were reviewed. Also discussed were the budget process and how priorities are determined. This is the first year that boards of trustees and regents in the state have had the opportunity to vote on tuition increases. A state-authorized, maximum 4.6 percent tuition increase is proposed. We need to discuss strategies to keep education affordable. Program review was discussed. Academic Affairs has been examining programs and shifted allocations based on need. Most program budgets bear staffing costs of up to 80 percent.

*Recessed for a short break at 3:05 p.m., reconvened at 3:15 p.m.*

Current efforts to balance the budget now and in the future were reviewed. Rationale for funding allocations should be provided in narrative form accompanied by an analysis of trends which will affect policy. Revenue and occupancy issues for university housing and dining services were examined.

#### **Capital Budget 1999-01**

Prioritized capital projects were reviewed. We are the lead agency for the joint building with Yakima Valley Community College. Discussion of operating funds for capital projects should occur during the planning phase. Review operation of the centers and determine whether to build a facility or lease.

#### **Room and Board Rates [Housing and Dining Fund]**

Reviewed a rate increase of 2 percent to the university's room and board rate for 1999-00. If the increase is approved in June, students who have already signed housing contracts will be notified individually of rate changes.

#### **Services and Activities (S & A) Fees Allocation, 1999-2001**

Dr. Nelson commended members of the S & A Committee for their work drafting the S & A budget. The final budget will be revised to increase support for the university centers. Dr. Shumate explained that in making funding decisions, the committee examined whether an area had been traditionally supported by state funding. In response to a question regarding why the Board of Trustees must approve the S & A budget, Dr. Shumate responded that the legislature wanted students to have a voice in distributing student fees. The Board approves recommendations for student fee generation and guidelines governing the distribution of student fees.

Five students, Linda Bautista, Annie DiMartino, Angie Dirk, Delona Livingston, and Jasmina Simanovic shared their concerns about the proposed S & A allocations. Concern was expressed that cuts to a day care program, the diversity center, music and theatre arts programs would be catastrophic to the affected programs. These students requested trustee intervention and discussion with the S & A Committee to find a reasonable solution.

Mr. Eklund indicated that the S & A funding allocation process is lengthy and provides opportunities for programs to present their needs. The committee attempts to provide funding for programs that would not be funded otherwise. Deliberations were public and reported in the *Observer*.

**Motion 99-24:** Mr. Reich moved, seconded by Ms. Jones, that the administration attempt to negotiate this dispute in good faith prior to submission of a final budget. Motion carried.

### **President's Report**

#### **Contingency Planning Project [Plan to Plan]**

Dr. Nelson presented documents outlining the university's contingency planning process. Members of the university community will be notified where to go if power outages occur.

#### **Y2K Information Technology Status Update**

The Y2K due diligence report was presented and reviewed.

## Other Reports

### Academic Affairs

Provost Dauwalder submitted a written report outlining noteworthy information for the four academic divisions and International Studies and Programs. Faculty receiving promotion and tenure were recognized.

### Business and Financial Affairs

Mr. Nasser discussed the university's position regarding sale of the Old Hospital Building and the necessity for those occupying the building to vacate. The university will reopen negotiations with Bargaining Unit I. The current contract has been in effect for twenty-one years. The Board will appoint the bargaining team.

### Development and Alumni Relations

Mr. Young presented a written report outlining development efforts. He announced that two alumni will be addressing audiences at the Ellensburg and Westside Commencement ceremonies: Doug Sutherland, 1959 graduate and Pierce County Executive, and Ron Sims, 1971 graduate and King County Executive.

### Enrollment Management and Marketing

Dr. Pappas stated that important campus events, such as the SOURCE (Symposium on Undergraduate Research and Creative Expression) banquet and awards, are being videotaped. Commercials continue to be a marketing focus and fall applications are increasing.

### Student Affairs

Dr. Shumate's written report presented additional information on the S & A Committee's budget recommendation, room and board rate information, and notable accomplishments within Student Affairs' units. Ms. Carola Alden, Health Education Coordinator in the CWU Wildcat Wellness Center, was praised for her efforts to coordinate a major wellness conference on the Ellensburg campus.

### Faculty Senate

Dr. Alsoszatai-Petheo submitted a document prepared by Dr. Russ Schultz, chair of the Faculty Salary Equity Committee, which presents a digest of information presented in the Faculty Equity Study.

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

Mr. Eklund presented the results of recent ASCWU Board of Director elections. He also discussed fraudulent election charges reported in the May 13 issue of the *Observer*.

### Association of Exempt Administrative and Professional Staff

Margaret Smith distributed the results of an opinion poll of exempt administrative staff which supports an across-the-board distribution of the 3 percent salary increase approved by the legislature.

## Communications – none received

## Consent Agenda

**Motion 99-25:** 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 Department Chair/Center Director Resignation

Saunders, Peter, Department of Economics, effective end of Spring quarter 1999

#### Report of Faculty Resignations

Huff, Jayme, Assistant Professor, Curriculum & Supervision, effective end of 1998-1999 academic year

Rice, James, Assistant Professor of History, effective August 31, 1999

Root, Ann L., Assistant Professor, Geography, effective June 16, 2000

Smith, Harris, Assistant Professor of Theatre Arts, effective end of 1998-1999 academic year



**Report of Faculty Retirements**

Heimbeck, Raeburne, Professor of Philosophy, phased retirement effective June 16, 1999 [32 years]

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

Backlund, Phil, Professor, Communication, 26.67%, Spring 1999  
 Bangs, Leilani, Lecturer, Teacher Education Programs, 40.00%, Spring 1999  
 Botten, Dennis, Lecturer, Curriculum and Supervision, 10.40%, Spring 1999  
 Bowers, Joanne, Lecturer, Teacher Education Programs, 20.00%, Spring 1999  
 Hosfeld, Scott, Lecturer, Music, 63.34%, Spring 1999 (change in percentage from 6.67%)  
 Joiner, Anne, Lecturer, Business Administration, 67.00%, Spring 1999  
 Karna, Duane, Lecturer, Music, 60.00%, Spring 1999 (change in percentage from 80.00%)  
 Kaufmann, Marcia, Lecturer, Music, 50.00%, Spring 1999  
 Lagreid, William, Lecturer, Teacher Education Programs, 20.000%, Spring 1999  
 Praher, Kay, Lecturer, Teacher Education Programs, 20.000%, Spring 1999  
 Spencer, Mia, Lecturer, Music, 71.06%, Spring 1999 (change in percentage from 73.33%)  
 Sprigg, Kathryn, Lecturer, Administrative Management and Business Education, 13.33%, Spring 1999  
 Thompson, Mary Ann, Lecturer, Teacher Education Programs, 33.333%, Spring 1999  
 Vivanco, Ismael, Lecturer, Teacher Education Programs, 13.333%, Spring 1999  
 Woods, Jr., William P., Lecturer, Business Administration, 33.00%, Spring Quarter 1999

**Personnel Consent Action Items****Report of Department Chair/Center Director**

Shorr, David, interim chair, Teacher Education Programs

**Emeritus Professor Appointments**

Heimbeck, Raeburne, Professor of Philosophy, phased retirement effective June 16, 1999 [32 years]

**Faculty Tenure-Track Appointments**

McCutcheon, Patrick T., Assistant Professor, Anthropology, effective September 16, 1999  
 Richardo Almanzar, Nelson A, Assistant Professor, Sociology, effective September 16, 1999  
 Dittmer, Timothy P., Assistant Professor, Economics, effective September 16, 1999  
 Unruh, Richard, Assistant Professor, Curriculum & Supervision, effective September 16, 1999

**Overload Assignments**

Abel, Jean, Professor, Teacher Education Programs, 10.00%, Spring 1999  
 Holden, Lad, Assistant Professor, Industrial and Engineering Technology, 26.667%, Spring 1999  
 Lambert, Connie, Assistant Professor, Teacher Education Programs, 20.000%, Spring 1999  
 Madley, Susan, Professor, Teacher Education Programs, 26.667%, Spring 1999  
 Martinen, Dennis, Associate Professor, Curriculum and Supervision, 20.000%, Spring 1999  
 Shorr, David, Professor, Teacher Education Programs, 10%, Spring Quarter  
 Thyfault, Alberta, Assistant Professor, Teacher Education Programs, 20.000%, Spring 1999  
 Yoxheimer, Tim, Professor, Industrial and Engineering Technology, 26.667%, Spring 1999

**Faculty Promotions, Effective Fall 1999***Promotion to Associate Professor*

Toni Culjak, English, Arts and Humanities  
 Xingzhong Li, English, Arts and Humanities  
 Carol Butterfield, Teacher Education Programs, Education and Professional Studies  
 Barbara Phillips, Curriculum and Supervision, Education and Professional Studies  
 Don Woodcock, Curriculum and Supervision, Education and Professional Studies  
 Michael Braunstein, Physics, Sciences  
 Loran Cutsinger, Anthropology, Sciences  
 Robert Kuhlken, Geography, Sciences  
 Bruce Palmquist, Physics/Science Education, Sciences  
 Terrance Schwartz, Psychology, Sciences  
 Bang-Soon Yoon, Political Sciences, Sciences  
 Koushik Ghosh, Economics, Business and Economics

Gary Richardson, Business Administration, Business and Economics

*Promotion to Professor*

Thomas Gause, Music, Arts and Humanities

Loretta Gray, English, Arts and Humanities

Jeffrey Snedecker, Music, Arts and Humanities

Mark Zetterberg, Music, Arts and Humanities

Linda Beach, Curriculum and Supervision, Education and Professional Studies

Luetta Monson, Curriculum and Supervision, Education and Professional Studies

Rob Perkins, Administrative Management/Business Ed, Education and Professional Studies

Debra Prigge, Teacher Education Programs, Education and Professional Studies

Paul James, Biological Sciences, Sciences

Jan Rizzuti, Mathematics, Sciences

James Schwing, Computer Sciences, Sciences

Lisa Weyandt, Psychology, Sciences

James Bailey, Accounting, Business and Economics

Stephen Schepman, Psychology/Business Administration, Sciences/ Business and Economics

**Faculty Tenure, Effective Fall 1999**

James Cadello, Philosophy, Arts and Humanities

Luetta Monson, Curriculum and Supervision, Education and Professional Studies

Michael Braunstein, Physics, Sciences

Loran Cutsinger, Anthropology, Sciences

Robert Kuhlken, Geography, Sciences

Bruce Palmquist, Physics/Science Education, Sciences

James Roberts, Law and Justice, Sciences

Koushik Ghosh, Economics, Business and Economics

Robert Holtfreter, Accounting, Business and Economics

Gary Richardson, Business Administration, Business and Economics

**Consent Action Items**

**Black Hall—A Renovation and Addition**

Accept as complete Black Hall—A Renovation and Addition (Construction Contract #3815) as performed by Lydig Construction, Inc., Spokane, Washington, for the amount of \$16,005,481.95 not including Washington State Sales Tax.

**Black Hall Audio Visual**

Accept as complete Black hall Audio Visual (Contract #4749C) as performed by Electronic Image Systems Incorporated, Bellevue, Washington, for the amount of \$1,064,557.12 including Washington State Sales Tax.

**Boiler Plant Automation**

Accept as complete Boiler Plant Automation (Contract #3937C) as performed by Branom Instruments, Seattle, Washington, for the amount of \$427,167.13 not including Washington State Sales Tax.

**Parking Lot C-9**

Accept as complete Parking Lot C-9 (Contract #4438C) as performed by Belsaas and Smith Construction, Inc., Ellensburg, Washington, for the amount of \$461,471.21 not including Washington State Sales Tax.

**Next Meeting**

The Board of Trustees will next meet Friday, June 11, 1999 in room 412 of Barge Hall on the Ellensburg campus of Central Washington University.

**Adjourned at 4:43 p.m. to Debriefing Session (4:50 p.m.)**

The Board will meet in retreat session July 29 and 30, 1999 to discuss committee involvement (standing committees: long-term planning, budget, executive evaluation, and legislative)

During a study session Friday morning, June 11, the Board will discuss the Faculty Code. Future code changes must be presented to the Board in May for adoption at the June meeting. Proposed changes to the code presented June 11 may not be adopted. The Board discussed the current method of code change negotiation which involves the president and members of the Faculty Code Committee. Fiscal effects of proposed summer quarter load change from 12 credits to 10 credits reviewed.

Trustees asked Dr. Nelson to convey to the Faculty Senate that the Board will not entertain an across-the-board recommendation for the 3 percent salary increase funding from the legislature.

The Board asked Dr. Nelson to draft a resolution concerning program review and productivity. Results of the program review will be used to rationalize future budget allocations. A proposed 4.6 percent increase in student tuition for 1999-00 will be considered only in light of progress toward program review.

**Debriefing ended at 5:30 p.m.**

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

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Gwen Chaplin, Chair  
Board of Trustees  
Central Washington University