

10-15-1999

1999 - Board of Trustee Meeting Minutes

Board of Trustees, Central Washington University

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Approved November 12, 1999

**SPECIAL/REGULAR MEETINGS
BOARD OF TRUSTEES
CENTRAL WASHINGTON UNIVERSITY
October 14-15, 1999**

October 14, 1999 – Study Session

The Board of Trustees spent the day in conversation with small groups of faculty, Faculty Senate leadership, and deans discussing issues of concern. They shared lunch with students in Holmes Dining Hall and enjoyed a dinner honoring Fritz Glover hosted by Dolph and Fay-Tyler Norton. Trustees Gwen Chaplin, Nick French, Ken Martin, Nadine Romero, Jay Reich, Mike Sells, and Judy Yu were present (*Leslie Jones was unable to attend any of the sessions October 14 or 15*).

Meetings recessed at 8:30 p.m.

October 15, 1999 – Study Session

Gwen Chaplin, Nick French, Ken Martin, Nadine Romero, Jay Reich, Mike Sells, and Judy Yu were present. Trustees met with the Executive Committee of the CWU Foundation Board in Barge 412 from 9:00 a.m. to 10:00 a.m. Foundation board members reviewed the purpose of the Foundation, how they achieve their goals, and how the two boards can work together to support the university. The Board study session reconvened at 10:20 a.m. for a discussion of community relations. North Snohomish, Island, and Skagit (NSIS) Consortium issues were discussed followed by a review of Dr. Norton's first few weeks as Interim President of Central Washington University. He has found the university to be an energetic place with exciting programs that should be publicized. Freshman enrollment has increased providing great opportunities. External grant activity and strategic planning were also discussed.

Synopsis of Faculty Retreat October 14, 1999

Participating faculty were candid and represented a broad cross section of faculty. Most discussions focused on strengthening the academic mission of the university and appropriate respect for decision making of the academic leader. Conversations were relaxed and the trustees appreciated the opportunity to review academic issues and concerns. Library resources, intercollege equity issues, recognizing faculty excellence, technology, and using planning initiatives to drive decisions are some of the issues considered. Other issues discussed include support for student initiatives, westside students, and research activities.

Additional discussion considered the limited role of the Board in university personnel matters and communication issues.

Reconvened in Regular Session (1:04 p.m.)

Present

Mrs. Gwen Chaplin, Chair
Mr. Nick French
Mr. Ken Martin
Ms. Nadine Romero
Mr. Jay Reich
Mr. Mike Sells
Ms. Judy Yu

Absent

Ms. Leslie Jones

Others Present

Dr. Linda Beath, Chair, Faculty Senate
Mr. Rob Chrisler, President, Association of Exempt Administrative and Professional Staff
Dr. David P. Dauwalder, Provost/Vice President for Academic Affairs
Ms. Kristy Gillespie, President, Board of Directors, Associated Students of Central Washington University
Ms. Jen Gray, Vice President for Development and Alumni Relations
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. James A. (Dolph) Norton, President
Dr. James Pappas, Vice President for Enrollment Management and Marketing
Dr. Sarah E. Shumate, Vice President for Student Affairs
Dr. Elizabeth Street, Executive Director, NASC Accreditation Self-Study
Mr. Mark Young, Vice President for Special Projects

Mrs. Chaplin welcomed Nadine Romero, a hydrogeologist from Olympia, to the Board. Ms. Romero reviewed her background and indicated she was excited to serve on the Board.

Resolution 99-06 – Fritz Glover

Mr. Sells read the following resolution honoring Fritz Glover for his six years as a Central Washington University trustee. President and Mrs. Norton hosted a dinner for the Board of Trustees Thursday evening, October 14, and presented Mr. Glover with a Jefferson Cup in recognition of his service to the university.

RESOLUTION NO. 99-06

WHEREAS Mr. Frederic L. "Fritz" Glover was appointed to the Central Washington University Board of Trustees by Gov. Mike Lowry on December 1, 1995, and served with distinction until the end of his term on September 30, 1999, and

WHEREAS Mr. Glover participated actively and brought great energy to Board discussions, demonstrated a keen eye for financial detail, and served on the Board legislative committee that lobbied successfully during the 1999 legislative session to gain salary increases for university employees, and

WHEREAS Mr. Glover worked tirelessly to ensure that Central Washington University is a regional state university that provides access to high-quality higher education for all qualified students, and

WHEREAS Mr. Glover inspired his associates on the Board and at the University with his strong sense of integrity and his ability to reason and act in the best interest of the institution, and

WHEREAS Mr. Glover consistently demonstrated to his colleagues on the Board and to the university community the importance of gathering appropriate data, clarifying issues and focusing the university's purpose and mission, and

WHEREAS Mr. Glover contributed his organizational and management skills, time and leadership to Central Washington University, along with his commitment to and confidence in this institution's strong future,

NOW THEREFORE BE IT RESOLVED that this Board of Trustees honors Mr. Frederic L. "Fritz" Glover, and extends its appreciation to him, for his intelligent and dedicated service as a member of the Board of Trustees for Central Washington University from December 1, 1995 to September 30, 1999.

ADOPTED and signed this fifteenth day of October, 1999.

Motion 99-59: Mr. Sells moved, seconded by Mr. Reich, that Resolution 99-06 honoring Fritz Glover be approved. Motion carried.

Approval of Minutes

Motion 99-60: Mr. Reich moved, seconded by Ms. Yu, that minutes of the following meetings of the Board of Trustees be approved:

Regular and Special Meetings June 10-11, 1999
Special Meeting July 7, 1999
Special Meeting July 22, 1999
Board Retreat July 29-30, 1999
Special Meeting August 4, 1999

Motion carried.

Changes to the Agenda

The following changes to the agenda were accepted: Item 3, Strategic Planning Discussion; Item 9, Board Work Plan – revised; Item 12, Supplemental Budget Request, backup; Item 17, Faculty Senate Report; and Item 49, Exempt Administrative and Professional Staff Change of Assignment, editorial change.

Discussion Items

Prior to the strategic planning discussion, Mr. Martin gave a short briefing on the faculty retreat held October 14 and reviewed some of the issues discussed including faculty research and resource and travel needs. Conversations encouraged renewed focus on the academic mission; more comprehensive, coordinated decision making; and parallel efforts for Ellensburg and university center students.

Strategic Planning Discussion - vision, mission, and goals

Dr. Backlund stated that strategic planning at the university is at a crossroads: we acknowledge the worth of but want to make the planning process work better for us. Two years ago we incorporated accreditation and program review requests for information into the planning process. Data are available from those planning efforts and many reports have been generated. However, we have never pulled the reports together into a cohesive university plan. Many members of the university community believe that planning and decision making are separate and uncorrelated activities. Our challenge is to continue to perfect the planning process by integrating the decision-making component. Consistent with a recent presidential charge, the planning committee will share a draft list of aspirations at the December 10, 1999 Board meeting.

Program Review Report

Program review is a necessary part of an effective strategic plan. A white paper providing an overview of the program review and discussion of models at other institutions will be presented to the Board December 10.

NASC Accreditation Visit

Dr. Libby Street expressed her appreciation for the gracious support of members of the university community during production of the NASC accreditation self-study report. Through the self-study process we learned to appreciate our strengths and view the university from a different perspective. We have come far in the last decade yet our fundamental principles have remained intact. The NASC visitation team will be on campus October 19-22 and will meet with the trustees Thursday, October 21. The visiting team's final report will be submitted to the NASC Commission on Colleges in early December. An impressive exhibit of faculty accomplishments is available for viewing in Grape Conference Center.

Presidential Search Committee Report

Jay Reich, Vice Chair of the Presidential Search Committee, reported that committee members have been meeting since midsummer sorting through 65 applications. Each committee member is reading all the applications. Final candidates will be interviewed by the committee and then participate in university-wide community meetings that will focus on students and faculty. Candidates will present their personal vision for the university. At the end of the process, the search committee and the Board of Trustees will meet to discuss the candidates. Candidates are scheduled to be in Ellensburg the last of January and early February.

Dashboard Reports

Mr. Nasser reviewed the dashboard reports outlining information about our state general and tuition funds. Future reports will include information on transfer students, faculty, and comparisons with other institutions. Enrollment issues will be presented in the December 10 dashboard reports.

Board Committees

Mrs. Chaplin referred the trustees to an outline of three basic committees (*academic affairs, financial affairs, and student affairs*) adapted from information provided by the Association of Governing Boards.

Motion 99-61: After discussion, Mr. Reich moved, seconded by Mr. Martin, that the Board establish two committees of the Board: academic affairs and student affairs. Board members will be assigned to membership. Motion carried.

Board Work Plan

The latest version of the Board Work Plan was discussed.

Endowment Investment Report

Endowment investment strategies were reviewed.

Major and Minor Capital Projects Report

This report on capital and noncapital projects and maintenance projects will be provided every other meeting.

Supplemental Budget Request

Revolving fund expenses and supplemental budget request particulars were discussed. Safety issues in the library, Randall Hall, and McConnell Auditorium were reviewed.

Action Items**Consultant Authority/1999-01 Capital projects**

Capital projects listed in the supporting documentation are funded for the 1999-2001 biennium. Projects have been included in this agenda item if the project amounts are expected to be over \$100,000 and if work is scheduled to commence within the first quarter of the 1999-2001 biennium.

Motion 99-62: Mr. Reich moved, seconded by Ms. Yu, that the Board of Trustees delegates authority to the Vice President of Business and Financial Affairs or designee to select and contract with consultants and to bid, award, and execute construction contracts for the identified projects for the 1999-2001 biennium. Motion carried.

CWU LAN and Internet Connections

In an effort to make on-campus living more attractive to students and possibly enhance enrollment, options have been explored to bring improve Internet access from student residence halls and apartments. Proposals to provide improved computing services were solicited from various telecommunications carriers. Proposal and funding options were discussed.

Motion 99-63: Mr. Reich moved, seconded by Ms. Yu, that the Board of Trustees, based on availability of Office of Student Affairs funds, delegates authority to the Vice President of Business and Financial Affairs or designee to select and contract with consultants and to bid, award, and execute construction contracts for a project to provide high speed computer network and Internet connections to CWU campus residence facilities. Motion carried.

Meeting recessed at 2:56 p.m. for 6 minutes.

President's Report

Dr. Norton reviewed his first few weeks in Ellensburg that included visits to our centers at Lynnwood, SeaTac, and Steilacoom. Governor Locke attended a reception at the Ellensburg campus September 28 for Washington Promise Scholarship recipients who are attending CWU. In addition to a review of Murdock grant activity and a brief report on the Interinstitutional Forum, Dr. Norton shared two success stories of first-generation university students contributed by Charlie Rubin.

Other Reports**Academic Affairs**

Dr. Dauwalder's written report included a listing of new full-time faculty, Higher Education Coordinating Board information, and a summary of faculty salary adjustments for compression and equity. He applauded the accomplishments of Bonalyn Bricker-Smith who is retiring June 15, 2000 with 26 years of service to the university. The deans delivered specific school and college highlights. Lialna Babener (*College of Arts and Humanities*) shared news that American Sign Language will become a regular curriculum offering in the Foreign Language Department and that a new collaborative program in film and video studies will be operational within two years. John Ninnemann (*College of the Sciences*) highlighted partnership programs in Anthropology and Geography. Roy Savoian (*School of Business and Economics*) shared information on student clubs. Richard Mack (*Graduate Studies and Research*) reviewed grant activity and indicated graduate student enrollment has increased.

Faculty Senate

After an initial review of Faculty Senate standing committees, Linda Beath referred the Board to a statement on governance of colleges and universities that appears in the American Association of University Professors *Policy Documents and Reports* (Red Book), 1995 edition. The statement is directed to trustees, administration, faculty, and students in a comprehensive university in an effort to foster shared governance.

Business and Financial Affairs

Mr. Nasser's written report included a review of outstanding divisional employee efforts, successful integration of the PeopleSoft payroll system, and a review of our Y2K readiness efforts.

Development and Alumni Relations

Jen Gray outlined grant and gift activity in a written report and stated that the Foundation Board recently added \$10,000 to the Icicle Creek Music Endowment.

Enrollment Management and Marketing

Jim Pappas praised Carlos Reyes for his service to the students of Central Washington University. Mr. Reyes successfully recruited and advised many students and has been recommended for distinguished administrator status. Native American Week, October 25-28, will include numerous exhibits and events.

Student Affairs

Dr. Shumate reviewed her written report and recognized individuals who have made exceptional contributions in Campus Life and Residential Services. Leadership development, alcohol education, and efforts to address other student issues were reviewed.

Board of Directors, Associated Students of Central Washington University

Ms. Gillespie shared student initiatives to formulate a legislative agenda, improve the new club process, tackle governance issues, and include university center students in student government. SUB renovation issues were also reviewed.

Association of Exempt Administrative and Professional Staff

Rob Chrisler's written report listed issues of importance to exempt staff and reviewed the July 1999 salary distribution.

Communications

Communications were received from the following individuals:

Kristy Gillespie, President, ASCWU Board of Directors, July 9, 1999

Mike Grigg, Executive Vice President, ASCWU Board of Directors, July 21, 1999

Robert Chauvin, Area Rep., Washington Federation of State Employees, May 21, 1999

Consent Agenda

Motion 99-64: Mr. Reich moved, seconded by Mr. Sells, that action items 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37 be received collectively, and report items 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51 be approved collectively. Motion carried. (*Mr. French abstained*).

Personnel Consent Action Items**Faculty Tenure-Track Appointments - 26**

Bellah, George, Assistant Professor in Theatre Arts, effective September 16, 1999

Chandler, William, Assistant Professor in Administrative Office Management, effective September 16, 1999

Gann, Cory, Assistant Professor in Early Childhood Education, effective September 16, 1999

Georgeson, Tina, Asst Professor in Early Childhood Education & Elementary Education, effective Sept 16, 1999

White, Elvira M., Assistant Professor of Law and Justice, effective Fall Quarter, 2000

Department Chair/Center Director - 27

Bailey, James A., Chair, Accounting, 1999-2000 academic year

Carbaugh, Robert J., Chair, Economics, Fall Quarter, 1999

Spall, Jr., Hugh M., Chair, Business Administration, 1999-2000 academic year

Program Director Appointments - 28

Gierlasinski, Norman J., Program Director, CWU SeaTac, Accounting, 1999-2000 academic year

Moore, John O., Program Director, CWU Lynnwood, Accounting, 1999-2000 academic year

Nixon, Don R., Program Director, CWU SeaTac, Business Administration, 1999-2000 academic year

Richmond, F. Lynn, Program Director, CWU Lynnwood, Business Administration, 1999-2000 academic year

Faculty Short-Term Disability - 29

Carr, John E., Professor of Biological Sciences, Fall Quarter, 1999
Eberly, William S., Professor of Mathematics, Fall Quarter, 1999
Ely, Lisa L., Assistant Professor of Geology, Fall Quarter, 1999
Gulezian, Allen K., Professor, Business Administration, beginning September 16, 1999
Rehkopf-Michel, Carrie, Associate Professor, Music, Disability Leave, six weeks, effective October 4, 1999

Emeritus Professor Appointments - 30

Bricker-Smith, Bonalyn, Professor of Music, retirement effective June 15, 2000 [27 years]

Faculty Promotion - 31

Holtfreter, Robert, Professor, Accounting, School of Business & Economics, effective September 1, 1999

Faculty Leave Without Pay - 32

Martin, Carlos, Professor, Foreign Languages, December 16, 1999 through June 15, 2000

Faculty Reassignment - 33

Tolman, Rosco, Professor and Chair of Foreign Languages with two-thirds reassignment as Interim Associate Dean for the College of Arts and Humanities, September 16, 1999 through August 15, 2000

Faculty Overload - 34

Backlund, Phil, Professor, Communication, 10%, 1999-2000 academic year
Bailey, James A., Professor, Accounting, 33%, Fall Quarter, 1999
Bradley, James N., Assistant Professor, Business Administration, 33%, Fall Quarter, 1999
Collins, Fuji, Psychology, 20%, Assistant Professor, Fall Quarter, 1999
Daniels, Jeffrey A., Psychology, 9%, Assistant Professor, Fall Quarter, 1999
Diaz, Philip, Psychology, 20%, Assistant Professor, Fall Quarter, 1999
Erickson, Barney, Professor, Teacher Education Programs, 20%, Fall Quarter, 1999
Erion, Ginni, Associate Professor, Teacher Education Programs, 20%, Fall Quarter, 1999
Eubanks, James L., Psychology, 9%, 1999-2000 academic year
Georgeson, Tina, Assistant Professor, Teacher Education Programs, 13%, Fall Quarter, 1999
Lasik, John J., Associate Professor, Business Administration, 33%, Fall Quarter, 1999
Oursland, Mark, Assistant Professor, Teacher Education Programs, 20%, Fall Quarter, 1999
Perkins, Rob, Professor, Administrative Management and Business Education, 20%, Fall Quarter, 1999
Richmond, F. Lynn, Associate Professor, Business Administration, 33%, Fall Quarter, 1999
Schepman, Stephen B., Psychology, 29%, 1999-2000 academic year
Stahelski, Anthony J., Psychology, 18%, 1999-2000 academic year
Unruh, Richard, Assistant Professor, Curriculum and Supervision, 20%, Fall Quarter, 1999
Williams, Henry, Associate Professor, Curriculum and Supervision, 20%, Fall Quarter, 1999
Young, Tim, Professor, Curriculum and Supervision, 20%, Fall Quarter, 1999

Distinguished Administrator Status - 35

Reyes, Carlos, Academic Advisor/Counselor, Academic Achievement Program, effective Aug 1, 1999 [18 years]

Distinguished Civil Service Status - 36

Bonell, Charles W., Payroll Supervisor, effective August 31, 1999 [25 years]
Brandt, Marsha, Administrative Assistant, Faculty Senate, effective August 31, 1999 [26 years]
Horton, John M., Building and Grounds Supervisor, effective September 30, 1999 [18 years]
Pearson, Jay L., Steam Engineer, effective September 30, 1999 [23 years]

Consent Action**Authorization for Facsimile Signature on Checks - 37**

The university currently may use facsimile signature on checks for payment drawn for amounts less than \$15,000. The only facsimile signatures that are used are those of Mr. Abdul Nasser and Mr. Joseph Antonich. All checks, drafts, or other orders for payment for amounts of \$15,000 or more are manually signed. Increasing the facsimile signature authority will expedite payment processing while maintaining management review of large disbursements.

Action: The Board of Trustees approves the increase of facsimile signature on checks from the amount of \$15,000 to \$25,000.

Personnel Consent Reports

Report of Visiting Scholars - 38

Kondratyev, Alexander, Visiting Assistant Professor, Mathematics, 100%, 1999-2000 academic year
Lioubimitseva, Elena, Visiting Assistant Professor, Geography, 100%, 1999-2000 academic year

Report of Faculty Resignations - 39

Maguire, Patricia, Professor, Physical Education, Health Education, and Leisure Services, effective Sept 10, 1999
Rizzuti, Jan M., Professor of Mathematics, effective December 16, 1999
Schultz, Russ, Professor and Chair of Music, effective September 3, 1999

Report of Faculty Retirements - 40

Bricker-Smith, Bonalyn, Professor of Music, effective June 15, 2000 [26 years]

Report of Non-Tenure-Track Faculty Appointments - 41

Adkisson, Kevin, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Fall Quarter, 1999
Adkisson, Patti, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Fall Quarter, 1999
Alder, Yvonne, Lecturer, Administrative Mgt & Business Ed, 100%, 1999-2000 academic year
Aldredge, Gerald, Lecturer, Teacher Education Programs, 20%, Fall Quarter, 1999
Anderson, Anthony D., Lecturer, Law and Justice, 27%, Fall Quarter, 1999
Anderson, Terrill, Lecturer, Physical Education, Health Education and Leisure Services, 40%, 1999
Backlund, Judy, Lecturer, Curriculum and Supervision, 20%, Fall Quarter, 1999
Ball, Carla, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Fall Quarter, 1999
Barton, Stacy, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall Quarter, 1999
Bell, David G., Assistant Professor, Business Administration, 100%, 1999-2000 academic year
Bennett, Michelle D., Lecturer, Law and Justice, 13%, Fall Quarter, 1999
Biedert, James W., Lecturer, Psychology, 47%, Lecturer, Curriculum and Supervision, 53%, Fall Quarter, 1999
Bissonnette, Dan, Lecturer, Physical Education, Health Education and Leisure Services, 40%, Fall Quarter, 1999
Bliss, Kelley, Lecturer, Music, 20%, Fall Quarter, 1999
Bolander, Michael J., Lecturer, Psychology, 9%, 1999-2000 academic year
Botten, Dennis, Lecturer, Curriculum and Supervision, 47%, Fall Quarter, 1999
Bradley, James N., Assistant Professor, Business Administration, 100%, 1999-2000 academic year
Briggs, Diane, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall Quarter, 1999
Buckland, Helen, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall Quarter, 1999
Case, Robert, Lecturer, Philosophy, 100%, Fall Quarter, 1999
Cawley-Crane, Joan, Lecturer, Art, 33%, Fall Quarter, 1999
Chandler, Lori, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall Quarter, 1999
Chase, Sharon, Lecturer, Administrative Management and Business Education, 33%, Fall Quarter, 1999
Cheyney, Irene, Lecturer, Communication, 27%, Lecturer, Administrative Management and Business Education, 87%, Fall Quarter, 1999
Chow, Margaret, Lecturer, Teacher Education Programs, 33%, Fall Quarter, 1999
Cobbs, Nancy, Lecturer, Music, 20%, Fall Quarter, 1999
Collins, William C., Lecturer, Law and Justice, 27%, Fall Quarter, 1999
Coppin, Paul, Lecturer, Teacher Education Programs, 20%, Fall Quarter, 1999
D'Acquisto, Debra, Lecturer, Physical Education, Health Education and Leisure Services, 33%, Fall Quarter, 1999
Davault, Kent, Lecturer, English, 27%, Fall Quarter, 1999
DeForrest, Mark E., Lecturer, Law and Justice, 100%, 1999-2000 academic year
Disney-Catner, Kathy, Lecturer, Administrative Management and Business Education, 13%, Fall Quarter, 1999
Dohr, Ronald M., Lecturer, Psychology, 9%, 1999-2000 academic year
Dooley, Carol, Lecturer, English, 54%, Fall Quarter, 1999
Douglass, Gerri, Lecturer, Curriculum and Supervision, 34%, Fall Quarter, 1999
Durkee, James, Lecturer, Music, 53%, Fall Quarter, 1999
Eastman, E. Grant, Associate Professor, Computer Science, 100%, 1999-2000 academic year
Elkins, Ronald D., Assistant Professor, Economics, 100%, 1999-2000 academic year
Erdman, Ruth, Lecturer, English and Theatre Arts, 93%, Fall Quarter, 1999
Fiske, David, Lecturer, Physical Education, Health Education and Leisure Services, 27%, Fall Quarter, 1999
Fitch, Landon, Lecturer, Curriculum and Supervision, 40%, Fall Quarter, 1999
Fitzpatrick, Arthur P., Lecturer, Law and Justice, 27%, Fall Quarter, 1999
Flynn, Dennis G., Assistant Professor, Business Administration, 100%, 1999-2000 academic year
Forth, Judith, Lecturer, Administrative Management and Business Education, 13%, Fall Quarter, 1999
Freifeld, Holly B., Assistant Professor, Geography, 100%, 1999-2000 academic year
Fujimoto, Wanda H., Assistant Professor, Business Administration, 100%, 1999-2000 academic year

Futterman, Alan, Lecturer, Music, 20%, Fall Quarter, 1999
 Gamon, Paul F., Lecturer, Mathematics, 33%, Fall Quarter, 1999
 Garrison, Patricia G., Lecturer, English, 80%, Fall Quarter, 1999
 Gay, Jeff, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall Quarter, 1999
 Georgeoliani, Dinara, Lecturer, Foreign Languages, 100%, 1999-2000 academic year
 Gookin, Karen L., Assistant Professor, English, 100%, 1999-2000 academic year
 Graaff, Susan K., Lecturer, Psychology, 13%, 1999-2000 academic year
 Gries, Margret, Lecturer, Music, 79%, Fall Quarter, 1999
 Harper, Lila, Lecturer, English, 80%, Fall Quarter, 1999
 Hawes, Karla, Lecturer, Physical Education, Health Education and Leisure Services, 13%, Fall Quarter, 1999
 Heesacker, Judy, Lecturer, Family and Consumer Sciences, 13%, Fall Quarter, 1999
 Henson, Roy, Lecturer, Curriculum and Supervision, 21%, Fall Quarter, 1999
 Herman, Daniel, Lecturer, History, 100%, 1999-2000 academic year
 Hilliard, Richard M., Assistant Professor, Mathematics, 100%, 1999-2000 academic year
 Hinrichs, Chris, Lecturer, Art, 100%, 1999-2000 academic year
 Hitch, Kathryn E., Lecturer, Law and Justice, 47%, Fall Quarter, 1999
 Horowitz, Katherine, Lecturer, Communication, 53%, Fall Quarter, 1999
 Hosfeld, Scott, Lecturer, Music, 20%, Fall Quarter, 1999
 Hultquist, John F., Assistant Professor, Geography, 67%, Fall Quarter, 1999
 Jensen, Jessica M., Lecturer, Law and Justice, 27%, Fall Quarter, 1999
 Jensvold, Mary L., Lecturer, Psychology, 13%, Fall Quarter, 1999
 Johnson, Marlyne, Lecturer, Administrative Management and Business Education, 20%, Fall Quarter, 1999
 Kaufmann, Marcia, Lecturer, Music, 13%, Fall Quarter, 1999
 Keeser, David P., Lecturer, Psychology, 9%, 1999-2000 academic year
 Kiesel-Nield, Kathleen, Lecturer, Curriculum and Supervision, 20%, Fall Quarter, 1999
 Kleck, Judith, Assistant Professor, English, 100%, Winter 2000 and Spring 2000
 Klemin, Jenee, Lecturer, Foreign Languages, 67%, Fall Quarter, 1999
 Knight, Kelton, Lecturer, Douglas Honors College, 7%, Fall Quarter, 1999
 Kotlove, Barry S., Lecturer, Economics, 33%, Fall Quarter, 1999
 Kummer, Gregory, Lecturer, Communication, 27%, Fall Quarter, 1999
 Kunz, Merle, Lecturer, History, 133%, 1999-2000 academic year
 Lai, Man Shun, Lecturer, Chemistry, 40%, Fall Quarter, 1999
 Larkin, Richard, Lecturer, Communication, 27%, Fall Quarter, 1999
 LaRosa, Richard P., Lecturer, Law and Justice, 47%, Fall Quarter, 1999
 Lass, Leslie, Lecturer, English, 27%, Fall Quarter, 1999
 Laurentz, E. Erik, Lecturer, Law and Justice, 27%, Fall Quarter, 1999
 Leavitt, Gregory C., Lecturer, Sociology, 33%, Fall Quarter, 1999
 Lentz, Florence K., Lecturer, Anthropology, 20%, Fall Quarter, 1999
 Leonardy, Bruce, Lecturer, Music, 53%, Fall Quarter, 1999
 Lettic, Stephen M., Lecturer, Law and Justice, 33%, Fall Quarter, 1999
 Lightner, Maria, Lecturer, Foreign Languages, 100%, 1999-2000 academic year
 Lloyd, Jane, Lecturer, Curriculum and Supervision, 67%, Fall Quarter, 1999
 Lohman, Jackie, Lecturer, Physical Education, Health Education and Leisure Services, 40%, Fall Quarter, 1999
 Louise, Jody, Lecturer, Teacher Education Programs, 20%, Fall Quarter, 1999
 Loverro, Ian, Lecturer, Curriculum and Supervision, 40%, Fall Quarter, 1999
 Lundblad, Steven P., Lecturer, Geology, 77%, Fall Quarter, 1999
 Luxa, Cherisse L., Lecturer, Political Science, 33%, Fall Quarter, 1999
 Mack, Virginia, Assistant Professor, English, 100%, 1999-2000 academic year
 Mahre, Cecilia, Lecturer, Curriculum and Supervision, 20%, Fall Quarter, 1999
 Mahre, Pam, Lecturer, Family and Consumer Sciences, 20%, Fall Quarter, 1999
 Mangan, Sondra, Lecturer, Administrative Management and Business Education, 20%, Fall Quarter, 1999
 Marstine, Janet, Lecturer, Humanities Program, 33%, Fall Quarter, 1999
 Martin, Dan, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Fall Quarter, 1999
 Mason, Carolyn, Lecturer, Teacher Education Programs, 20%, Fall Quarter, 1999
 Matheson, Merrie Jane, Lecturer, Curriculum and Supervision, 21%, Fall Quarter, 1999
 Mattocks, Philip W., Assistant Professor, Biological Sciences, 100%, 1999-2000 academic year
 McCown, Linda J., Assistant Professor, Biological Sciences, 100%, 1999-2000 academic year
 McDonald, Frederick W., Lecturer, Accounting, 67%, Fall Quarter, 1999
 Melvin, Shawne, Lecturer, Music, 20%, Fall Quarter, 1999
 Mickool, Sheila, Kuolt Distinguished Executive-in-Residence Professor--Technology & Entrepreneurship, Business Administration, 33%, 1999-2000 academic year
 Miller, Douglas C., Assistant Professor, Chemistry, 100%, 1999-2000 academic year

Miller, Jack J., Lecturer, Law and Justice, 47%, Fall Quarter, 1999
 Miller, Joseph, Lecturer, Art, 40%, Fall Quarter, 1999
 Mitchell, Dale, Lecturer, Curriculum and Supervision, 17%, Fall Quarter, 1999
 Mitchell, Jack, Lecturer, Physical Education, Health Education and Leisure Services, 7%, Fall Quarter, 1999
 Montoya, John C., Assistant Professor, Business Administration, 100%, 1999-2000 academic year
 Moore, Robert C., Lecturer, Sociology, 33%, Fall Quarter, 1999
 Munsell, Kenneth, Douglas Honors College and History, 120%, Fall Quarter, 1999
 Murataya, Rodrigo, Lecturer, Law and Justice, 100%, 1999-2000 academic year
 Mutch, Robert, Lecturer, Teacher Education Programs, 100%, 1999-2000 academic year
 Nelson, Richard A., Lecturer, Economics, 100%, winter & spring quarters, 2000
 Niebusch, Jr., Richard C., Lecturer, Law and Justice, 13%, Fall Quarter, 1999
 Nourse, Steven, Lecturer, Curriculum & Supervision, 100%, 1999-2000 academic year
 Obregon, Minnie, Lecturer, Curriculum and Supervision, 27%, Fall Quarter, 1999
 Otjen, Doug, Lecturer, Curriculum and Supervision, 26%, Fall Quarter, 1999
 Parks, Cheryl, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall Quarter, 1999
 Pattison, Robert P., Westside Law and Justice Program Director and Lecturer, Law and Justice, 100%, 1999-2000 academic year
 Peterson, James J., Lecturer, Geology, 65%, Fall Quarter, 1999
 Piacsek, Andrew A., Assistant Professor, Physics, 100%, 1999-2000 academic year
 Pickett, Barbara, Lecturer, Music, 47%, Fall Quarter, 1999
 Pigeon, Nancy Graber, Assistant Professor, Business Administration, 100%, 1999-2000 academic year
 Plume, David A., Lecturer, Geography, 27%, Fall Quarter, 1999
 Prather, Kay, Lecturer, Teacher Education Programs, 100%, Fall Quarter, 1999
 Reed, Duane, Lecturer, English, 53%, Fall Quarter, 1999
 Reintsma, Larry C., Assistant Professor, Accounting, 100%, 1999-2000 academic year
 Renner, James A., Lecturer, Psychology, 20%, Fall Quarter, 1999
 Reynolds, Douglas N., Associate Professor, Biological Sciences, 40%, Fall Quarter, 1999
 Rice, Robert R., Lecturer, Psychology, 27%, Fall Quarter, 1999
 Richmond, F. Lynn, Associate Professor, Business Administration, 100%, 1999-2000 academic year
 Rief, Rosemary, Lecturer, Curriculum and Supervision, 24%, Fall Quarter, 1999
 Robbins, Gayle M., Assistant Professor, Psychology, 100%, 1999-2000 academic year
 Robertson, Gerald, Lecturer, Curriculum and Supervision, 3%, Fall Quarter, 1999
 Rodine-Wolfsehr, Trudy, Asst Professor, Teacher Education Programs, 100%, 1999-2000 academic year
 Roe, Lee W., Lecturer, Law and Justice, 13%, Fall Quarter, 1999
 Rosell, Sharon L., Assistant Professor, Physics, 100%, 1999-2000 academic year
 Rubin, Regina, Lecturer, Art, 40%, Fall Quarter, 1999
 Schipper, Anne M., Lecturer, Biological Sciences, 33%, Fall Quarter, 1999
 Schnelle, Robert, Lecturer, English, 80%, Fall Quarter, 1999
 Schwartz, Ronald F., Lecturer, Business Administration, 67%, Fall Quarter, 1999
 Sharp, Lisa, Lecturer, Curriculum & Supervision, 100%, 1999-2000 academic year
 Skoor, John, Lecturer, Art, 20%, Fall Quarter, 1999
 Snively, Devorah, Lecturer, Communication, 27%, Fall Quarter, 1999
 Soelling, Mark E., Lecturer, Psychology, 100%, 1999-2000 academic year
 Sparling, Greg, Lecturer, Physical Education, Health Education and Leisure Services, 20%, Fall Quarter, 1999
 Spencer, Mia, Lecturer, Music, 79%, Fall Quarter, 1999
 Sprigg, Kathryn, Lecturer, Administrative Management and Business Education, 100%, Fall Quarter, 1999
 Steen, Claudia R., Assistant Professor, Biological Sciences, 100%, 1999-2000 academic year
 Stroh, Jr., Hugh W., Lecturer, Business Administration, 33%, Fall Quarter, 1999
 Struck, Larry D., Assistant Professor, Business Administration, 100%, fall & winter quarters, 1999-2000
 Sullivan, Allen E., Lecturer, Geography, 40%, Fall Quarter, 1999
 Teorey, Matthew, Lecturer, English, 80%, Fall Quarter, 999
 Thomason, Jeffrey S., Lecturer, Law and Justice, 33%, Fall Quarter, 1999
 Thomson, James H., Lecturer, Psychology, 33%, Fall Quarter, 1999
 Tomulty, Michael, Lecturer, Physical Education, Health Education and Leisure Services, 13%, Fall Quarter, 1999
 Turnbull, Scott S., Lecturer, Political Science, 67%, Fall Quarter, 1999
 Turnquist, William H., Assistant Professor, Business Administration, 100%, 1999-2000 academic year
 Vielbig, Cynthia, Lecturer, Curriculum & Supervision, 100%, 1999-2000 academic year
 Vogt, Beth, Lecturer, Teacher Education Programs, 40%, Fall Quarter, 1999
 Walker, Marc A., Lecturer, Chemistry, 40%, Fall Quarter, 1999
 Walker, Teresa, Lecturer, Teacher Education Programs, 20%, Fall Quarter, 1999
 Walton, Tami, Lecturer, Physical Education, Health Education and Leisure Services, 13%, Fall Quarter, 1999
 Whitehouse, Elizabeth, Lecturer, Curriculum & Supervision, 100%, 1999-2000 academic year

Whiting, Brian M., Assistant Professor, Geography, 20%, Fall Quarter, 1999
 Width, Dale G., Lecturer, Mathematics, 100%, 1999-2000 academic year
 Williams, Gary, Lecturer, Music, 53%, Fall Quarter, 1999
 Wilson, Asher B., Lecturer, Business Administration, 33%, Fall Quarter, 1999
 Winkle, Keith, Lecturer, Music, 40%, Fall Quarter, 1999
 Wippel, Gretchen A., Lecturer, Law and Justice, 27%, Fall Quarter, 1999
 Woods, Jr., William P., Kuolt Distinguished Executive-in-Residence Professor--Economic Development & International Trade; Interim Director of the Center for Economic Development and Public Policy; Program Coordinator for the Department of Education Business and International Education grant; Business Administration, 100%, 1999-2000 academic year
 Woody, Linda, Lecturer, Music, 100%, 1999-2000 academic year
 Wright, Lael, Lecturer, Curriculum and Supervision, 33%, Fall Quarter, 1999
 Xiao, Hong, Assistant Professor, Sociology, 100%, 1999-2000 academic year
 Young-Dohrman, Gayle, Lecturer, Philosophy, 33%, Fall Quarter, 1999
 Young, Sue, Lecturer, Physical Education, Health Education and Leisure Services, 13%, Fall Quarter, 1999
 Young, Therese, Lecturer, Physical Education, Health Education and Leisure Services, 53%, Fall Quarter, 1999
 Yootheimer, Rebecca, Assistant Professor, English, 100%, 1999-2000 academic year
 Zentner, Nicolaus C., Lecturer, Geology, 27%, Fall Quarter, 1999

Report of Military Faculty Appointment - 42

Isom, Michael, Capt., Lecturer, Military Science, effective September 16, 1999

Report of Coaching Reappointments - 43

Andaya, Mario, Head Volleyball Coach, Athletics, July 16, 1999 through June 15, 2000
 Baldwin, Beau, Assistant Football Coach, July 16, 1999 through June 15, 2000
 Fleury, Jerrod, Head Soccer Coach, July 16, 1999 through June 15, 2000
 Graham, John, Assistant Football Coach/Asst Track and Field Coach, Athletics, July 16, 1999 - June 15, 2000
 Hawes, Karla, Assistant Women's Basketball Coach, July 16, 1999 through June 15, 2000
 Picha, John, Asst Football Coach/Asst Track and Field Coach, Athletics, July 16, 1999 through June 15, 2000
 Smith, Gary, Head Athletic Trainer, Athletics, August 16, 1999 through June 15, 2000
 Sparling, Greg, Head Men's Basketball Coach, Athletics, July 16, 1999 through June 15, 2000
 Whitney, Jeff, Head Women's Basketball Coach, July 16, 1999 through June 15, 2000
 Zamberlin, John, Head Football Coach, Athletics, August 16, 1999 through June 15, 2000

Report of Non-Tenure-Track Coaching Resignation - 44

Youngquist, Chad, Head Swimming and Diving Coach, Athletics, effective June 15, 1999.

Report of Full-Time, Interim, Non-Tenure-Track Coaching Appointment - 45

Adkisson, Kevin, Interim Head Cross Country Coach and Interim Head Track and Field Coach, Athletics, July 16, 1999 through June 15, 2000

Report of Part-Time Temporary Coaching Appointment - 46

Carlson, Candice, Head Swim Coach, Athletics, effective September 16, 1999 through June 15, 2000

Report of Exempt Administrative and Professional Staff Appointments - 47

Anderson, Melissa, Mental Health Counselor, Student Health and Counseling Center, July 1, 1999 - June 30, 2000
 Croft, Donna, Financial Aid Counselor, Financial Aid, effective September 7, 1999
 Farmer, Gail E., Wildcat Wellness Coordinator, effective October 1, 1999 through June 30, 2000
 Imamshah, Lynne, Academic Advisor/Counselor, Academic Achievement Program, effective October 1, 1999
 McKinney, Rhonda, Assoc Director of Student Health and Counseling Center for Counseling Services, effective September 1, 1999 through June 30, 2000
 Novak, Renee, Admissions Counselor, Admissions, effective August 23, 1999
 Reilly, Michael, Director of Admissions, Admissions, effective October 4, 1999
 Sleigh-Layman, Staci, Assistant Director of the Office for Equal Opportunity, effective August 1, 1999
 Thompson, Deanna, Assistant Director of Financial Aid/Westside, Financial Aid, effective August 1, 1999
 Webber, Kenneth, Career Counselor for Puget Sound Centers, Career Development Services, effective July 1, 1999 through June 30, 2000

Report of Exempt Administrative and Professional Staff Interim Appointments - 48

Anattol, Erika, Interim Assistant Athletic Trainer, Athletics, September 7, 1999 through June 15, 2000
 Baker, Jack, Interim Director, Career Development Services, September 1, 1999 through June 30, 2000

Chan, Gregory, Interim Associate Vice President for Academic Affairs – Academic Programs, August 16, 1999 – June 30, 2000
Gray, Liljen, Interim Vice President for Development and Alumni Relations, October 1, 1999 – June 30, 2000
Mack, Richard, Interim Dean, Graduate Studies & Research, August 2, 1999 through June 30, 2000
Maxwell, Catherine, Interim Area Coordinator, Residential Services, August 23, 1999 through June 14, 2000
McAllister, Bill, Interim Assistant Director of Athletics for Resource Development, July 1, 1999 - Feb 29, 2000
McKay, Jack, Interim Dean, College of Education & Professional Studies, July 26, 1999 – June 30, 2000
Norton, James A. (Dolph), President, effective August 20, 1999 through June 30, 2000
Ray, Corey, Interim Area Coordinator, Residential Services, August 23, 1999 through June 14, 2000
Rodriguez, Jacinto, Interim Assistant Director/Counseling, Financial Aid, July 1, 1999
Sledge, Andrea, Acting Assoc Dean, College of Education and Professional Studies, Sept 16, 1999 – June 30, 2000
Whitney, Katrina, Interim Director, Center for Student Empowerment, September 1, 1999 through June 30, 2000
Young-Dohrman, Gayle, Interim Asst Director of Financial Aid/Student Employment, Financial Aid, Aug 16, 1999

Report of Exempt Administrative and Professional Staff Assignment Change - 49

Champagne, Keith, Associate Vice President for Student Affairs/ Interim Director of Athletics, effective September 1, 1999 through June 30, 2000
Young, Mark, Vice President for Special Projects, effective October 1, 1999 through June 30, 2000

Report of Exempt Administrative and Professional Staff Resignations - 50

Chan, Gregory S., Executive Assistant to the President/Assistant to the Provost, effective August 16, 1999
Gabany-Guerrero, Tricia, Director, Ronald E. McNair Scholars Program, effective October 4, 1999
Koshork, Lori, Area Coordinator, Residential Services, effective August 2, 1999
Lister, Rosalind, Career Development Counselor, effective October 21, 1999
Myers, Gary, Area Coordinator, Office of Residential Services, effective July 14, 1999
Steele, Kelli, Assistant Athletic Trainer, Athletics, effective August 15, 1999
Thompson, Deanna, Asst Director of Financial Aid for Student Employment, Financial Aid, effective July 30, 1999

Report of Exempt Administrative and Professional Staff Leave - 51

Varga, Steve, Computing and Telecommunication Services, education leave, January 1, 2000 through May 31, 2000

Executive Session

Members of the Board recessed into an executive session for 25 minutes at 3:50 p.m. to discuss a real estate transaction, review the performance of a public employee, and discuss with legal counsel representing the agency litigation or potential litigation to which the agency is . . . a party” RCW 42.30.110 (c), (g), and (i) and discuss collective bargaining issues, RCW 42.30.140(4) a. Session was extended 25 minutes at 4:15 p.m.

Next Meeting

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

Meeting Adjourned at 4:40 p.m.

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

Gwen Chaplin, Chair
Board of Trustees
Central Washington University