11-13-1974

CWU Faculty Senate Minutes - 11/13/1974

Esther Peterson

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The meeting was called to order at 3:15 p.m.

ROLL CALL

Senators Present: All senators or their alternates were present except Ramon Mercado and George Stillman.


AGENDA CHANGES AND APPROVAL

The chairperson suggested the following be added:

1. Under "Communications" add
   C. Letter from Conrad Potter
   D. Letter from Robert Benton

2. Under "Standing Committees" add
   G. CFR

3. Under "New Business" add
   a. Proposed Motion regarding Mr. Lewis's letter

The chairperson announced the Senate is faced with an extremely heavy Agenda for this meeting and the Executive Committee would like to propose a motion.

MOTION NO. 1124: Mr. McQuarrie moved to schedule a recess for 5:15 p.m. at this meeting to reconvene at 7:15 p.m. in order to conclude the meeting and set a 9:15 p.m. deadline for adjournment time for this meeting.

There was considerable opposition to continuing the meeting into the evening hours.

The chair said it was anticipated that the Senate would deal with Sections 200-299 until 4:00 p.m. Then recess from 4:00 to 5:00 p.m. for a public hearing on Sections 300-399. After the hearing, the Agenda would be continued and move through reports, which includes the CFR report, and under New Business the proposed motion in regard to Mr. Lewis's letter.
It was suggested that the Senate continue the meeting tomorrow afternoon instead of later this evening.

Motion No. 1124 was voted on and failed by a majority Nay hand vote.

Mr. McQuarrie said that the Executive Committee had suggested that the curriculum matter be deferred until next week and be added to the Agenda then and that adjournment time be set at 5:45 p.m. tonight.

MOTION NO. 1125: Mr. Hansen moved, seconded by Ms. Klug, that the Senate adjourn this meeting today at 5:15 p.m. and convene tomorrow at 3 o'clock. The motion passed with a unanimous voice vote.

Mr. Fisher asked as a point of clarification if the motion passed has only to do with meeting. He asked for a Division of the House. Roll call vote taken on Motion No. 1125:


Abstain: None

Motion No. 1125 passed with 27 Aye, 7 Nay, and 0 Abstentions.

APPROVAL OF MINUTES

The minutes of October 16 were approved as distributed.

COMMUNICATIONS

The following communications were received:

A. Letter from Mr. Dudley, dated October 28, 1974, requesting the Senate to determine and make public to the academic community the general guide lines and specific criteria used to determine if a particular major or program should be designated as leading to a Bachelor of Arts or a Bachelor of Science Degree.

B. Letter from Mr. Lewis, dated October 30, 1974, requesting the Senate to organize a vote of confidence relative to President Brooks' presidency of Central Washington State College by a secret ballot and that the vote be completed prior to December 14, 1974.
C. Letter from Conrad Potter, dated November 5, 1974, urging the Senate not to consider conducting a vote of confidence on President Brooks.

D. Letter from Robert Benton, dated November 13, 1974, urging the Senate to make, on March 10, a decision on whether or not to call for a vote of confidence on the administration of President Brooks. He requests that in the interim, the Senate instruct its Personnel Committee to formulate criteria and procedures for the systematic evaluation of the president and his administration.

CURRICULUM PROPOSALS

A. Proposals approved by the Undergraduate Curriculum Committee on pages 378 and 379 were presented.

MOTION NO. 1126: Mr. Lygre moved, seconded by Mr. Purcell, that the Undergraduate Curriculum Proposals on pages 378 and 379 be approved. The motion was voted on and passed with a unanimous voice vote.

OLD BUSINESS

A. Consideration of proposals of the Code Committee on Sections 200-299 of the President's Proposed Code. Mr. Canzler was called on to present the changes recommended by the Code Committee.

MOTION NO. 1127: Mr. Canzler moved, seconded by Ms. Young, to adopt the recommendations of the Code Committee concerning recommendations 1 through 16 which would be adopted as recommendations of the Senate and forwarded to the President and the Board of Trustees.

MOTION NO. 1128: Mr. Canzler moved to amend, seconded by Ms. Young, to divide the main motion and act on each recommendation separately. Voted on and passed with a unanimous voice vote.

MOTION NO. 1129: The Code Committee recommends in Section

2.14 A.(3) to strike the word "is" in line one and insert the words "may be" and add the words "with a salary adjustment of up to 1/9 of the salary of the current academic year being made for the additional period of service to the college" at the end of the first sentence.

This section would then read as follows:

2.14 A.(3) A Teaching Associate may be appointed to a yearly term of service in conformity with the local public school schedule with a salary adjustment of up to 1/9 of the salary of the current academic year being made for the additional period of service to the college. A Teaching Associate may be appointed to full or part-time assignments.
Mr. Canzler explained that the rationale for this is that in E.C.E. some teachers are on the college year and some on the public school year and this is to simply straighten out their situation.

This recommendation was discussed considerably.

Motion No. 1129 was voted on and passed with a unanimous voice vote.

MOTION NO. 1130: Code Committee recommends in Section 2.14 A.(5) to add the words "and shall be entitled to non-reappointment notification as outlined in Section 3.60 of the Code."

This section would then read as follows:

2.14 A.(5) A Teaching Associate shall have all responsibilities, obligations, rights, and privileges as provided for in this code for faculty as defined in Section 1.01, unless otherwise restricted by the provisions of this code and shall be entitled to non-reappointment notification as outlined in Section 3.60 of the Code.

The rationale for this is that it does need to be spelled out here as a distinction from the situation of lecturers as is discussed in Section 2.13.

Discussion on the recommendation followed.

Motion No. 1130 was voted on and passed with a majority voice vote, with abstentions from Mr. Harrington, Mr. Dudley and Ms. Lester.

MOTION NO. 1131: Code Committee recommends in Section 2.10 C.(4) (b) to delete "these three" and insert the word "three of the following" and add subsection iv: "evidence of service to the community beyond the college."

This section would then read as follows:

2.10 C.(4) (b) possession of three of the following qualifications,  
(i) excellent teaching which commands the special respect of the faculty and students; or, for faculty members who do not conduct organized classes, excellent performance of duties;  
(ii) evidence of superior scholarship as evidenced in research or other contributions;  
(iii) important professional contributions of local or general significance, or considerable responsibility for college policy as chairman or member of the various policy-forming committees, or a record of effective and significant contribution to the proper functioning of the college and the educational needs of students;  
(iv) evidence of service to the community beyond the college.

The rationale for this is that it concerns the qualifications for professorship and it adds a fourth qualification, evidence of service to the community beyond
the college, to the three listed at the bottom of page 21. The committee felt that recognition of service to the community beyond the college ought to be one of the possible criteria for promotion as professor.

There was considerable discussion in opposition to the motion.

Motion No. 1131 was voted on and failed with a majority Nay voice vote, with Mr. Winters abstaining.

MOTION NO. 1132: The Code Committee recommended in Section 2.18 Senior Instructors, to delete the entire section.

The committee upon reading this interpreted Senior Instructor to be one who is qualified like other instructors, but is lower in rank than regular instructors, since he will not be eligible for tenure or anything like that. The committee did not see a need for it and felt if there were anything like that it ought to be called Junior Instructor and recommends it be struck out.

Mr. Winters asked, as a point of clarification before voting on this, the rationale for this provision being put in the Code.

It was suggested that the President be asked to clarify this provision.

The chair, without objection, moved Item 4 (2.18 Senior Instructors) to follow Item 16 in order to call upon the President to speak to this issue.

MOTION NO. 1133: Code Committee recommended in Section 2.19 A. to delete the last sentence.

The rationale of this is to remove the last sentence describing part-time appointments in Paragraph A on page 25. The feeling expressed by some is that people holding part-time appointments might later become full-time employees and be eligible for tenure and that the part-time employment might not count.

Motion No. 1133 was voted on and passed with a majority voice vote and abstentions from Mr. Harrington and Mr. Bovos.

MOTION NO. 1134: Code Committee recommended in Section 2.21 C. to delete the entire section.

Rationale: This section states that the burden of proof, the accuracy of transcripts is on the faculty member. Since the faculty member ordinarily never sees his transcripts and since he is generally assumed to be innocent until proven guilty, the committee finds this unusual according to general practice.

There was considerable discussion on the recommendation.

Motion No. 1134 was voted on and failed with a majority Nay voice vote, and with Mr. Thelen abstaining.
The Senate recessed at 4:00 p.m. for a public hearing on the President's Proposed Code, Draft No. 6, Sections 300-399.

The meeting re-convened at 4:50 p.m.

The chair announced that as previously stated in setting the Agenda, the unfinished business on Section 200-299 would be handled at the next week's special meeting. In addition at that time, the recommendations on Sections 300-399 will be considered.

**REPORTS**

A. Chairperson's Report--none at this meeting.

B. Executive Committee--none at this meeting.

C. Standing Committees

1. Budget Committee--Tom Thelen presented a report in respect to the Committee of 1000. He commented the Budget Committee has been studying the effects of the Committee of 1000 in respect to possible interest in salaries and they have a report that is being processed with respect to a motion David Anderson will make. He will, at the time the motion is presented, speak to it.

2. Personnel Committee--no report at this meeting.

3. Curriculum Committee--Mr. Synnes presented a memorandum concerning the Graduate Faculty. The Curriculum Committee has considered the proposal for a policy change which more clearly defines a Graduate Faculty and provides for a nomination process followed by Graduate Council approval. The Curriculum Committee recommends the approval of the policy change with the following rationale: This policy change will clarify a procedure that is of concern to outside agencies concerned with accreditation. Further, this policy change is advantageous to the student in developing a graduate committee by providing a listing of faculty who are qualified and willing to serve. It does not appear to be discriminatory in any untoward fashion among the faculty.

**MOTION NO. 1135:** Mr. Synnes moved, seconded by Mr. Jakubek, that the Senate adopt the following policy change:

"The Graduate Faculty will be composed of faculty members of professional rank who meet the following qualifications:
1. Holds the highest degree normally expected and at least one year of professional experience at the college level in his field of expertise, or has at least five (5) years professional experience and evidence of activities which specially qualify the candidate to direct creative work in the college environment.

2. Engages in research, study, or appropriate creative work as evidenced by past publications or scholarly activities.

Graduate faculty will be nominated by the department chairman, seconded by the school dean and the Dean of the Graduate School, and approved by the Graduate Council. Graduate faculty members will be appointed for a five year period, with regular review of their status occurring every fifth year.

A student's graduate committee must consist of at least three members of the Graduate Faculty. However, certain other members, not on the Graduate Faculty but having special expertise, may serve as additional committee members."

There was much discussion concerning the appropriateness of such a policy change.

A roll call vote was called for on Motion No. 1135:


Nay: Art Keith, Dayid Canzler, John Purcell, Lee Fisher, John Vifian, Milo Smith, J. Richard Jensen, John Gregor, Madge Young, and Darwin Goodey.


Motion No. 1135 passed with 14 Aye, 10 Nay and 7 Abstain.

ADJOURNMENT

The meeting adjourned at 5:15 p.m. to re-convene at 3:10 p.m. Thursday, November 14, 1974.
AGENDA
FACULTY SENATE MEETING
3:10 p.m., Wednesday, November 13, 1974
Room 471, Psychology Building

I. ROLL CALL

II. CHANGES OR ADDITIONS TO THE AGENDA

III. APPROVAL OF MINUTES of October 16 meeting

IV. COMMUNICATIONS
   A. Letter from Mr. Lewis
   B. Letter from Mr. Dudley

V. CURRICULUM PROPOSALS
   A. Proposals approved by the Undergraduate Curriculum Committee—
      Pages 378-379.

VI. OLD BUSINESS
   A. Section 2.00-2.99 of Proposed Code

VII. RECESS -- 4:00 p.m. Code Hearing

VIII. REPORTS
   A. Chairman’s Report
   B. Executive Committee
   C. Standing Committees
      1. Budget
      2. Personnel
      3. Curriculum
      4. Student Affairs
      5. Code

IX. NEW BUSINESS

X. ADJOURNMENT -- 5:30 p.m.

*This public hearing will be for the purpose of receiving faculty
recommendations concerning Sections 300-399 of the President’s
Proposed Code, Draft #6, and will last a maximum of one hour.
# FACULTY SENATE MEETING OF

## ROLL CALL

### SENATOR

- Anderson, David
- Applegate, Jim
- Backrach, Jay
- Bennett, Robert
- Bovos, Louis
- Brooks, James
- Canzler, David
- Douce', Pearl
- Brunner, Gerald
- Fisher, Lee
- Garrett, Roger
- Goodey, Darwin
- Gregor, John
- Gulezian, Alan
- Hanson, Russell
- Hileman, Betty
- Jakubek, Otto
- Jenson, J. Richard
- Keith, Art
- Kramar, Zolton
- Lester, Nancy
- Lygre, David
- Klug, Linda
- McQuarrie, Duncan
- Mercado, Ramon
- Miller, Robert
- Piccha, Patti
- Purcell, John
- Sandison, Derek
- Smith, Milo
- Stillman, George
- Synnes, Earl
- Thelen, Thomas
- Vilian, John

- Winters, Roger
- Yeh, Thomas
- Young, Madge

### ALTERNATE

- William Cutlip
- Frank Carlson
- Peter Burkholder
- Robert Bentley
- James Hollister
- Edward Harrington
- Richard Johnson
- Joan Howe
- Robert Cooper
- Starla Drum
- James Klahn
- Bill Hillar
- Don Cocheba
- Charles McGehee
- Helen McCabe
- Joel Andress
- Bonalyn Bricker
- George Grassman
- Gordon Warren
- Dieter Romboy
- Helmi Habib
- Clayton Denman
- Owen Pratz
- Wallace Webster
- Kent Martin
- A. James Hawkins
- Christos Papadopoulos
- Mike Madison
- Glen Clark
- Keith Rinehart
- Robert Yee
- William Craig
- Robert Carlton
Faculty Senate Meeting

Robert Jacobs
Dale Comstock
Jay J. Kansas
Joseph Haenda
Bill Floyd
Dona Campbell
Lucien Cagle
P.H. Wosechensler
Charles McunitOfWork
Robert C. Benton
Al Feuer
Victor Marx
Don Coughen
Tom Lingham
Harry & Stella Rude
Dale Erle
Roger Sturult
James M. Alexander
Pat Cutlip
Jim Jackson
Mr. Ogmore

Last person signing please return to the Recording Secretary.
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14 10 7
October 30, 1974

Professor Duncan McQuarrie, Chairman
Faculty Senate
Central Washington State College
Ellensburg, Washington 98926

Dear Duncan:

At a meeting on October 23, 1974, the Central Washington State College Federation of Teachers, Local 3231 unanimously passed the following resolution:

Resolved that the CWSC-FT formally request the CWSC Faculty Senate to organize a vote of confidence relative to Dr. James E. Brooks' presidency of Central Washington State College.

Requesting a vote of confidence in any college president is a serious matter and should be undertaken only after events clearly indicate the need for such a referendum. That time has clearly arrived. In June, 1968, the Ad-hoc Committee on Faculty Morale (The Committee of Five) reported to the faculty and the Senate on problems related to the general categories of cooperation between administration and instructional staff and on the morale of the faculty and staff. Six years later some of those problems not only remain but have intensified and expanded. Other problems have arisen in the interim, many connected with the leadership of the institution. Specifically called into question, is President Brooks' role in the following areas of general faculty concern:

1. The setting of goals, guiding of policies and programs, and general administration of the College;
2. The revision of the Faculty Code;
3. The institution of last year's reduction-in-force policy;
4. The policy regarding the priority of merit versus longevity for salary increases;
5. The apparent "quota" policy of promotion and tenure;
6. The deterioration of support for sabbatical leaves;
7. The effectiveness of the President's representation of faculty interests and concerns to the Board of Trustees and to the state Legislature;
8. The importance of the instructional function at CWSC, especially called into question by the continued growth of administration while the number of students and faculty decrease; and

9. The by-passing of general faculty or Faculty Senate input into major academic decisions, such as the creation of a new School.

These concerns and President Brooks' actions relative to them are important and should be discussed in a faculty forum.

The CWSC-FT believes that President Brooks ought to know whether or not the faculty has confidence in his performance in these areas of faculty concern. We also strongly believe the faculty of CWSC, specifically lecturers and faculty holding academic rank (excluding adjunct faculty), should be given the opportunity to express their confidence or lack of it in those actions. Hence the resolution.

We are also requesting that the vote by the Senate relative to the resolution be conducted by secret ballot and that the vote be completed prior to December 14, 1974.

Sincerely,

Albert Lewis, President
Local 3231, AFT

c. President Brooks
Board of Trustees
Campus Crier
Ellensburg Daily Record
Yakima Herald Republic
October 28, 1974

Duncan McQuarrie
Chairman, Faculty Senate
Campus

Dear Sir:

The Department of Technology and Industrial Education respectfully requests the Faculty Senate to determine and make public to the academic community the general guidelines and specific criteria used to determine if a particular major or program should be designated as leading to a Bachelor of Arts or a Bachelor of Science Degree.

At this time there appears to be no formal guidelines. As departments develop new programs it is often crucial to the success of the program that it be properly identified as leading to a B.A. or a B.S.

Very Truly yours,

Stanley A. Dudley
Senator - TIE Dept.

ec
November 5, 1974

Dr. Duncan McQuarrie
Faculty Senate
CWSC

Dear Dr. McQuarrie:

I am deeply disturbed by the tragic chain of events which has led a group of our faculty to call for a vote of confidence in our President.

I urge the Senate not to consider such a drastic measure. A vote of this nature is neither appropriate, nor beneficial. Little would be gained and much would be lost. I would predict that a significant group of our faculty, perhaps even a majority, would not vote and those who did would probably split closely on the issue.

It would be appropriate and timely, however, for the Senate to study the issues involved and make positive recommendations which might help bring some resolution to the problem.

Clearly, we face a profound crisis of purpose here at Central. We are not alone in this crisis. Institutions similar to ours are confronted with the same forces which are affecting us, forces over which we have little control. We can, however, control the manner in which we deal with these problems.

In my judgement, our crisis of purpose (and confidence) has resulted measurably from the fact that we have in recent years installed a closed system of governance at Central which separates faculty from the decision-making processes. We need to change this system if we want to avoid in the future the kind of crisis we are now facing.

The purpose of administrative organization in a college is to facilitate the work done by the faculty for the students they serve. In other words, the faculty carries out the operation for which the institution exists and the administration provides the conditions under which this can best be done. Although it is true that the faculty can best tell whether or not administrative practices are affecting instruction favorably, we recognize that individual faculty members do not necessarily see the total
consequences of the administrative practices. The administration is responsible for the entire institution and has the responsibility of showing the relation of the parts to the whole. It is in this regard that our administration is found wanting. Increasingly, we find elsewhere that faculty participation is expanding to include not only the freedom to think and speak but also the power to act on matters of control and particularly the control items that are of vital concern to the faculty.

Without participation, faculty members, no matter what their competence or rank, are reduced to roles not unfamiliar to those found in military organizations. Under conditions provided for them, however good or however bad, the quality of their product is in large part determined by these very conditions. Faculties are not constituted to follow without power of reason; rather they are rational, articulate, accountable human beings. Without their cooperation in determining policy it is doubtful that any educational institution can provide the context in which teaching and learning can be most effectively conducted. Without it they can not fulfill to the maximum their obligation to the student and to society.

The Administration (and the Trustees) should recognize that participation builds and strengthens faculty morale. The successful learning experiences of our students require cohesive and cooperative relationships between faculty and administrators. Through participation in policy making, greater confidence and support emerge from the implementation of the policy.

There is no question of the need for faculty participation in policy formation. This participation must be significant and not superficial. We spend too much time here at Central defining and arguing the separate role of administration from the role of the faculty. The concept of separate roles prevents faculty and administrators from reaching a common ground where they can cooperatively pursue their joint function of educating students.

It is my opinion that the relationship between administration and teaching faculty has, in many cases, been extended and developed as an outgrowth of outmoded practices where the administrative position has represented an authority or power hierarchy. In short, many of our administrative-faculty relationships have developed pragmatically or, conceivably, as historical accident. Whatever the origin here, most educators agree that in institutions where teacher-supervisory relationships are strained, educational process and the product delivered to the students are likely to be inferior to the institution where strong professional relationships exist between teaching faculty and administrators.
With these basic ideas in mind certain premises can be set forth:

1. Policy formulation, policy making and policy administration are functions which need clear definition. Once defined, they should be applied uniformly and consistently.

2. The institution's Board of Trustees and administration should receive advice and counsel from appropriate constituent groups of the college.

3. The responsibility for policy formulation should be closely related to the individuals responsible for the implementation of such policies.

4. Administrators and teaching faculty should not be separated in the process of policy formulation. This implies the necessity for all groups to meet jointly and frequently during policy formulation.

It would seem highly desirable that, in order to exercise and carry out the concept of "involvement of constituent groups" in policy formulation, there should be established an organization which would maximize dialogue and involvement, such groups to be comprised of both administrators and members of the teaching faculty. This suggests that the College Council proposed earlier should be given immediate and serious consideration as an alternative. In addition, procedures must be devised so that recommendations of the faculty, through whatever organization emerges, in areas of delegated responsibility, are reported to the administration and to the Board of Trustees through established channels.

It would be presumptuous on my part to imply that the guidelines suggested above would be a perfect model for our college. It is indeed probable that these guidelines will not be acceptable in total to certain faculty and administrators. However, it is my intent to present these guidelines as suggested stimuli for the promotion of more professional relationships between the faculty and administration.

To conclude with the observation with which I began, Central faces a profound crisis of purpose. The issue is this: What are we, together, willing to do to clarify issues, rebuild our structures, and recapture the zest and momentum which once characterized our effort? The task will not be easy. As John Gardner, head of Common Cause put it in 1962 at Cornell University, "We like to think that institutions are shaped according to the best men in them, and sometimes they are... But it is not the only way institutions get shaped. Sometimes institutions are the sum of the historical accidents that have happened to them. Like the sand dunes in the desert, they are shaped by influence but not
by purposes." But Gardner went on to express the conviction - and it is a conviction which I share - that "men can shape their institutions to suit their purposes - provided they are clear as to what those purposes are; and provided they are not too gravely afflicted with the diseases of which institutions die - among them complacency, myopia, and an unwillingness to choose."

Yours sincerely,

Conrad H. Potter
Professor of Education

P.S. In this regard I am expressing my personal view. I am in no way speaking for my department.
MEMORANDUM

TO: Senators

FROM: Senate Curriculum Committee

DATE: November 8, 1974

SUBJECT: Graduate Faculty

At the request of the Faculty Senate Executive Committee, the Senate Curriculum Committee has considered the proposal for a policy change which more clearly defines a Graduate Faculty and provides for a nomination process followed by Graduate Council approval.

The Faculty Senate Curriculum Committee voted to approve the policy change and we recommend its approval by the Faculty Senate.

Rationale: This policy change will clarify procedures that is of concern to outside agencies concerned with accreditation. Further, this policy change is advantageous to the student in developing a graduate committee by providing a listing of faculty who are qualified and willing to serve. It does not appear to be discriminatory in any untoward fashion among the faculty.

Policy as stated in the CWSC Handbook, Revised September 1, 1973:

"A faculty member assigned to teach 500 level courses, to direct theses, or to serve on masters degree committees must have earned at least two full years (90 quarter credits) of graduate work, including a Master's or Doctor's degree in the area in which he is teaching, or give evidence of proficiency in those fields in which the doctorate is not normally expected. Each department chairman will provide the Graduate Council with a list of department members who meet these qualifications and are willing to accept graduate assignments."

Motion: The Senate Curriculum Committee moves the adoption of the following policy change:

"The Graduate Faculty will be composed of faculty members of professional rank who meet the following qualifications:

1. Holds the highest degree normally expected and at least one year of professional experience at the college level in his field of expertise, or has at least five (5) years professional experience and evidence of activities which specially qualify the candidate to direct creative work in the college environment.

2. Engages in research, study, or appropriate creative work as evidenced by past publications or scholarly activities.

Graduate faculty will be nominated by the department chairman, seconded by the school dean and the Dean of the Graduate School, and approved by the Graduate Council. Graduate faculty members will be appointed for a five year period, with regular review of their status occurring every fifth year.

A student's graduate committee must consist of at least three members of the Graduate Faculty. However, certain other members, not on the Graduate Faculty but having special expertise, may serve as additional committee members."
1. 2.14. A (3) Strike the word "is" in line one and insert the words "may be" and add the words "with a salary adjustment of up to 1/9 of the salary of the current academic year being made for the additional period of service to the college" at the end of the first sentence.

2.14. A, (3) A Teaching Associate may be appointed to a yearly term of service in conformity with the local public school schedule with a salary adjustment of up to 1/9 of the salary of the current academic year being made for the additional period of service to the college. A Teaching Associate may be appointed to full or part-time assignments.

2. 2.14. A, (5) Add the words "and shall be entitled to non-reappointment notification as outlined in Section 3.60 of the Code.

2.14. A, (5) A Teaching Associate shall have all responsibilities, obligations, rights, and privileges as provided for in this code for faculty as defined in Section 1.01, unless otherwise restricted by the provisions of this code and shall be entitled to non-reappointment notification as outlined in Section 3.60 of the Code.

3. 2.10. C, (4), (b) Delete "these three" and insert the word "three of the following" and add subsection iv: evidence of service to the community beyond the college."

2.10. C, (4), (b) possession of three of the following qualifications,

(i) excellent teaching which commands the special respect of the faculty and students; or, for faculty members who do not conduct organized classes, excellent performance of duties;

(ii) evidence of superior scholarship as evidenced in research or other contributions;

(iii) important professional contributions of local or general significance, or considerable responsibility for college policy as chairman or member of the various policy-forming committees, or a record of effective and significant contribution to the proper functioning of the college and the educational needs of students;

(iv) evidence of service to the community beyond the college.

4. 2.18 Senior Instructors Delete the entire section.

5. 2.19. A Delete the last sentence.

2.19. A A part-time appointment is one which clearly limits the contract duties of the individual with the college to less than a normal full-time assignment for the contract period. Part-time appointments are not in any way applicable to the computation of time of employment for tenure purposes.
Add subsection (4) "Services to the community," delete Sections B and C and list Section D as Section B.

The college benefits when faculty members individually and collectively increase in professional competence. The college, by whatever means possible, should encourage and assist each faculty member in his efforts to improve professionally. A promotion is one means of rewarding merit and encouraging professional improvement, and of reflecting the increased value of the faculty member to the college. The following criteria indicate important qualities or areas in which professional improvement and competence are evaluated:

(1) Teaching Effectiveness,
(2) Scholarliness and Productivity,
(3) Special Services to the college, or to students or to one's profession,
(4) Services to the Community.

It is recognized

A commitment to students

Years of service must be considered but are not in and of themselves sufficient grounds for promotion.

Strike the word "shall" and insert the word "may" in the first line on page 29.

It is the responsibility of faculty members to update each year their professional service records (Section 2.22). Each faculty member shall be entitled to submit a recommendation to his dean or director concerning candidates for promotion. Each faculty member who is a candidate for promotion may submit to the appropriate administrator information and materials in support of his candidacy. The Personnel Committee of the department or unit or the department or unit as a whole may prepare a priority list of recommendations for promotion for the dean or director. The department or section chairman shall submit an independent priority list of recommendations for promotion to the dean or director. Faculty members will be informed of department or unit ranking by the Personnel Committee and department or section chairman prior to transmission of the list to the appropriate administrator.

Paragraph 3. Insert the word "eligible" after the word "each," strike everything after the word "member," and insert the words "indicating what his priority ranking is."

The school dean or unit director will prepare lists, by rank, of eligible faculty members within the school or unit who are recommended for promotion. After the list has been prepared, the dean or director will review the list with each department or section chairman and representative. The dean or director will notify each eligible member, indicating what his priority ranking is.
10. 2.30, A, (6) Strike everything after the word "notify" and insert "all eligible faculty members, indicating to each what his priority ranking is" in the last full sentence on page 29.

2.30, A, (6) The Vice President for Academic Affairs will make a cost analysis. He will notify all eligible faculty members, indicating to each what his priority ranking is.

The President will review...

11. 2.40, B Strike the word "may" and insert the words "does not" in line six.

2.40, B. Consulting and other outside work of a professional nature, including teaching, not a part of the official duties of members of the faculty at Central, shall be approved in advance by the appropriate dean and the Vice President for Academic Affairs on recommendation of the appropriate department chairman, if such consulting and outside work does not interfere with the performance of the individual's assigned duties (meeting classes as scheduled, etc.).

12. 2.40, C Strike the words "other faculty members assume their teaching loads without additional college compensation during such absences and"

2.40, C. With approval of the outside work, faculty members may be absent from the campus for specified periods of time without reduction in salary for the purpose of undertaking such outside professional work, provided that other faculty members assume their teaching loads without additional college compensation during such absences and the objectives of their classes are being achieved.

13. 2.41, A Delete Sections 1, 5, 6, and 7 and change the word "should" to "shall" in all remaining sections and change the numbering of Section 2.41 to 2.40, 1, (1), (2), (3), and (4).

The effect of this is to delete the guidelines for consulting and outside work, incorporating the regulations in the preceding section on Consulting and Outside Work. The proposal is in keeping with the discussion of Smith, Winters, and Brooks at the last Senate meeting.

14. 2.97, B, (2) Delete the words "or teaching associate" (twice).

2.97, B, (2) The college expects the faculty member or teaching associate to request the scholarship leave for the specific purpose of improving his service to Central Washington State College. The faculty member or teaching associate may wish to: (A) (b) (c)

15. 2.122, A, Strike the word "five" and insert the word "ten".

2.122, A... Faculty members may take at least ten days off with pay for funerals in their immediate families (husband, wife, children, mother, father, mother-in-law, father-in-law, sister or brother).
16. 2.125, A. Strike the words "Christmas and New Year's" and insert the words "Fall and Winter quarters" in line six.

2.125, A. ...In addition the period between Fall and Winter quarters is normally vacation for twelve month employees; personnel arrange to keep offices open only when the college must provide services during this time.

The Code Committee presents the following motion, originally suggested by Mr. Vloek at the Code Hearing last week, without recommendation.

17. 2.38, B, (1), (g) add another full sentence: "Additional teaching load points should be awarded to the individual faculty member if the class size exceeds the reasonably expected number as specified by the guidelines published by the Vice President for Academic Affairs."