

6-2-1999

CWU Faculty Senate Minutes - 06/02/1999

Nancy Bradshaw

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MINUTES

CENTRAL WASHINGTON UNIVERSITY

FACULTY SENATE REGULAR MEETING MINUTES: June 2, 1999

<http://www.cwu.edu/~fsenate>

Presiding Officer: John Alsoszatai-Petheo
Recording Secretary: Nancy Bradshaw

Meeting was called to order at 3:10 p.m.

ROLL CALL:

Senators: All Senators or their Alternates were present except Cocheba, Ely, Hood, Kilen, Prigge, Stacy, Thyfault, and Wilson.

Visitors: Marsha Brandt, Bobby Cummings, David Dauwalder, Barney Erickson, John Lasik, Charles McGehee, Barbara Radke, Kirsten Tozer, and Thomas Yeh.

Motion No. 3236 (Passed): Ken Gamon proposed a motion that was adopted: "That we read the letter of appreciation to Marsha Brandt into the minutes, and that the Faculty Senate also acknowledges their support for Marsha Brandt and her years of service at Central Washington University and in the Faculty Senate" attached as **Exhibit A**.

CHANGES TO AND APPROVAL OF AGENDA MOTION NO. 3237 (Passed) Andrew Spencer moved approval of the agenda as distributed.

APPROVAL OF MINUTES: The minutes of the May 19, 1999, will be offered for approval at the October 6, 1999 Faculty Senate meeting.

COMMUNICATIONS: No communications.

REPORTS:

A. ACTION ITEMS:

Chair:

Motion No. 3238 (Passed) Terry DeVietti proposed a motion that after debate and amendment, was adopted: "To approve the 1999/00 Faculty Senate Standing Committees List" attached as **Exhibit B**.

Motion No. 3239 (Passed) Chair Alsoszatai-Petheo, on behalf of the Faculty Senate Executive Committee, proposed a motion that after debate and amendment was adopted: "The Faculty Senate recommends forwarding the three (3) faculty members receiving the greatest number of votes in the faculty-wide ballot of the Faculty Presidential Search Committee Nominations to the Board of Trustees, Richard Alumbaugh, Linda Beath, and Morris Uebelacker. The Faculty Senate also recommends that, while we welcome and desire the participation and input of the Board members (Reich, Yu, and Sells) on the committee, they should have no formal voting rights on the committee itself (e.g., be ex-officio members)."

Results of the secret ballot: The total number of ballots received as of 5:00 p.m., Tuesday, June 1 equals 247. Of these 247 ballots one was from an individual who received a ballot who was ineligible to vote; four ballots were unsigned rendering them invalid; six had signatures which defied all attempts to decipher that rendered them invalid.

Motion No. 3240 (Passed) Ken Gamon proposed a motion that after debate was adopted: "That this ballot be the Senate's official ordered list of nominations for any additional seats on the Presidential Search Committee."

Budget Committee

Motion No. 3241 (Passed) Barney Erickson proposed a motion that after debate was adopted:

- 1) The monies received for the 3% average faculty salary increase be used as an across the board scale adjustment.
- 2) The protected groups identified in Dr. Moore's study be taken care of.
- 3) Begin the decompression process for full professors.
- 4) Postpone until this summer the following:
 - a. decompression between ranks
 - b. market for College of Arts and Humanities
 - c. equity for full-time nontenure track faculty
- 5) Give the Budget Committee authorization to continue the equity study throughout the summer and make a final recommendation to the Senate early Fall 1999.

Rationale: The sequencing of events becomes important. If we do the equity and compression issues first, then the faculty salary base increases and the current 3% will no longer be 3%. However, if we do the 3% first then the people who get other adjustments will get them based upon the "new scale" and then the money for this part will be more. It appears that the best thing to do would be to fund items 2 and 3 and then apply the money for the across the board increase.

All adjustments with regard to equity and compression will be rounded to the nearest increment so as to fit our current salary scale.

(Item 1) Due to the fact that the faculty have not been responsible for the equity and compression problems that have beset us, it does not seem that money allocated by the legislature for salary increases for faculty should be used to fund problems that are not faculty generated.

(Item 2) Dr. Moore found some inequities in gender, ethnicity and Vietnam war veterans. Since these groups are protected by law, we must address this concern immediately. It appears that the amount of money to take care of this problem will be less than \$100,000. We cannot get an accurate count until we see what the decompression and promotions do to this group.

(Item 3) It appears, institutionally, that the greatest compression problem exists with the full professors. We propose the following to get this started and recommend only time in rank be considered:

0 - 3 years =	0 increments
4 - 7 years =	1 increment
8 - 11 years =	2 increments
12 - 15 years =	3 increments (1 full step)
16 - 19 years =	4 increments
20 - 23 years =	5 increments
23 + years =	6 increments (2 full steps)

Our projected cost here is \$150,000.

(Item 4) Although we haven't been able to fully analyze this area, we projected total cost will be less the \$200,000. We want to look at CUPA data on the market for the College of Arts and Humanities since Dr. Moore's data was from Oklahoma which has data only on doctorate granting institutions.

For decompression between ranks we are proposing that no full professor receive less than one full step above the mean of the associate rank and that no associate professor receive less than one full step above the mean of the assistant rank. We have not had time to do any analysis on the full-time nontenure-track people and thus have no recommendation at this time.

(Item 5) President Nelson has ear-marked approximately \$500,000 for the equity/compression problems that have been studied. Dr. Moore recommended that compression be looked at and then the protected group equity be looked at. It appears from initial study done by Mark Lundgren and Barney Erickson that all the equity and compression problems can be done with the \$500,000. We feel this can be done with the thought in mind that this will be an ongoing process with remedies being implemented on a long-term scale. Because of the lateness of the report from Dr. Moore and our need to analyze the recommendations and determine all the parameters involved, we have not had time to thoroughly study the situation and make a total recommendation.

The motion will become effective July 1, 1999.

Motion No. 3242 (Passed) Terry DeVietti proposed a motion that was adopted: "That Senators limit their comments to two minutes."

Curriculum Committee

Motion No. 3243 (Passed) Luetta Monson moved approval of the changes to the Curriculum Policies and Procedures Manual, attached as **Exhibit C**, that after debate and amendment was adopted.

Motion 3244 (Passed) Luetta Monson proposed a motion that after debate was adopted: "Change the description of CHEM 181 to: Prerequisites, High School Chemistry and Algebra, principles of the composition structure properties and reaction of matter."

B. DISCUSSION ITEMS:

1. **CHAIR** - Chair Alsoszatai-Petheo expressed his appreciation to Senators for their contributions to the success of the Faculty Senate this year.
2. **CHAIR ELECT** - Chair Elect Beath thanked Chair Alsoszatai-Petheo for his service to the faculty at Central this year. She also noted that she would be on campus during the summer.
3. **PRESIDENT** - No report.
4. **SENATE CONCERNS** - Keith Lewis commented that based on the motion presented by the budget committee, he would like to note that whatever faculty have received in salary increases is a result of predominately outside factors through a growing public and legislative awareness. Also, it would be highly unwise for this body to assume that the administration and Trustees at this institution have done anything moderately proactive in addressing these persistent and long-standing problems and encouraged Senators not to forget that it was partly the vote of no-confidence that has created some of the changes at the institution and also the long-standing action of the faculty union and the Faculty Senate. He urged Senators to stay active.

Motion No. 3245 (Passed) In regards to Senator Lewis' comments, Ken Gamon proposed a motion that was adopted: "That the Faculty Senate sends Trustee Glover a letter thanking him for his assistance in the matter of faculty salaries and other faculty issues this past year."

Bill Benson referred back to a request made by faculty members Fall 1999 to change the Faculty Code Section 15.30 regarding summer salaries. He asked if the Code changes would be effective Summer 1999 as stated in the request. The answer was that the Code states that Code changes become effective the following fall of each year which would also include this change. Senator Benson believed that since the request came by faculty initiative it supersedes the Code and that he would like to see committees work more quickly throughout the year and finish matters before the end of spring quarter.

5. STUDENT REPORT - Robert Blackett expressed his appreciation to the Senate and informed Senators that this would be his final meeting.

6. FACULTY SENATE STANDING COMMITTEE REPORTS:

ACADEMIC AFFAIRS COMMITTEE - Charles McGehee expressed thanks to members of the Academic Affairs Committee and informed the Senate that this would be his last meeting before his retirement.

BUDGET COMMITTEE - No report.

CODE COMMITTEE - No report.

CURRICULUM COMMITTEE - No report.

PERSONNEL COMMITTEE - Rob Perkins gave an update on the committees work regarding the review of part-time faculty issues, attached Exhibit D. Chair Alsoszatai-Petheo stressed that this is only a progress report and not an official report.

PUBLIC AFFAIRS COMMITTEE - Linda Beath reported that Josh Nelson, as Faculty Senate Chair Elect, will be the Chair of the Public Affairs Committee next year. Ongoing and long-term efforts by the committee include 1) visits with legislators when they are in Ellensburg, 2) requesting that the Faculty Senate Executive Committee send legislators thank you letters in terms of their support, and 3) ascertain that the university maintains a high profile of faculty points of view with various constituencies that include Central's Alumni Association.

NEW BUSINESS: No new business.

OLD BUSINESS: No old business.

ADJOURNMENT: The meeting adjourned at 5:00 p.m.

NEXT REGULAR FACULTY SENATE MEETING: October 6, 1999

BARGE 412

Thank you to Marsha Brandt.

We wish to offer you our sincerest thanks for your years of dedicated service to the members of Central's faculty, the Faculty Senate and the both of us during our terms of service at the Senate. Although your service Central Washington University spans nearly 27 years, we wish to highlight the last three years of your work at this office.

Throughout your years at the Senate office you have provided a core of continuity so essential to this newest function of the Senate. Your loyalty, diligence, initiative, assertiveness and good humor in the face of adversity have assured the success of the Senate. You provide support for an enormous diversity of functions including Senate meetings, a wide-range of committees and their various functions. The Senate Office operations, budgets, ballots, hearings, mass mailings while meeting countless deadlines both internal and external. Thanks to your efforts to bring technology to the Senate Office, Senators are better informed and have more timely access to the information that they need throughout the University and its centers. Also, during your time teleconferencing and video-conferencing became the norm. Senate meetings today are broadcast via live two-way interaction video to the SeaTac Center. This allows for greater participation by Senators and faculty locations throughout our centers in western Washington.

Three years ago, with no prior knowledge or experience in matters related to faculty governance, you undertook the considerable task of gaining a working knowledge of the Faculty Code and of the Senate Bylaws. Thanks to this knowledge and your steadfast diligence in defense of the principles they contain you became a true champion of the process, the rights, and the interests of Central's faculty. Your knowledge of Central and the logistic support that you provide by interfacing with other offices and individuals on campus were invaluable. Your kind respect and devoted support and guidance to each of us as Senate Chairs contributed significantly to our effectiveness and to the success of the Senate for the past three years. It has been a distinct honor and a pleasure to have worked side-by-side with you and we will miss you greatly. We hope and we wish you many, many happy and fulfilling years during your retirement.

Sincerely,
John Alsoszatai-Petheo
Rob Perkins

1999-00 FACULTY SENATE STANDING COMMITTEES

		Phone:	Email:
SENATE EXECUTIVE COMMITTEE Meets at 3:00 p.m. Wednesdays, Barge 409A when Senate does not			
* Linda Beath, Chair	Curriculum & Supervision	1474	SENATE
* Joshua Nelson, Chair Elect	Foreign Languages	1768	nelsonj
* Lynn Richmond, Secretary	Business Administration	(425) 640-1056	richmond
* Ken Gamon, At-Large	Mathematics	2834	gamonk
* Marla Wyatt, At-Large	Family & Consumer Sciences	2773	wyattm
John Alsoszatai-Petheo, Past Chair	Anthropology	3549	japetheo
*SENATE ACADEMIC AFFAIRS COMMITTEE Meets at 3:00 p.m. Thursdays, Barge 412			
+ Frank Cioffi (CAH) (1 yr)	English	1532	ciofff
Jeffrey Snedeker (CAH) (2 yrs)	Music	1226	snedeker
Susan Donahoe (CEPS) (1 yr)	Teacher Education Programs	1475	donahoes
Mary Lochrie (CEPS) (2 yrs)	AMBE	(206) 439-1269	lochrie@aa.net
Edward Gellenbeck (COTS) (1 yr)	Computer Science	1435	gellenbe
Phil Diaz (COTS) (2 yrs)	Psychology	2349	diazp
_____ (SBE) (2 yrs)			
_____ (SBE) (2 yrs)			
_____, Student	ASCWU/BOD	1697	ascwu
_____, Student	ASCWU/BOD	1697	ascwu
Barney Erickson, (ex officio, non-voting)	ADCO representative	2833	erickson
Phil Backlund (ex officio, non-voting)	Academic Affairs Council rep	1852	backphil
John Ninnemann (ex officio, non-voting)	Provost's Representative	1866	jlinnem
SENATE BUDGET COMMITTEE			
Bill Craig	IMC	1221	craigw
Cindy Emmans	Curriculum & Supervision	1252	emmansc
Barney Erickson	Math	2833	erickson
Steven Hackenberger	Anthropology	3201	hackenbe
Cheri Vasek	Theatre Arts	1872	vasekc
Thomas Yeh	Library	1542	yeh
SENATE CODE COMMITTEE Meets at 10:00 a.m. Tuesdays, Science 311			
+ Beverly Heckart	History	1877	heckartb
* Bill Benson	Sociology	1277	bensonb
Ethan Bergman	Family & Consumer Sciences	2366	bergmane
James Eubanks	Psychology	2387	eubanksj
David Majsterek	Teacher Education Programs	1473	majstere
+ Linda Raubeson	Biological Sciences	2734	raubeson
SENATE CURRICULUM COMMITTEE Meets at 3:00 p.m. on 1st and 3rd Thursday Barge 304 (2 CAH, 2COTS, 2CEPS, 2 SBE, 1 LIB, 1 Student)			
* Luetta Monson [CEPS] (3 yrs)	Curriculum & Supervision	1471	monsonl
Toni Culjak [CAH] (1 yr)	English	1531	culjakt
Eric Roth [CAH] (2 yrs)	Music	1242	rothe
Joan Amby [CEPS] (1 yr)	Family & Consumer Sciences	2785	ambyj
James Huckabay Baxter [COTS] (2 yrs)	Geography	1185	huckabay
_____ [COTS] (3 yrs)			
_____ [SBE] (1 yr)			
Gary Richardson [SBE] (1 yr)	Business Administration	3082	richardg
John Spencer [LIB] (3 yrs)	Library	1021	spencerj
Gregory Chan (ex officio, non-voting)	Provost's Representative	2111	chang
_____, Student	ASCWU/BOD	1697	ascwu
SENATE PERSONNEL COMMITTEE Meets at 2:00 p.m. Wednesdays, Barge 410			
* Minerva Caples	Teacher Education	1951	caplesm
+ James "Fuji" Collins	Psychology	3668	fuji
Connie Lambert	Teacher Education	1735	lambert
Stella Moreno	Foreign Languages	3347	morenos
Robert Perkins	AMBE	1292	perkinsr
SENATE PUBLIC AFFAIRS COMMITTEE Meets at 3:00 p.m. Fridays, Barge 304			
* Joshua Nelson, Chair	Foreign Languages	1768	nelsonj
Richard Alumbaugh, Faculty Legislative Representative	Psychology	(206) 547-6124	alumbaugh
* Robert Fordan	Communication	1068	fordanr
Sharon Rosell	Physics	2757	rosells
• Ken Gamon (Member of CFR)(3 yrs)	Math	2834	gamonk
COUNCIL OF FACULTY REPRESENTATIVES (CFR)			
* Ken Gamon (3 yrs)	Math	2834	gamonk
Lad Holden	IET	2289	holdenl
Russ Schultz	Music	1216	schultz
FACULTY LEGISLATIVE REPRESENTATIVE (FLR)			
Richard Alumbaugh	Psychology (SeaTac Center)	(206) 547-6124	alumbaugh

* Senator + Alternate

Page 5, Section III, paragraph A

~~A. Official Catalog. Effective Date.~~ [Effective Fall Quarter, 1996, the ~~official~~ electronic catalog became the university's authoritative official compilation of all curriculum. The electronic catalog will become available at the end of spring quarter, of each year. On the date published, along with the hard copy of the catalog should will reflect the same information as the electronic catalog.] ~~The official electronic catalog should be available on the world wide web by May 30 of each year and becomes effective the following fall quarter. As changes come to the registrar's office throughout the year via the curriculum committee, the changes are entered into a "changes" file which lists the changes by department and the date they were approved by the curriculum committee. New programs become effective when they have been approved by the Higher Education Coordinating Board.~~ (Reference Section IV, G, Implementation, page ~~10~~ 7 .) When appropriate, course changes become effective when they have been ~~acted on~~ approved by the FSCC or appear in the Faculty Senate minutes. Program changes and general education requirement changes will become effective in the fall quarter of the next year.

Report to the Faculty Senate

Part-time Instruction
by
Senate Personnel Committee
June 2, 1999

The personnel committee was charged with the following items to investigate concerning part-time issues:

1. What is the relative percentage of program courses offered by adjunct faculty, full-time nontenure-track faculty and full-time tenure-track faculty at university centers and at the Ellensburg site?

The answer to this straightforward question is not easily determined. The fluidity of change makes it difficult to answer. In addition, should we identify specific courses in this calculation, or should the answer be based on FTE's? Clearly, the chosen path may lead to different answers.

The FTE method of calculation was used because of data availability and the university pervasive usage of this "bean" counter. The reports used for this calculation, compiled by the Provost's office was dated December 7, 1998. The following percentages were determined:

<u>Instructor Type</u>	<u>FTE's</u>	<u>Percentage</u>
Full-time (Tenure Track)	329.41*	76.9
Full-time (Non-Tenure Track)	36.88	8.6
Adjunct Faculty	<u>61.80</u>	14.4
	428.09	

*All Tenure Track positions are included, except Administrative Personnel.

It is recommended that the University establish percentages of instruction taught by adjunct faculty as no more than 15% university-wide and 25% within any department. This recommendation is based on AAUP "guidelines to make sure (1) adjunct faculty members not be exploited, and (2) that CWU not be engaged to replace full-time faculty members with a result that would undermine the protection of academic freedom which tenure provides and the amount of just compensation which faculty members have achieved.

2. Respond where part-time, phased instructors/faculty best fit in our system of governance.

Part-time instruction can broadly fit into four (4) part-time situations. They are: (1) Part-timers who would prefer full-time positions; (2) Those who serve part-time by choice but have no full-time employment outside the home; (3) Those who have full-time employment elsewhere, and; (4) The phased retirees.

Central Washington University should recognize that participation in academic governance is likely to enhance a faculty member's sense of professionalism and elicit a higher degree of quality of performance that can otherwise be expected. Moreover, the institution would benefit from part-timers' contribution.

Members of the University Strategic Planning Committee are currently obtaining information concerning adjunct participation throughout campus. Making a recommendation concerning part-timer involvement in governance would be premature at-best. However, the personnel committee's direction-of-thought is as follows:

- A. Part-timers teaching "service" course would not be included in planning curricula and would not serve on department committees. Service courses would be defined by department faculty in each program.
- B. Part-timers teaching general education courses would not be included in planning general education curricula.
- C. Part-timers teaching "program courses" as defined by department would be involved in planning the curricula of which their courses are a part.

In essences, faculty participation in curriculum matters should be based on type of courses faculty teach.

3. Compensation and Fringe Benefits for Part-time Faculty

We recommend that Central Washington University, through their regular procedures, devise equitable scales for paying part-time faculty members.

PRE AGENDA: Prior to the Senate meeting, there will be a retirement celebration honoring Marsha Brandt at 2:30 p.m. in Barge 412.

AGENDA

FACULTY SENATE REGULAR MEETING

3:10 p.m., Wednesday, June 2, 1999

BARGE 412

INTERACTIVE CONNECTION: SEATAC

I. ROLL CALL

II. Motion: CHANGES TO AND APPROVAL OF AGENDA

III. APPROVAL OF MINUTES

IV. COMMUNICATIONS

V. REPORTS/ACTION ITEMS

Chair:

Motion: 1999/00 Faculty Senate Standing Committees

Motion: Procedure for forwarding Faculty Nominees for Presidential Search Committee:

“The Faculty Senate recommends forwarding the three (3) faculty members receiving the greatest number of votes in the faculty-wide ballot of Faculty Presidential Search Committee Nominations to the Board of Trustees.”

Budget Committee:

Motion: Salary Recommendations

Curriculum Committee:

Motion: Proposed changes to the Curriculum Policies & Procedure Manual (attached)

VI. REPORTS/DISCUSSION ITEMS

A. CHAIR (10 min.)

B. CHAIR ELECT (10 min.)

C. PRESIDENT (10 min.)

D. SENATE CONCERNS (10 min.)

E. STUDENT REPORT (10 min.)

F. SENATE COMMITTEES (35 min.)

Academic Affairs Committee: Charles McGehee

Budget Committee: Barney Erickson

Code Committee: Beverly Heckart

Curriculum Committee: Luetta Monson

Personnel Committee: Robert Perkins

Public Affairs Committee: Linda Beath

VII. NEW BUSINESS

VIII. OLD BUSINESS

IX. ADJOURNMENT

Next Regular Senate Meeting: October 6, 1999 (Barge 412)

Proposed Changes to the Curriculum Policies and Procedures Manual
Page 5, Section III, paragraph A

~~A. Official Catalog. Effective Date.~~ [Effective Fall Quarter, 1996, the ~~official~~ electronic catalog became the university's ~~authoritative~~ official compilation of all curriculum. The electronic catalog becomes effective the end of spring quarter, of each year. On the date published, along with the hard copy of the catalog should will reflect the same information as the electronic catalog.] ~~The official electronic catalog should be available on the world wide web by May 30 of each year and becomes effective the following fall quarter. As changes come to the registrar's office throughout the year via the curriculum committee, the changes are entered into a "changes" file which lists the changes by department and the date they were approved by the curriculum committee. New programs become effective when they have been approved by the Higher Education Coordinating Board. (Reference Section IV, G, Implementation, page 107.) When appropriate, course changes become effective when they have been acted on approved by the FSCC or appear in the Faculty Senate minutes. Program changes and general education requirement changes will become effective in the fall quarter of the next year.~~

1999-00 FACULTY SENATE STANDING COMMITTEES

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* Lynn Richmond, Secretary	Business Administration	(425) 640-1056	richmond
* Ken Gamon, At-Large	Mathematics	2834	gamonk
* Marla Wyatt, At-Large	Family & Consumer Studies	2773	wyattm
John Alsoszatai-Petheo, Past Chair	Anthropology	3549	jepetheo
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Jeffrey Snedeker (CAH) (2 yrs)	Music	1226	snedeker
Susan Donahoe (CEPS) (1 yr)	Teacher Education Programs	1475	donahoes
Mary Lochrie (CEPS) (2 yrs)	AMBE	(206) 439-1269	lochrie@aa.net
+ Edward Gellenbeck (COTS) (1 yr)	Computer Science	1435	gellenbe
Phil Diaz (COTS) (2 yrs)	Psychology	2349	diazp
_____ (SBE) (2 yrs)			
_____ (SBE) (2 yrs)			
Robert Blackett, Student	ASCWU/BOD	1697	ascwu
Clair Demorest, Student	ASCWU/BOD	1697	ascwu
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Phil Backlund (ex officio, non-voting)	Academic Affairs Council rep	1852	backphil
John Ninnemann (ex officio, non-voting)	Provost's Office representative	1400	
<u>SENATE BUDGET COMMITTEE</u>			
Bill Craig	IMC	1221	craigw
Cindy Emmans	Curriculum & Supervision	1252	emmansc
Barney Erickson	Math	2833	erickson
Steven Hackenberger	Anthropology	3201	hackenbe
Cheri Vasek	Theatre Arts	1872	vasekc
Thomas Yeh	Library	1542	yeh
<u>SENATE CODE COMMITTEE</u> Meets at 10:00 a.m. Tuesdays, Science 311			
+ Beverly Heckart	History	1877	heckartb
* Bill Benson	Sociology	1277	bensonb
Ethan Bergman	Family & Consumer Science	2366	bergmane
James Eubanks	Psychology	2387	eubanksj
David Majsterek	Teacher Education Programs	1473	majstere
+ Linda Raubeson	Biological Sciences	2734	raubeson
<u>SENATE CURRICULUM COMMITTEE</u> Meets at 3:00 p.m. on 1st and 3rd Thursday Barge 304 (2 CAH, 2COTS, 2CEPS, 2 SBE, 1 LIB, 1 Student)			
* Luetta Monson [CEPS] (3 yrs)	Curriculum & Supervision	1471	monsonl
Toni Culjak [CAH] (1 yr)	English	1531	culjakt
Eric Roth [CAH] (2 yrs)	Music	1242	rothe
Joan Amby [CEPS] (1 yr)	Family & Consumer Studies	2785	ambyj
James Huckabay Baxter [COTS] (2 yrs)	Geography	1185	huckabay
+ _____ [COTS] (3 yrs)			
_____ [SBE] (1 yr)			
Gary Richardson [SBE] (1 yr)	Business Administration	3082	richardg
John Spencer [LIB] (3 yrs)	Library	1021	spencerj
Gregory Chan (ex officio, non-voting)	Provost's Office representative	1400	chang
Winnie Grey, Student	ASCWU/BOD	1697	ascwu
<u>SENATE PERSONNEL COMMITTEE</u> Meets at 2:00 p.m. Wednesdays, Barge 410			
* Minerva Caples	Teacher Education	1951	caplesm
+ James "Fuji" Collins	Psychology	3668	fuji
Connie Lambert	Teacher Education	1735	lambert
Stella Moreno	Foreign Languages	3347	morenos
Robert Perkins	AMBE	1292	perkinsr
<u>SENATE PUBLIC AFFAIRS COMMITTEE</u> Meets at 3:00 p.m. Fridays, Barge 304			
* Joshua Nelson, Chair	Foreign Languages	1768	nelsonj
Richard Alumbaugh, Faculty Legislative Representative	Psychology	(206) 547-6124	alumbaugh
* Robert Fordan	Communication	1068	fordanr
Sharon Rosell	Physics	2757	rosells
• Ken Gamon (Member of CFR)(3 yrs)	Math	2834	gamonk
<u>COUNCIL OF FACULTY REPRESENTATIVES (CFR)</u>			
* Ken Gamon (3 yrs)	Math	2834	gamonk
Lad Holden	IET	2289	holdenl
Russ Schultz	Music	1216	schultz
<u>FACULTY LEGISLATIVE REPRESENTATIVE (FLR)</u>			
Richard Alumbaugh	Psychology (SeaTac Center)	(206) 547-6124	alumbaugh

* Senator + Alternate

ROLL CALL 1998-99 (Print 3)
FACULTY SENATE MEETING: 6/2/99

ADAMSON, Karen
 ALSOSZATAI-PETHEQ, John
 BAXTER, Louise
 BEAGHAN, Jim
 BENSON, William
 BLACKETT, Robert
 BRAUNSTEIN, Michael
 BULLOCK, John
 COCHEBA, Don
 D'ACQUISTO, Leo
 DeVIETTI, Terry
 ELY, Lisa
 EMMANS, Cindy
 FORDAN, Robert
 GAMON, Ken
 GRAY, Loretta
 GUNN, Gerald
 HAWKINS, Jim
 HOOD, Webster
 KAMINSKI, Walter
 LEWIS, Keith
 KILEN, Josh
 MICHEL, John
 MONSON, Luetta
 MUSTAIN, Wendy
 NELSON, Joshua
 NGALAMULUME, Kalala
 OWENS, Patrick
 PRIGGE, Debra (50% PT)
 RICHMOND, Lynn
 SALCEDO, Bill
 SCHAEFER, Todd
 SCHWING, James
 SOLIZ, Jean
 SPENCER, Andrew
 STACY, Gerald
 THYFAULT, Alberta
 UBELACKER, Morris
 WILLIAMS, Wendy
 WILSON, Blaine
 WYATT, Marla

HOLTRETER, Robert
 HACKENBERGER, Steven
 RAUBESON, Linda
 vacant
 JOHNSON, Kirk

 PALMQUIST, Bruce
 KURTZ, Martha
 GHOSH, Koushik

 COLLINS, James
 GAZIS, Carey
 BEATH, Linda
 GARRETT, Roger
 HARPER, James
 POWELL, Joe
 FAIRBURN, Wayne
 VASEK, Cheri
 BURKHOLDER, Peter
 HOLDEN, Lad
 BACH, Glen

 GAUSE, Tom
 WOODCOCK, Don
 JEFFERIES, Stephen
 LEFKOWITZ, Natalie
 HECKART, Beverly
 CANNASCASIATO, Daniel
 CAPLES, Minerva
 BRADLEY, James

 WIRTH, Rex
 DONAHUE, Barry
 OLIVERO, Michael
 SNEDEKER, Jeff
 ABDALLA, Laila
 MADLEY, Susan
 ALWIN, John
 WEYANDT, Lisa
 BERTELSON, Cathy
 SCHACTLER, Carolyn

*Alternate
Don't know
who*

Date: June 2, 1999

VISITOR SIGN-IN SHEET

Bob Cummings
Marsha Brantley
B. Cradock
Theresa Winters
Kirsten Tozer
Shon Gil
D.P. DAUWALDER
John Kavik
Bonny Eisenman

Please sign your name and return sheet to Faculty Senate secretary directly after the meeting.
Thank you.

TALLY

Faculty Senate Nominees for Presidential Search Committee

June 2, 1999

Richard Alumbaugh ✓	TOTAL: <u>60</u>
Bruce Bagamery	TOTAL: <u>35</u>
Linda Beath ✓	TOTAL: <u>58</u>
Minerva Caples	TOTAL: <u>29</u>
Cindy Emmans	TOTAL: <u>30</u>
Daniel Fennerty	TOTAL: <u>16</u>
Edward Golden	TOTAL: <u>35</u>
Peter Gries	TOTAL: <u>47</u>
James Hinthorne	TOTAL: <u>42</u>
Brenda Hubbard	TOTAL: <u>33</u>
Corwin King	TOTAL: <u>42</u>
Susan Madley	TOTAL: <u>10</u>
David Majsterek	TOTAL: <u>15</u>
Linda Marra	TOTAL: <u>13</u>
Stella Moreno	TOTAL: <u>49</u>
Don Nixon	TOTAL: <u>42</u>
Russ Schultz	TOTAL: <u>29</u>
Morris Uebelacker ✓	TOTAL: <u>126</u>

✓ Indicates top three candidates.

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TOTAL # OF BALLOTS RECEIVED AS OF 5:00 PM,
TUESDAY JUNE 1st = 247

OF THESE

- 1 WAS FROM A PERSON WHO SHOULD NOT HAVE RECEIVED A BALLOT AND THUS WAS INELIGIBLE;
 - 4 WERE UNSIGNED, AND THEREFORE COULD NOT BE VALIDATED; AND
 - 6 HAD SIGNATURES WHICH DEFIED ALL OUR ATTEMPTS TO RECOGNIZE THEM, AND THEREFORE COULD NOT BE VALIDATED.
- THE TALLY OF THE VOTES ON THE REMAINING 236 BALLOTS IS FOUND ON THE BUFF COLORED SHEETS.

*Schaupha motion
6/12/99 Senate
mtg*

ORIGINAL Motion: Procedure for forwarding Faculty Nominees for Presidential Search Committee:

"The Faculty Senate recommends forwarding the three (3) faculty members receiving the greatest number of votes in the faculty-wide ballot of Faculty Presidential Search Committee Nominations to the Board of Trustees."

PROPOSED AMENDMENT: Suggestion for Non-voting status for BOT Members of Search Committee.:

Added to the end of above motion

"The Faculty Senate also recommends that, while we welcome and desire the participation and input of the Board Members (Reich, Yu, and Sells) on the Committee, they should have no formal voting rights on the committee itself (e.g., be ex-officio members)."

===

RATIONALE: Board Members ALREADY get to vote on the final candidate, and thus should not have the "double" voting power that service on the committee gives them. In addition, they can serve more fully as mediators between the Board and the Committee if they have no voting rights, and will thus reduce the "chilling effect" they may have on Committee deliberations.

MEMORANDUM

TO: FACULTY SENATE
FROM: BUDGET COMMITTEE,
BARNEY ERICKSON, CHAIR
DATE: JUNE 2, 1999
RE: SALARY PROPOSAL

After considerable thought and review of the recommendations made by Nelle Moore, the Faculty Senate Budget Committee makes the following proposal regarding distribution of funds earmarked for faculty salaries for 1999-2000. We are making a main motion and an alternative to the motion:

MAIN MOTION:

1. The monies received for the 3% average faculty salary increase be used as an across the board scale adjustment.
2. The protected groups identified in Dr. Moore's study be taken care of.
3. Begin the decompression process for full professors.
4. Postpone until this summer the following:
 - a. decompression between ranks
 - b. market for College of Arts and Humanities
 - c. equity for full-time non-tenure track faculty
5. Give the Budget Committee authorization to continue the equity study throughout the summer and make a final recommendation to the Senate early Fall 1999.

RATIONALE:

NOTE 1: The sequencing of events becomes important. If we do the equity and compression issues first, then the faculty salary base increases and the current 3% will no longer be 3%. However, if we do the 3% first then the people who get other adjustments will get them based upon the "new scale" and then the money for this part will be more. It appears that the best thing to do would be to fund items 2 and 3 and then apply the money for the across the board increase.

NOTE 2: All adjustments with regard to equity and compression will be rounded to the nearest increment so as to fit our current salary scale

For item 5.

President Nelson has ear-marked approximately \$500,000 for the equity/compression problems that have been studied. Dr. Moore recommended that compression be looked at and then the protected group equity be looked at. It appears from initial study done by Mark Lundgren and Barney Erickson that all the equity and compression problems can be done with the \$500,000. We feel this can be done with the thought in mind that this will be an ongoing process with remedies being implemented on a long-term scale. Because of the lateness of the report from Dr. Moore and our need to analyze the recommendations and determine all the parameters involved, we have not had time to thoroughly study the situation and make a total recommendation.

For item 1.

Due to the fact that the faculty have not been responsible for the equity and compression problems that have beset us, it does not seem that money allocated by the legislature for salary increases for faculty should be used to fund problems that are not faculty generated.

For Item 2.

Dr. Moore found some inequities in gender, ethnicity and Vietnam war veterans. Since these groups are protected by law, we must address this concern immediately. It appears that the amount of money to take care of this problem will be less than \$100,000. We cannot get an accurate count until we see what the decompression and promotions do to this group.

For item 3.

It appears, institutionally, that the greatest compression problem exists with the full professors. We propose the following to get this started and recommend only time in rank be considered:

0-3 years = 0 increments
4-7 years = 1 increment
8-11 years = 2 increments
12-15 years = 3 increments (1 full step)
16-19 years = 4 increments
20-23 years = 5 increments
23 + years = 6 increments (2 full steps).

Our projected cost here is \$150,000.

For item 4.

Although we haven't been able to fully analyze this area, we project the total cost will be less than \$200,000. We want to look at CUPA data on the market for CAH since Dr. Moore's data was from Oklahoma which has data only on doctorate granting institutions.

For decompression between ranks we are proposing that no full professor receive less than one full step above the mean of the associate rank and that no associate professor receive less than one full step above the mean of the assistant rank. We have not had time to do any analysis on the full-time non-tenure track people and thus have no recommendation at this time.

ALTERNATE PROPOSAL:

This proposal would basically delay until fall the full recommendation. We would then look at all the equity and compression issues, fund them and use what is left over (up to the salary money allocated by the legislature) for an across the board scale adjustment. This would mean that we would need to go to a retroactive situation for all of us.



CENTRAL WASHINGTON UNIVERSITY

ELLENSBURG • LYNNWOOD • MOSES LAKE • SEATAC • STEILACOOM • WENATCHEE • YAKIMA

FACULTY SENATE

June 2nd, 1999

Ms. Marsha Brandt
Administrative Assistant
CWU Faculty Senate

Dear Ms. Brandt:

We wish to offer you our sincerest thanks for your years of dedicated service to the members of Central's faculty, the Faculty Senate, and to both of us during our terms of service at the Senate. Although your service to Central Washington University spans nearly twenty-seven years, we wish to highlight the last three years of your work at this office.

Throughout your years at the Senate Office you have provided the core of continuity so essential to the smooth functioning of the Senate. Your loyalty, diligence, initiative, assertiveness, and good humor in the face of adversity have insured the success of the Senate. You provided support for an enormous diversity of functions including Senate meetings, a wide range of committees and their various functions, Senate office operations, budgets, ballots, hearings, mass mailings, while meeting countless deadlines, both internal and external. Thanks to your efforts to bring technology to the Senate Office, senators are better informed, and have more timely access to the information they need throughout the university and its centers. Also during your time, teleconferencing and videoconferencing became the norm. Senate meetings today are broadcast live via two-way interactive video to the SeaTac Center. This allows for greater participation by senators and faculty located at our centers in western Washington.

Three years ago, with no prior knowledge or experience in matters related to faculty governance, you undertook the considerable task of gaining a working knowledge of the Faculty Code and of the Senate Bylaws. Thanks to this knowledge, and your steadfast vigilance and defense of the principles they contain, you became a true champion of the process, the rights, and the interests of Central's faculty. Your knowledge of Central, and the logistics support which you provided by interfacing with other offices and individuals on campus were invaluable. Your kind, respectful, and devoted support and guidance of each of us, as Senate Chair, contributed significantly to our effectiveness and to the success of the Senate during the past three years. It has been a distinct honor and a pleasure to have worked side-by-side with you, and we will miss you greatly. We hope, and we wish you many, many happy and fulfilling years during your retirement.

Robert H. Perkins, Ed.D.
Faculty Senate Chair (1996-1998)

John A. Alsoszatai-Petheo, Ph.D.
Faculty Senate Chair (1998-1999)

Faculty Senate discussion at June 2, 1999 Meeting

Discussion regarding the Faculty Senate Budget Committee proposal for implementation of the salary equity report.

Barney Erickson: Prefaced the report by talking a little bit about Nelle Moore's report and the equity compression problem that Central has. As all of you recall, Nelle in her report, made some particular recommendations as to how to deal with equity and with compression. Thanks to Mark Lundgren, the new Director of Institution Research, we have tried to decipher what Nelle's recommendations entailed. Mark has received the program that she used and has deciphered the program and has come up with some details as to what she did.

If you recall, one of her remarks was that whatever we did we had to take into consideration the interest of the institution, that her recommendations were not cast in stone by any means. So we have looked at that. In the meantime Dr. Nelson has identified some monies to help us through these problems. He identified approximately \$500,000 to take care of the equity and compression problems. In addition to that we have the three percent money that was allocated by the legislature for faculty salary increases. We have taken a look at the pooled monies to see what would happen, and after a lot of study with Mark Lundgren, through the detailing of what Mark has found and what we have put together, this motion we are presenting to you is our best shot at the monies and the problems that we have at Central. I want all of you to remember or keep in mind that this is the first step, we think, toward a detailed system that will be fine tuned over the next few years so that the problems and situations we find ourselves in today will go away. This is a start and this is the motion that the budget committee would present to you. We feel the budget committee, together with Mark, that the equity and compression problems as have been identified, can be taken care of with the \$500,000. Now remember that when Nelle made her report, it ranged all the way from \$100,000 to \$1.2 million. She has since revised considerably, in fact the last thing we got from her was down to about \$350,000 for her part of the equity study. We have added to what Nelle did this part on full professors. Nelle did not look at the full professor part. That is something that we have been working on both in the budget committee, the code committee and in other places for quite sometime now. This is the recommendation that we are bringing forward regarding the full professor problem that many of us feel is foremost in the compression issue. Not the equity issue, in the compression issue. With that much said, here is what our motion entails (he read the motion as presented.) He then reported that the committee had no time to study nontenure-track people, and that they had just received the report from Nelle.

Questions: Please explain 4B of the motion.

Barney: When Nelle made her recommendation she found that the College of Arts and Humanities was out of line with a comparative group that she looked at from the national perspective. She made a recommendation that the College of Arts and Humanities be given a special adjustment because of this market thing that she found at the national level. Let me back up. To the best of our knowledge, she gleaned her information from Oklahoma State University, who does a routine salary study on an annual basis. One of the problems that we have is that this

study is over doctoral granting institutions, which is not us. We don't know how the marketing from that perspective relates to us. Mark has asked for information from CUPA regarding this same type of thing. CUPA is an organization out of Texas that deals with baccalaureate and master's degree institutions. We think that maybe their data would be better than the information out of Oklahoma and that is why they are waiting on this issue.

Mark Lundgren: To clarify, we are not entirely sure how Nelle arrived at this figure. (Couldn't hear parts of this discussion regarding CAH from Mark.) He stated that it wasn't a high priority, in our minds we need to make the other adjustments first and then see if there is any remaining problems in CAH that can be corrected with compression. Particularly gender inequity, it might remain a problem. This hasn't been a primary focus of our discussions, when we get the other problems corrected we will return to this issue. I talked to Liahna about that and she said that sounded reasonable to her. So we are not going to drop this issue, but it wasn't one of the things we were going to do first anyway.

Keith Lewis congratulated the committee on a reasonable balance of the proposal. It sounds like it has a lot of things in it that could be applied without increasing unfairness in some sectors, in order to address unfairness in other sectors. Having said that I have one question which you may or may not have the data for. I am curious if you have a sense for how many increments of this size it will take to bring item 3 of the motion into a position of equity. Two steps for a full professor to catch up with compression is probably only a fraction of the total needed. Is there a sense of how long it will take to catch that cohort up?

Barney Erickson: We don't have clue. One of the things that we are also working toward is a code change that will help address this particular problem that is on next years agenda for the code committee. But, this is a start and that is all we want to think of it as, I hope, is a start and as we re-analyze we don't know how long it will take. In fact we don't know the enormity of the problem from a real statistical perspective. It depends on what statistic you use on it as to what might happen. And Mark is using all kinds of different things and what we came up with here is what we feel is the easiest to handle and perhaps the most direct and easiest to understand.

Jim Beaghan: Two questions, am I to understand that you do not yet have a time-line for full completion of these implementations.

Barney Erickson: I'm not sure that a time-line will ever exist simply because we will be re-looking at this thing on a regular basis at least biannually and perhaps annually. So, the answer to your question is no, we don't have a time-line.

Jim Beaghan: For item No. 4, under your rationale, you state in the second paragraph for item 4, full decompression between ranks proposing that no full professor receive less than one full step above the mean of the associate rank and no associate professor receive less than one full step of the mean of the assistant rank. When that is implemented, would that be retroactive, and if so, to what date?

Barney Erickson: We are hoping that this will be done by fall quarter and would be implemented

this fall.

Jim Beaghan: Effective what date.

Barney Erickson: This would take place on the 10th of October, the first paycheck of fall. Now there might be some on twelvemonth contracts that would be impacted by this and they would be retroactive to the first of July.

Beverly Heckart: Please explain for C, in view of the fact that all of those contracts expire at the end of the academic year and the individuals in question have the right to renegotiation of salary at the time of the expiration of the contract and the renewal. Second question is, does the study of equity for the nontenure-track faculty full-time part of the original charge of the salary equity committee and three if it wasn't when did Nelle Moore receive the charge?

Barney Erickson: With regard to the first question, we have not seen any of the analysis that Nelle ran, so we are not sure what she based any of her conclusions on regarding this. So, I don't know what the parameters are that she used in her study. We haven't dealt with it so I really can't answer the first question.

Beverly Heckart: I'll make the second question easier, why is she so late in running this study?

Barney Erickson: As far as I know, it was part of the original charge. In her mind she prioritized the tenure-track people and she did that, got the report to us, and said she would go back and do this other one, which she did. Because we have just barely received it, we haven't had time to do any analysis on it.

Yielded to Karen Gookin, nontenure-track full time faculty representative on the salary equity committee, and she answered yes it was a charge to the committee to study nontenure-track faculty.

Keith Lewis: I just wanted to comment that so many of the concerns being expressed are related to issues 4 and I want to remind the body that what the committee is asking that it be understood that these areas of potential action need to be looked at over the summer. There is no proposal for specific action embedded in item four. Is that correct?

Barney Erickson: That is correct.

Can't Identify Senator: Item 2, Dr. Moore found some inequities in protected groups since these groups are protected by law we must address the concern immediately. But then if you had, the first action was the 3 percent across the board, that wouldn't address initially, that would continue. So I go to the rationale number 1 then your saying they will end up with more money under rationale number one so that's why?

Barney Erickson: What I am trying to do in this recommendation is basically separate funds. We had the three percent for salary increases over here and we have the equity and the

compression monies over here. It is our recommendation that we deal with this 3 percent over here first, and then with these other funds, gender or protected group is the thing to deal with over here.

Unidentified Senator: Is there only so much money in this pie? Barney said that is correct. So in that whole pie is this 3 percent plus this \$500,000. Barney said correct. So the 3 percent has to have a dollar amount. (\$662,000 is the dollar amount quoted from audience.) And so that if its three percent before or 3 percent after that certainly affects some other program or something. Right.

Barney: yes, and we run into a chicken and egg situation because it doesn't matter which way you go, one is going to impact the other one. If you do the equity and the compression first, then that's going to impact the percent, not the dollars, but the percent of the monies. The dollars will remain constant, but the percent changes. If you do the three percent across the board first, then because the steps are going to be increased monetarily, then you get less bang for the buck out of the \$500,000.

Bill Benson: I am somewhat concerned about in terms of item two, that this particular recommendation goes exactly against procedure by which Moore recommended. She said we not do this in terms of unprotected groups until we had decompressed and then start running the variables so it seems to me that from the point of view of her recommendations, she says review the salary compression first, make policy decisions and so on. Review and make adjustments, rerun the salary equity and so on. The point is we are moving up against the recommendation of the consultant to do that,. That should follow the compression issue. We should visit compression and then see whether or not we do have the inequity with the protected groups. On the other hand too, and I realize that this is the beginning here, but you came out with the data and I run the data in terms of not only. One of the things I find problematic with these discussions is that we tend to look internally at our navels and not see the big picture. That is what we have to keep our eye on the big picture. And the big picture is nationally full professor in 2A we are not talking about doctoral institutions, AAUP says full professors to get to the 50 percentile and by the way, full professors at Central with these potential law suits we moved a lot of money when we moved 15 to 17. Full professor have moved from the 12 percentile to the 18 percentile in this particular period. On the other hand, associate professors are at the 25 percentile and the assistant professors are at 34.5. That is the big picture. But in terms of national data, we need \$10,000 to get to the 50th percentile. We need something like \$4600 to get the assistant professors there and we need \$1300 to get to 50 that's a big picture. The other picture here is that we start at the beginning of this year, but the BoT went on record to say that they were going to not only look at salary inversion, inequity internally, but they would bring us up to our peer institutions at least in this particular system. And one of the things we realized is one of the reasons why we are so poorly placed, is that we have lost real money we've lost 3 - 4 percent of the base in Ivory's term here. Which amounts to another \$2,000,000 which has been diverted out into all kinds of other projects. So the faculty has less shares and this is proveable, so my point is lets get to where we are using Eastern and Western because we are suppose to be committed to that. One of my problems with your proposal is no where in here have we dealt with peer equity. AAUP suggests that we are 4700 dollars behind Western at the professor level.

We're still 2700 dollars behind at the associate and 1300 dollars behind at the assistant level. One problem here is that we have gone forward in trying to decompress but we still haven't defined it.

Ken Gamon: I agree with most of what Bill says, what I visualize here this is a first good step and I think it is fully recognized that the plan here is to do the first step, reexamine, along with examining the things that are being postponed, so I think that what we are really looking at here is here is a first step plan, let's do that, then let's deal with the other things. I do think though that we do need to keep our eye on the ultimate goal and I would like to say one thing, and that is that Evergreen is in about the same boat we are and they put together a plan that will give them between 12 and 19 percent this year. We have some new money that the \$500,000 as I understand is essentially new money going into the base. Doesn't really get into the OFM base but it gets into Central's base. So I say, let's get on with it.

Keith Lewis: He too agrees with some of the things Bill was saying and in part the larger issues I certainly think the administration and trustees have been embarrassingly slow to act upon and in that sense it reminds us of the things that we sometimes forget in this nuts and bolts stuff. The fact is that the amount of money that the administration has seen fit to direct with this issue for this coming year is the amount that we are looking at and I think having that amount is better than what we had a year ago. Remember that we are uncharacteristically conservative here. Furthermore, I am profoundly uncomfortable with any criticism of this proposal which suggest that addressing equity for protected groups is a suspect part of the proposal and am very bothered by that. Thirdly, although I don't want to be the one to cut off the discussion, I think if others in the crowd are sufficiently well informed, I think the question would be a welcome addition to this motion before we get to tied up in details.

Beverly: Barney, I'm curious, the three percent, is that going to be used to alter the minima and the maxima on the salary scale for each of the ranks, or are you including that in four A?

Barney: four A

Terry: Motion to limit discussion to two minutes each. Passed.

Mark: On the issue of gender inequity, you put the word here, order of priority, if we decide to do this main motion we are going to do all three things we talked about, 1. do the across the board three percent increase, 2. then we will do the decompression calculate the dollar amount and then 3. we will correct equities for protected groups. See if we can afford that. If we can't we will go back and see what we are doing with the compression of the professor salary then reassess equity. Whatever we do we are always going to reassess equity because if we don't correct for inequities, we are creating a prima base case for a lawsuit against the university with the data that we are generating. So the end step in everything we do with the salaries will be an assessment of inequity, if there are serious inequities we will have to go back to the drawing board until we get it right.

Sharon: Part of the concern is if we do one, two, three and skip to four there won't be any money for four and the preliminary report that has come out for the nontenure-track full time also addresses gender issues and I am concerned that if the gender issues are taken care of for the tenure-track people and not nontenure-track full time that there will not be any money left for us.

Mark: We tend to better understand our legal liability there, and Nelle estimated that it would cost about 86,000 dollars to correct the inequities for the nontenure-track faculty and we were intending to keep about that much money in a reserve. We were just not intending to make the adjustments immediately until we better understand the issue. By postponing it doesn't mean we are not paying money toward that end it just means we are not going to do it right away.

Called the question. Motion passed. (Read motion as submitted.) Motion is unanimous.