

10-6-1999

CWU Faculty Senate Minutes - 10/06/1999

Nancy Bradshaw

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MINUTES

CENTRAL WASHINGTON UNIVERSITY

FACULTY SENATE REGULAR MEETING MINUTES: October 6, 1999

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

Presiding Officer: Linda S. Beath
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, Soliz, and Stacy
Visitors: Charles Anderson, David Dauwalder, Barney Erickson, Mark Lundgren, Richard, Mack, Robert McGowan, Jack McKay, Abdul Nasser, Barbara Radke, Libby Street and Carolyn Wells

CHANGES TO AND APPROVAL OF AGENDA: MOTION NO. 3246 (Passed) Jim Hawkins moved approval of the agenda as distributed.

APPROVAL OF MINUTES: MOTION NO. 3247 (Passed) The minutes of the May 19, 1999 Faculty Senate meeting were approved as distributed. The minutes of the June 2, 1999 minutes were adopted as amended "amend motion no. 3241 to make it clear that the effective date of the Salary Equity Study is July 1, 1999."

COMMUNICATIONS: No communications.

REPORTS:

A. ACTION ITEMS:

Chair:

Motion No. 3248 (Passed) Chair Beath, on behalf of the Faculty Senate Executive Committee, proposed a motion to clarify the implementation of the salary equity study that after debate was adopted: "Implement this summer the following salary adjustments: 1. The monies received for the 3% average faculty salary increase be used as an across the board scale adjustment, 2. Adjustments to identified protected groups, 3. Begin the decompression process for full professors, 4. Begin the decompression process between ranks, 5. Address equity for full-time nontenure-track faculty after contracts are issued in September, 6. Postpone market for College of Arts and Humanities until the 1999-00 academic year and include other schools/colleges in this review."

Rationale: It was noted that in Nelle Moore's presentation she advised the university to begin decompression activities before identifying possible discrimination in protected groups. Fixing inequities in the protected groups first could create further inequities.

The study of full-time nontenure-track faculty was not available during the May presentation by Nelle Moore, but has since been completed. Salary adjustments will be made after fall quarter contracts are completed.

It was decided to postpone the issue of market until next year and include all the school/colleges in the review.

Discussion: Chair Beath explained to the members of the Senate that the matter came before the Faculty Senate Executive Committee during the summer and the committee was asked to act on the question so that salary adjustments could be made before Fall Quarter, 1999. She explained that according to the Faculty Code the Faculty Senate Executive Committee can act on behalf of the full Senate with such actions, but are subject to later ratification at the next regular

Faculty Senate meeting. It came to the Executive Committee that Faculty Senate Motion No. 3241, passed at the June 2, 1999, Senate meeting, and had some ambiguities in it in terms of what needed to be done in order to implement the equity study. The Executive Committee met and created a motion to clarify what had been passed June 2.

Some discussion centered around the fact that a Senator believed that adjustments resulting from the salary equity study would be done school/college by school/college. A request was made to check the tapes of the June 2, 1999, Faculty Senate meeting to hear what was discussed regarding this issue.

Motion No. 3249 (Passed) Chair Beath proposed a motion that was adopted:

"1999-00 Operating Procedures.

1. Robert's Rules of Order, THE MODERN EDITION (ISBN 0-425-11690-5) will be the accepted authority for procedural operations. The Senate's Bylaws take precedence over Robert's Rules of Order.
2. Committee reports will be automatically accepted. If there is an action item that a committee desires to submit with any report, it is to be separately stated as a motion and the motion will then come before the Senate for discussion and debate. The committee will be asked to submit a report and written copies of any motion or action that it would like to have taken.
3. Committee reports and motions shall be submitted to the Faculty Senate office by noon on the Tuesday of the week preceding the Senate meeting in which action is expected. This policy allows for the timely mailing of the meeting's agenda. All committee motions submitted for action by the Senate must be accompanied by an abstract-size plain English summary stating the content, reason for the proposal, and intended effect of the motion. This summary will be sent to the faculty prior to the initial Senate meeting in which the motion will be considered for adoption. As a general rule, substantive committee motions that do not accompany the agenda will not be discussed and voted on until a subsequent meeting. An extended agenda will be sent to all Senators, who shall give it to their Alternate if they are unable to attend the meeting.
4. Concerning discussion rules, Senators will use the procedure of seeking recognition from the Chair if they want to speak to an issue. Speaking without Chair recognition is out of order. Discussion on arguments for and against the issue will be alternated. A visitor will be given recognition if the floor is yielded by a Senator. If no Senator desires to speak and a visitor would like to make a point, the Chair will recognize the person. A visitor will be recognized if a preliminary request is made to the Senate office for an opportunity to speak or if the Chair invites a person to speak.
5. No smoking is allowed in Barge Hall."

Motion No. 3250 (Passed) Chair Beath proposed a motion that was adopted:

"Approve Marla Wyatt as the Faculty Senate 1999-00 Parliamentarian with John Alsoszatai-Petheo as Co-parliamentarian."

Motion No. 3251 (Passed) Chair Beath proposed a motion that was adopted: "1999-00 Faculty Grievance Committee, replace regular member Steve Schepman with Terry Martin, replace alternate member Terry Martin with Minerva Caples. Faculty Senate Academic Affairs Committee, appoint Robert Holtfreter and Steve Schepman for two-year terms to represent the School of Business and Economics. Faculty Senate Curriculum Committee, appoint Connie Nott for a one-year term to represent the School of Business and Economics and reappoint Rex Wirth for a three-year term to represent the College of the Sciences. Council of Faculty Representatives, appoint Richard Alumbaugh for a three-year term."

Curriculum Committee:

Motion No. 3252 (Passed) Luetta Monson, on behalf of the Faculty Senate Curriculum Committee, proposed a motion that after debate and amendment was adopted: "Addition of MS PEHLS, Emphasis in Addictionology."

Motion No. 3253 (Tabled) Luetta Monson, on behalf of the Faculty Senate Curriculum Committee, proposed a motion that after debate was tabled: "Deletion of the BS Military Science." Senators requested more information to ensure that deleting this program would not violate initial agreements to locate ROTC programs on Central's campus. Senators also requested that in the future it would be helpful to have a list of courses in proposed programs to review before approving.

B. REPORTS/DISCUSSION ITEMS:

CHAIR

Chair Beath introduced the new president, James "Dolph" Norton, and reminded Senators of the reception for President Norton immediately following the meeting.

The Chair encouraged Senators to share with colleagues in their respective departments activities and issues the Faculty Senate is currently facing. She also encouraged Senators to place themselves on departmental meeting agendas to provide personal contact with faculty constituents.

Chair Beath reported that there are 24 faculty signed up to meet with the Board of Trustees on Thursday, October 14, 1999. She urged Senators to contact the Faculty Senate office if they are interested in participating.

Chair Beath shared some responses she has received regarding the salary equity study and adjustments that were done this summer. Some were faculty who had said "Thank you, it is nice to get a salary raise." Faculty have said "Thank you, but it is not enough;" "I am offended by this equity study because it does not address merit. There is nothing in here that what I have done as a faculty person in terms of my scholarship, my teaching, or my service that is being addressed." And "The faculty equity study is bogus because it does not address the fact that our salary is suppose to be an incremental salary and I'm suppose to get a salary adjustment every year." She went on to explain that these are diametrically opposed positions and that, as a faculty, if we allow this salary equity study and issues of salary to bring a chasm between us, we will not be able to move ahead to address salary equity and salary compression. She referred to Nelle Moore's study which stated that Central needs to conduct a thorough review of salary award, rank and tenure processes, develop institution-wide policies, implement these policies in all new hires and salary adjustments to prevent the recurrence of salary bias. We know that salary compression still exists, and unless this issue is addressed on an ongoing basis, faculty

compression will stay in the same place it started. Chair Beath again said that this is only the beginning of the process of implementing salary adjustments and invited Senators to think about using their energies in a positive fashion and help decide how to move in a forward motion. In conclusion she thought Senators needed to know how various faculty feel about this issue, so that faculty can begin the process of dialog where all faculty can begin feeling that they are being remunerated in a fair and equitable fashion.

Chair Beath announced that the Chair of the Faculty Senate was invited by President Norton to sit on the President's Cabinet. She expressed her thanks to the President for this invitation.

CHAIR ELECT - Chair Elect Nelson also thanked President Norton for including the faculty on President's Cabinet. He stated that he was surprised to learn that it was not a regular feature of the President's Cabinet. He also stated that he would like to see this continue beyond this year.

PRESIDENT - President Norton reported his position on Central's Strategic Planning process, and explained that with the help of Phil Backlund, he will be sending a memorandum to the university community describing a charge to the Strategic Planning Committee.

SENATE CONCERNS - John Alsoszatai-Petheo commented that regarding the issue of faculty representation on the President's Cabinet, he discovered that it is not something new, but historically something that did happen previous to the last president's tenure.

Morris Uebelacker asked the Senate how it plans to move forward in terms of conducting a salary equity study each biennium. He added that he felt that something should be started soon so funds can be requested to cover any salary adjustments resulting from the new study.

Minerva Caples suggested bringing this issue to the attention of the Strategic Planning Committee.

Keith Lewis responded by saying in order for the Senate to bring a unified, productive and well-considered presence there will need to be frank conversations between faculty. There are concerns and misunderstandings and serious disagreements regarding the first set of salary adjustments. He then asked the Executive Committee to consider some way to get that kind of dialog happening without making it conversation that happens around a motion.

John Alsoszatai-Petheo looked at the numerous levels some of these conversations have already taken place. He referred to discussions in Academic Affairs Council regarding tying the budget to the strategic planning process so they interact with each other in a meaningful way. He also referred to the discussions that took place in the University Forum. He agreed that Senator Lewis' suggestion was a good one, and that he too would like to see a conversation between faculty where they have the freedom to speak without the proprieties of parliamentary procedure.

Chair Beath, in response to Morris Uebelacker's concern regarding the ongoing salary equity study, referred to the recent changes in the Faculty Code that states a faculty study must be conducted every biennium. She also said that this is a biennium, so the Senate is addressing this issue now. Chair Beath

referred to a charge given to the Faculty Senate Personnel Committee, asking them to study past history of CWU's merit process and also what other institutions do regarding this issue. She also told the Senate the Executive Committee is in the process of discussing the possibility of setting up another Faculty Senate standing committee, a study committee, to conduct the salary equity one year and the evaluation of administrators the other. Mark Lundgren has also given suggestions on how to proceed to the next reiteration of a faculty salary study.

Libby Street, Executive Director NASC: Update on NASC Visit

Libby Street distributed a schedule of the NASC accreditation evaluating team visit and presented an update on Central's NASC Self-study. The evaluation team will be visiting campus the week of October 18. She informed the Faculty Senate that members of the evaluation team will be spending some time in classes, and that they may drop into classes unannounced. She asked Senators to inform faculty colleagues of this possibility. Members of the evaluation team may also drop by faculty offices during office hours. She asked Senators to be sure departments have faculty office hours so that the team members can easily find faculty. She encouraged faculty to view the faculty productivity, scholarship, and artistic creations exhibit during the week of October 18.

Abdul Nasser, Vice President for Business and Financial Affairs: Critical Aspects of Budgetary Processes - Moved to a future meeting.

STUDENT REPORT - Josh Kilen, ASCWU Vice President for Academic Affairs, introduced himself and Charlie Tu, one of the new student representatives for this year. He expressed a student concern regarding the American Sign Language course and its placement in continuing education. He explained to Senators that because it is self-support the tuition for this course is charged outside regular tuition adding approximately \$1,100 to a student's tuition. He also stated that the course is required in certain majors and that students feel they should not have to pay more to take it. He asked Senators for their support in this matter.

FACULTY SENATE STANDING COMMITTEE REPORTS: No reports.

NEW BUSINESS: No new business.

ADJOURNMENT: The meeting adjourned at 4:30 p.m.

*****NEXT REGULAR FACULTY SENATE MEETING: October 20, 1999*****

BARGE 412

**Please bring your Faculty Senate Notebooks for updating. If you are a new Senator, please get your notebook from your department's previous Senator.*

FACULTY SENATE REGULAR MEETING

2:40 p.m., Wednesday, October 6, 1999

LARGE 412

AGENDA

I. ROLL CALL

II. MOTION 3246: CHANGES TO AND APPROVAL OF AGENDA

III. MOTION 3247: APPROVAL OF MINUTES (May 19, 1999 & June 2, 1999)

IV. COMMUNICATIONS

V. REPORTS/ACTION ITEMS (20 Minutes)

Chair: Motion 3248: Clarification of Implementation of Salary Equity Study (Exhibit A)

Motion 3249: Operating Procedures/Adoption of Robert's Rules

Motion 3250: Election of Parliamentarian(s)

Motion 3251: Committee Appointments (Exhibit B)

Curriculum Committee: (10 Minutes)

Motion 3252: Addition of Addictionology Specialization, MS PEHLS (Exhibit C)

Motion 3253: Deletion of BS Military Science (Exhibit D)

VI. REPORTS/DISCUSSION ITEMS

1. CHAIR (10 Minutes)

Faculty Representatives on Current Search Committees

Faculty Senate Representative on President's Cabinet

Faculty Senate Roster/Binder

Faculty Senate Standing Committees - Purpose/History/Charge

2. CHAIR ELECT (5 Minutes)

3. PRESIDENT (5 Minutes)

4. SENATE CONCERNS (10 Minutes)

5. LIBBY STREET, Executive Director NASC: Update on NASC Visit (10 Minutes)

6. ABDUL NASSER, Vice President for Business & Financial Affairs: Critical Aspects of Budgetary Processes (15 Minutes)

7. STUDENT REPORT (5 Minutes)

8. SENATE COMMITTEES: No reports

VII. NEW BUSINESS

VIII. OLD BUSINESS

IX. ADJOURNMENT

*****NEXT REGULAR SENATE MEETING: October 20, 1999*****

BARGE 412

There will be a reception for President Norton at 4:30 p.m. immediately following the Faculty Senate meeting.

Exhibit A

Motion No. 3248: Clarification of Implementation of Salary Equity Study

“Implement this summer the following salary adjustments:

1. The monies received for the 3% average faculty salary increase be used as an across the board scale adjustment.
2. Adjustments to identified protected groups.
3. Begin the decompression process for full professors.
4. Begin the decompression process between ranks.
5. Address equity for full-time nontenure-track faculty after contracts are issued in September.
6. Postpone market for College of Arts and Humanities until the 1999-00 academic year. Include the other school/colleges in this review.”

Rationale: It was noted that in Nelle Moore’s presentation she advised the university to begin decompression activities before identifying possible discrimination in protected groups. Fixing inequities in the protected groups first could create further inequities.

The study for full-time nontenure-track faculty was not available during the May presentation by Nelle Moore, but has since been completed. Salary adjustments will be made after fall quarter contracts are completed.

It was decided to postpone this issue until next year and include all the school/colleges in the review.

Exhibit B

1999-00 Faculty Grievance Committee

Reports to President

Purpose: Resolve by informal means, specific grievances, disputes or conflicts of faculty members and recommends action to the president. (Members appointed by the Faculty Senate Executive Committee and ratified by the Faculty Senate.)

Membership: 3 Regular Tenured Faculty and 3 Alternate Tenured Faculty

Replace Regular Member Steve Schepman: **Terry Martin**

Replace Alternate Member Terry Martin: **Minerva Caples**

Faculty Senate Academic Affairs Committee

Robert Holtfreter, School of Business and Economics (2 years)

Steve Schepman, School of Business and Economics (2 years)

Faculty Senate Curriculum Committee

Connie Nott, School of Business and Economics (1 year)

Rex Wirth, College of the Sciences (3 years)

Council of Faculty Representatives

Replace Russ Schultz: **Richard Alumbaugh**

Operating Procedures/Adoption of Roberts Rules

1. Robert's Rules of Order, THE MODERN EDITION (ISBN 0-425-11690-5) will be the accepted authority for procedural operations. The Senate's Bylaws take precedence over Robert's Rules of Order.
2. Committee reports will be automatically accepted. If there is an action item that a committee desires to submit with any report, it is to be separately stated as a motion and the motion will then come before the Senate for discussion and debate. The committee will be asked to submit a report and written copies of any motion or action that it would like to have taken.
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5. No smoking is allowed in Barge Hall.

Exhibit C

ADDITION: Master of Science
Physical Education, Health Education, and Leisure Services Specialization in Addictionology

The providers of addictions services in Washington State, as well as students in the Bachelor of Science Degree Program in Community Health/chemical Dependency, have requested that Central Washington University offer this specialization to meet the growing demands of their profession. Professionals in the addictions field do not have a quality, affordable master's level program in this specialization readily available to them. To determine whether there was a need for such a program, Directors of various private and public agencies were asked to provide supportive information if they felt an advance degree in addictionology was needed.

Following are some of these comments:

- a. "There is a national move to establish addictionology as its own discipline"
- b. "Presently no school in the state offers and advanced degree in addictionology"
- c. "Demand by treatment facilities for staff with masters degrees is at an all time high"
- d. An advanced degree would allow for career advancement and increased wages"
- e. A great many students completing undergraduate degree in related fields have indicated a strong interest in such a program.
- f. Increased education is necessary to keep up in a field that is rapidly expanding in methodology and regulations.

This program is targeted primarily to professionals in the:

- a. Addictions field
- b. Criminal Justice field
- c. Public Health field
- d. Education field
- e. Mental Health field
- f. Business and Industry

Exhibit D

DELETION: Bachelor of Science - Military Science

Justification: Propose Bachelor of Science Military Science Major Program be deleted at the request of the Dean of the College of Education and Professional Studies due to historically low productivity. Have only -graduated 16 majors from Winter Quarter 1987 through Spring Quarter 1998. There are no students currently enrolled in the Bachelor of Science, Military Science major.

**Please bring your Faculty Senate Notebooks for updating. If you are a new Senator, please get your notebook from your department's previous Senator.*

FACULTY SENATE REGULAR MEETING

3:10 p.m., Wednesday, October 6, 1999

BARGE 412

AGENDA

I. ROLL CALL

II. MOTION 3246: CHANGES TO AND APPROVAL OF AGENDA *Clarification made*

III. MOTION 3247: APPROVAL OF MINUTES (May 19, 1999 & June 2, 1999) *Motion*

IV. COMMUNICATIONS *Reviews - May 19
written - June 2*

V. REPORTS/ACTION ITEMS (20 Minutes) *passes.*

Chair: Motion 3248: Clarification of Implementation of Salary Equity Study (Exhibit A)

Chair moved - PP suspended. **Motion 3249: Operating Procedures/Adoption of Robert's Rules** *Proposition - previous Question
check up and see if what they said about how they would address across colleges/schools.*

Motion 3250: Election of Parliamentarian(s)

Motion 3251: Committee Appointments (Exhibit B)

Curriculum Committee: (10 Minutes)

amended/approved **Motion 3252: Addition of Addictionology Specialization, MS PEHLS (Exhibit C)**

approved **Motion 3253: Deletion of BS Military Science (Exhibit D)** *Table cont. 1
more info to effect on ROTC.*

VI. REPORTS/DISCUSSION ITEMS

1. CHAIR (10 Minutes)

- Faculty Representatives on Current Search Committees
- Faculty Senate Representative on President's Cabinet
- Faculty Senate Roster/Binder
- Faculty Senate Standing Committees - Purpose/History/Charge

2. CHAIR ELECT (5 Minutes)

3. PRESIDENT (5 Minutes)

4. SENATE CONCERNS (10 Minutes)

5. LIBBY STREET, Executive Director NASC: Update on NASC Visit (10 Minutes)

6. ABDUL NASSER, Vice President for Business & Financial Affairs: Critical Aspects of Budgetary Processes (15 Minutes)

7. STUDENT REPORT (5 Minutes)

8. SENATE COMMITTEES: No reports

VII. NEW BUSINESS *- no new*

VIII. OLD BUSINESS

IX. ADJOURNMENT *now old
by chair*

move to adjourn *****NEXT REGULAR SENATE MEETING: October 20, 1999*****
BARGE 412

There will be a reception for President Norton at 4:30 p.m. immediately following the Faculty Senate meeting.

*First mtg to session
No entry for old business*

Exhibit A

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"Implement this summer the following salary adjustments:

1. The monies received for the 3% average faculty salary increase be used as an across the board scale adjustment.
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6. Postpone market for College of Arts and Humanities until the 1999-00 academic year. Include the other school/colleges in this review."

Rationale: It was noted that in Nelle Moore's presentation she advised the university to begin decompression activities before identifying possible discrimination in protected groups. Fixing inequities in the protected groups first could create further inequities.

The study for full-time nontenure-track faculty was not available during the May presentation by Nelle Moore, but has since been completed. Salary adjustments will be made after fall quarter contracts are completed.

It was decided to postpone this issue until next year and include all the school/colleges in the review.

Exhibit B

1999-00 Faculty Grievance Committee
Reports to President

Kaminski Second

Purpose: Resolve by informal means, specific grievances, disputes or conflicts of faculty members and recommends action to the president. (Members appointed by the Faculty Senate Executive Committee and ratified by the Faculty Senate.)

Membership: 3 Regular Tenured Faculty and 3 Alternate Tenured Faculty

Replace Regular Member Steve Schepman: **Terry Martin**
Replace Alternate Member Terry Martin: **Minerva Caples**

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Steve Schepman, School of Business and Economics (2 years)

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Exhibit C

ADDITION: Master of Science
Physical Education, Health Education, and Leisure Services Specialization in Addictionology

John AP moved this out to the following:
Emphasis Area in Addictionology
Amendment Approved

The providers of addictions services in Washington State, as well as students in the Bachelor of Science Degree Program in Community Health/chemical Dependency, have requested that Central Washington University offer this specialization to meet the growing demands of their profession. Professionals in the addictions field do not have a quality, affordable master's level program in this specialization readily available to them. To determine whether there was a need for such a program, Directors of various private and public agencies were asked to provide supportive information if they felt an advance degree in addictionology was needed.

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- e. A great many students completing undergraduate degree in related fields have indicated a strong interest in such a program.
- f. Increased education is necessary to keep up in a field that is rapidly expanding in methodology and regulations.

This program is targeted primarily to professionals in the:

- a. Addictions field
- b. Criminal Justice field
- c. Public Health field
- d. Education field
- e. Mental Health field
- f. Business and Industry

Exhibit D

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Justification: Propose Bachelor of Science Military Science Major Program be deleted at the request of the Dean of the College of Education and Professional Studies due to historically low productivity. Have only -graduated 16 majors from Winter Quarter 1987 through Spring Quarter 1998. There are no students currently enrolled in the Bachelor of Science, Military Science major.

10-6-99
Smtb mtp

**Northwest Association of Schools and Colleges (NASC) Accreditation
Update: Fall, 1999**

I. The Self-Study

- A. The narrative and a set of appendices have been prepared and distributed to the Commission on Colleges and to our review team. These materials also are available on the web at <http://www.cwu.edu/~isae/accred/>
- B. Please feel free to read any part of the self-study that is of interest to you, but I particularly encourage you to read the executive summary.

II. The Visit

- A. Our visitation team members, their areas of responsibility, and their campus liaisons are listed at the bottom of the page.
- B. Dr. Wixom will arrive on Monday, October 18 to visit the university centers.
- C. The remaining members will arrive in Ellensburg on Tuesday, October 19 for a late afternoon team meeting.
- D. Campus interviews, class visits, and tours will be arranged at the request of the team members for Wednesday and Thursday, October 20 and 21
- E. The exit review will occur at 11:00 am on October 22.

III. Remaining Tasks:

- A. Compile exhibits in Grupe Center.
- B. Compile faculty vitae.
- C. Complete department and unit policy manuals.
- D. Complete all elements of all department strategic plans/self-studies
- E. Complete and publish student learning objectives.
- F. Prepare to tell the story of the university as you know it.

Accreditation Evaluation Team Members

Dr. Donald E. Habbe, Chair, Provost (Retired) and Senior Assistant to the President, The University of Montana – Missoula
Standards One, Six and Nine: Institutional Mission, Goals, Planning and Effectiveness; Governance and Administration; Institutional Integrity; *Eligibility Requirements* **Liaison: Dr. David Dauwalder,***

Dr. Beverly Beeton, Professor of History, University of Alaska Anchorage
Standards 2 and 4 and Policy 2.2: Educational Program and Its Effectiveness to include Social and Behavioral Sciences; Graduate Program to include Graduate Faculty and Related Resources, Graduate Records and Academic Credit; Faculty; *Educational Assessment* **Liaison: Dr. Warren Street***

Mr. Ronald S. Bolstad, Vice President for Administration and Finance, Southern Oregon University
Standards 7 and 8 Finance to include Financial Planning, Adequacy of Financial Resources, Financial Management, Fund-raising and Development; Physical Resources to include Instructional and Support Facilities; Equipment and Materials, Physical Resources Planning **Liaison: Mr. Abdul Nasser***

- Mr. James R. Buch**, Associate Vice President, Department of Student Academic Affairs, University of Oregon
Standard 3 and Policy 4.1: Students to include Purpose and Organization, General Responsibilities, Academic Credit and Records, Student Services; Intercollegiate Athletics; *Faculty Evaluation*
Liaisons: Dr. Sarah Shumate* and Dr. David Dauwalder
- Dr. Michael J. DiNoto**, Professor, University of Idaho, Economics Department
Standards 2 and 4: Educational Program and Its Effectiveness to include the School of Business and Economics; Faculty
Liaison: Dr. Roy Savoian*
- Dr. Roger G. Baker**, English Department, Brigham Young University
Standards 2 and 4: Educational Program and Its Effectiveness to include Special Programs providing Academic Credit, e.g., Academic Skills Development, Faculty, Cooperative Education, Internships, Individual Studies; International Studies
Liaison: Ms. Carolyn Wells*
- Ms. Jane L. Howell**, Director of Library Services, Montana State University – Billings
Standard 5: Library and Information Resources to include Purpose and Scope, Information Resources and Services, Facilities and Access, Personnel and Management, Planning and Evaluation
Liaison: Dr. Gary Lewis*
- Dr. Jonathan N. Lawson**, Vice President Academic Affairs, Idaho State University
Standards 2 and 4; Policy 2.1: Educational Program and Its Effectiveness to include the College of Arts and Humanities; Faculty; *General Education/Related Instruction Requirements*; William O. Douglas Honors College; Physical Education, Health and Leisure, Paramedics, Allied Health/Medical Technology, Pre-Medical Courses
Liaison: Dr. Liahna Babener*
- Dr. Peter Nicholls**, Dean, College of Arts and Sciences, Professor of Mathematics, Kansas State University
Standards 2 and 4: Educational Program and Its Effectiveness to include the College of the Sciences; Faculty, Computer Science;
Liaison: Dr. John Ninnemann*
- Dr. Donald L. Robson**, Dean, School of Education, University of Montana – Missoula
Standards Two and Four: Educational Program and Its Effectiveness to include the College of Education and Professional Studies; Faculty
Liaison: Dr. Jack McKay*
- Dr. David M. Westine**, Head, Engineering Science Department, Montana Tech of University of Montana
Standards Two and Four: Educational Program and Its Effectiveness to include Industrial and Technical Engineering Technology; Flight Technology; Faculty
Liaison: Dr. Tim Yoxtheimer*
- Dr. Gary Wixom**, Dean, School of Continuing Education, Utah Valley State College
Standards 2 and 4 and Policy 2.6: Continuing Education and Special Learning Activities to include Extended Degree Programs; *Distance Delivery of Courses, Certificate and Degree Programs (This assignment is to include the evaluation of the program and operation of two site locations to be determined and is to be conducted one or two days in advance of the scheduled committee visit to Ellensburg.)*
Liaison: Dr. Gregory Chan*
- Dr. Larry Stevens**, Associate Director, Commission on Colleges, Ex Officio
Liaison: Dr. Libby Street*

Northwest Association of Schools and Colleges: Accreditation Visit

| Date | Event | Notes |
|--|---|---|
| Sunday October 17 | Dr. Gary Wixom arrives in Seattle | Dr. Wixom is the team member assigned to review the centers. He will be staying in a private home near Lake Sammamish. Dr. Chan will work with him to set up appointments and to arrange transportation. |
| Monday October 18 | Dr. Wixom visits Lynnwood and Seattle Centers and meets with students, faculty, and staff.. | Dr. Chan will facilitate. |
| Tuesday October 19 | Dr. Wixom drives to Wenatchee Center and meets with students, faculty, and staff.. | Dr. Chan will arrange transportation to Wenatchee and then to campus by 4 pm. |
| Tuesday, October 19 | Remaining evaluation team members arrive in either Seattle or Yakima and are transported to campus. | Libby is arranging transportation. |
| Tuesday, October 19 4:00 pm | Evaluation team members gather for their orientation meeting in Grupe Conference Center | No one from campus participates in this meeting. |
| Wednesday, October 20, 8 - 10 am | Kick-off Continental Breakfast Lombard Room | It would be ideal if this meeting could be attended by all members of the NASC Accreditation Steering Committee; academic officers of the university including president, vice presidents, deans, and directors; executive committees of the Faculty Senate, Employee Council, and Administrative Exempt Employees; and representatives of the collective bargaining units. Please RSVP to Libby at 963-3640 or to streetl@cwu.edu |
| Wednesday, October 20 10 am - 4 pm | Meetings with campus students, faculty, and staff | Meetings are arranged by liaisons with help from Libby or Darlene. |
| Thursday, October 21 10 am - 4 pm | Meetings with campus students, faculty, and staff | Meetings are arranged by liaisons with help from Libby or Darlene. |
| Friday October 22 11 am | Exit Review Lombard Room | It would be ideal if this meeting could be attended by all members of the NASC Accreditation Steering Committee; academic officers of the university including president, vice presidents, deans, and directors; executive committees of the Faculty Senate, Employee Council, and Administrative Exempt Employees; and representatives of the collective bargaining units. |
| Friday October 22 12 noon | Team leaves for the airport | |

- ADAMSON, Karen
- ALSOSZATAI-PETHEO, John
- BAXTER, Louise
- BEAGHAN, Jim
- BEATH, Linda
- BENSON, William
- BRAUNSTEIN, Michael
- BULLOCK, John →
- CAPLES, Minerva
- COCHEBA, Don
- DeVIETTI, Terry
- ELY, Lisa (Gone Fall Quarter) →
- FORDAN, Robert
- GAMON, Ken
- GRAY, Loretta
- GUNN, Gerald
- HAWKINS, Jim
- LI, Cheyang
- KAMINSKI, Walter
- KILEN, Josh
- LEWIS, Keith *Polish note*
- MICHEL, John *Director-out for year*
- MONSON, Luetta
- MUSTAIN, Wendy
- NETHERY, Vince
- NELSON, Joshua
- NGALAMULUME, Kalala
- OWENS, Patrick
- RICHMOND, Lynn
- ROBERTS, Connie
- SCHAEFER, Todd
- SCHWING, James
- SOLIZ, Jean
- SPENCER, Andrew
- STACY, Gerald
- THYFAULT, Alberta
- UBELACKER, Morris
- WILLIAMS, Wendy
- WYATT, Marla

- HOLTFRETER, Robert
- FUENTES, Agustin
- RAUBESON, Linda
- Vacant
- BOWMAN, Andrea
- DUGAN, Jack
- PALMQUIST, Bruce
- KURTZ, Martha *Arrington, Jane*
- DONAHOE, Susan
- GHOSH, Koushik
- COLLINS, James "Fuji"
- GAZIS, Carey`
- GARRETT, Roger
- HARPER, James
- POWELL, Joe
- FAIRBURN, Wayne
- VASEK, Cheri
- HOOD, Webster
- HOLDEN, Lad

- BACH, Glen
- GAUSE, Tom *Madre note*
- WOODCOCK, Don
- D'ACQUISTO, Leo
- Vacant
- LEFKOWITZ, Natalie
- HECKART, Beverly
- CANNASCATO, Daniel
- BRADLEY, James
- BERTELSON, Cathy
- WIRTH, Rex
- DONAHUE, Barry
- OLIVERO, Michael
- SNEDEKER, Jeff
- ABDALLA, Laila
- MADLEY, Susan *Carol Butler field*
- ALWIN, John
- PENICK, Jeff
- SCHACTLER, Carolyn

Tu - student present

Faculty Senate discussion at October 6, 1999 Meeting
Salary Equity Motion

Jim Beaghan: The question regarding the approval of minutes. He said that the motion doesn't reflect that the effective date was July 1. Add to the minutes that motion 3241 is to go into effect July 1.

Motion 3248: Clarification of the Salary Equity Study. Beath referred to exhibit A and explained why the executive committee did what it did.

After presenting Motion 3248, Implementation on Salary Equity Study, Jim had a question regarding the minutes of June 2, 1999, Item 4 rationale from the Budget Committee, "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."

Jim Beaghan: It is my understanding that the motion you just referenced 3248, implementation of salary equity study, is a beginning not a done deal if you will in terms of dealing with the decompression between ranks including the full professor rank. It is also my understanding that the May 2 meeting the Salary Equity Study was presented to the Faculty Senate that in terms of implementation it was recommended that the decompression between ranks dealt with by a school by school basis not averaged across the university. With regard to decompression between ranks it was also my understanding she recommended that no full professor receives less than one full step above the lowest salary of the associate rank.

Mark Lundgren addressed his questions. What Nelle actually did was that she established minimum wages for the associate professor equal to the mean for assistant professors. So she did not create that one step increment. That was the product of the budget committees deliberations. Essentially what Nelle Moore told us was to take her recommendations consider them and our values and come up with our own implementation scheme. That process was worked out through the budget committee. If you look at the actual adjustments that Nelle Moore made and forwarded to us with regard to rank profession, that is what she did. It was the budget committee that created the one step increment.

Jim Beaghan then asked "At what point and by who did we move away from dealing with this issue on a school by school basis?"

Mark Lundgren: That was decided in the budget committee as well.

Jim Beaghan asked, "Why wasn't that reported to the Faculty Senate at large? There seems to be a change that was made that adequate communication didn't take place."

Mark Lundgren answered, that was discussed very explicitly when the budget committee made its recommendations to the Faculty Senate.

Jim Beaghan: No reference was made that this was being done across the university as a whole as opposed to the recommendation by Nelle, that it should be done school by school. There was no departure from Nelle's recommendations and an explanation of why there was a departure.

Mark Lundgren: Basically we didn't take Nelle's recommendations as an official starting point in a sense the budget committee looked at what she recommended and made their own recommendations.

Linda Beath said Barney (Erickson) I see that you're here. Can you help shed some illumination on this?

Barney Erickson: It was never the budget committee's intent for it to be done school by school. We never even discussed that. Whether the minutes reflect it or not that was not the intent of the budget committee's recommendation, it was just across the board.

Jim Beaghan: I would simply add to that question, where do you specifically say that you were not going to do it school by school. No mention was made of that.

Mark Lundgren answered by saying it wasn't made in the written proposal but it was discussed.

Jim Beaghan: When?

Mark Lundgren: When Barney presented the recommendations to the full Senate.

Jim Beaghan: I was hear, I have no recollection of that. I would simply ask that we refer to the tape to see exactly what was said.

Linda Beath: We do have the motion here that Barney and the budget committee proposed and I don't see anything in there that says either its across university or school by school. I think we have to be careful to make the assumption that it was going to be school by school.

Jim Beaghan: Well their saying that they specifically said it would be across the board, I don't see that reflected here and I think we need to check the tape to see exactly what was discussed.