

11-5-1997

CWU Faculty Senate Minutes - 11/05/1997

Marsha Brandt

Follow this and additional works at: <http://digitalcommons.cwu.edu/fsminutes>

Recommended Citation

Brandt, Marsha, "CWU Faculty Senate Minutes - 11/05/1997" (1997). *Faculty Senate Minutes*. 641.
<http://digitalcommons.cwu.edu/fsminutes/641>

This Meeting Minutes is brought to you for free and open access by the CWU Faculty Senate Archive at ScholarWorks@CWU. It has been accepted for inclusion in Faculty Senate Minutes by an authorized administrator of ScholarWorks@CWU. For more information, please contact pingfu@cwu.edu.

**CENTRAL WASHINGTON UNIVERSITY
FACULTY SENATE REGULAR MEETING
MINUTES
NOVEMBER 5, 1997**

Presiding Officer: Robert H. Perkins
Recording Secretary: Marsha Brandt

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

ROLL CALL: Senators: All Senators or their Alternates were present except Jim Beaghan, Leo D'Acquisto, Webster Hood, Richard Mack, Patrick O'Shaughnessy, Dieter Romboy.
Visitors: Greg Alarid, Lad Holden, Charles McGehee, Abdul Nassar, Barbara Radke, Patty Taylor

CHANGES TO AGENDA: None

APPROVAL OF MINUTES: The minutes of the October 8, 1997, Faculty Senate meeting were approved with changes in the roll call votes to include the names:

Page 7, Motion No. 3126 Roll Call Vote:

24 Aye (Amato, Baxter, Beaghan, Cummings, DeMarist, DeVietti, Ely, Emmans, Fordan, Gray, Hawkins, Burkholder, Kaminski, Kidwell, Ghosh, Monson, Nesselroad, Ngalamulume, Richmond, Romboy, Rosell, Spencer, Kurtz, Wyatt),
10 Nay (Alsoszatai-Petheo, Arlt, Benson, D'Acquisto, Gamon, Gunn, Lewis, Schaefer, Ubelacker, Williams),
1 Abstain (Brodersen).

Page 9, Motion No. 3127 Roll Call Vote:

7 Aye (Benson, Hawkins, Kidwell, Romboy, Schaefer, Kurtz, Ubelacker),
14 Nay (Amato, Baxter, Cummings, Ely, Emmans, Fordan, Kaminski, Lewis, Ghosh, Monson, Nesselroad, Richmond, Rosell, Wyatt),
9 Abstain (Alsoszatai-Petheo, Arlt, Brodersen, DeMarist, DeVietti, Gamon, Burkholder, Ngalamulume, Williams)

COMMUNICATIONS: Terry DeVietti, Secretary, presented two communications:

10/16/97 memo from David Dauwalder c: Academic Affairs Council, Dept. Chairs
Re: Budget Distribution Summary for 1997/99 (available at Senate Office)
10/8/97 e-mail (14:16:37) from Meghan Miller c: Dept Chairs, Academic Affairs Council, Senators
Re: Please Reconsider Merit.

REPORTS:

1. **CHAIR: Discussion of ByLaws Change:**
"Add an Ex Officio from Provost's Office to the Faculty Senate Curriculum Committee"
Provost Dauwalder commented that the rationale was to improve the connection between the Office of the Provost and the Senate and particularly with the Curriculum Committee in making sure all of the functioning of the committee, the support of the committee and the actions that are recommended from it are processed as smoothly as possible. There will be quite a bit of work over the next several years in preparation for NASC accreditation which will require work on developing student learning outcomes within programs. There are also issues in our relationship with the Higher Education Coordinating Board in which there are processes that Central should be following as an institution that are not yet built into our curriculum process.

-MOTION NO.3129: Approval of 1998/99 Faculty Senate Meeting Dates

10/07/98, 11/04/98, 12/02/98
01/13/99, 02/03/99, 02/17/99, 03/30/99
04/14/99, 05/05/99, 05/19/99, 06/02/99

Motion Passed

2. **VICE CHAIR** Bobby Cummings shared information regarding:
1. Chair charges,
 2. October 9th meeting of the Board of Trustees with the Executive Committee and representatives from the ASCWU, UFC, classified staff and department chairs regarding the Trustees' Themes 1997-98,
 3. October 10th meeting with President Nelson and Provost Dauwalder and the Executive Committee, UFC, and department chairs to discuss the Themes workshops, and
 4. October 22th meeting between the Executive Committee and UFC regarding how the faculty would operate under a bargaining unit.

3. **PRESIDENT**

President Nelson discussed the Board of Trustees' Worksheet and emphasized the necessity of input from all stake holders (Faculty Senate, UFC, department chairs, employee council, etc.) of the university community. The Higher Education Coordinating Board's bailout of Eastern Washington University was discussed.

4. **Abdul Nassar gave a slide Presentation of the 1997/98 Budget** (paper format available in Office of Vice President for Business & Financial Affairs).

5. **FACULTY SENATE STANDING COMMITTEE REPORTS:**

ACADEMIC AFFAIRS COMMITTEE

MOTION NO 3130: Charles McGehee, Chair, presented a motion for consideration and approval of the policy on "Course Repeats Outside CWU Policy" to be added to the Academic Policy Manual, Section V. "Repetition of Courses:"

MOTION NO 3131: Beverly Heckart moved and John Alsoszatai-Petheo seconded a motion that the policy be return to the Academic Affairs Council for discussion with the Curriculum Committee to more clearly reflect the wording of the Academic Affairs Committee.

Motion No. 3131 Passed.

BUDGET COMMITTEE - No Report

CODE COMMITTEE - Beverly Heckart, Chair, commented that the Code Committee was still working on the Senate's request in its October 8, 1997, meeting for an interpretation on Motion No. 3126.

CURRICULUM COMMITTEE - No Report

PERSONNEL COMMITTEE - No Report

PUBLIC AFFAIRS COMMITTEE - Bobby Cummings, Chair, commented that the committee was organizing a faculty forum teleconference for December.

NEW BUSINESS: MOTION NO. 3131: "We the Faculty Senate support the process whereby the United Faculty of Central AFT/NEA, works with the Senate Executive Committee to distinguish between Union and Senate realms of responsibility. Pursuant to the Board of Trustees agreement to collectively bargain, these realms of responsibility."

MOTION NO. 3132: Beverly Heckart moved and Morris Ubelacker seconded a motion to table Motion No 3131.

Motion No. 3132 Passed.

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

*****NEXT REGULAR FACULTY SENATE MEETING: December 3, 1997*****

FACULTY SENATE REGULAR MEETING

3:10 p.m., Wednesday, November 5, 1997

BARGE 412

AGENDA

I. ROLL CALL

II. CHANGES TO AGENDA

III. APPROVAL OF MINUTES: October 8, 1997

IV. COMMUNICATIONS

V. REPORTS:

1. CHAIR

-Discussion: By Laws Change: Ex Officio from Provost's Office to Curriculum Committee

-MOTION: Approval of 1998/99 Faculty Senate Meeting Dates

10/07/98, 11/04/98, 12/02/98

01/13/99, 02/03/99, 02/17/99, 03/03/99

04/14/99, 05/05/99, 05/19/99, 06/02/99

2. VICE CHAIR

3. PRESIDENT

4. Abdul Nassar Presentation

FACULTY SENATE COMMITTEE REPORTS:

ACADEMIC AFFAIRS COMMITTEE - Charles McGehee, Chair

Course Repeats Outside CWU (attached)

BUDGET COMMITTEE

CODE COMMITTEE - Beverly Heckart, Chair

CURRICULUM COMMITTEE - Clara Richardson, Chair

PERSONNEL COMMITTEE

PUBLIC AFFAIRS COMMITTEE - Bobby Cummings, Chair

VI. OLD BUSINESS

VII. NEW BUSINESS

-MOTION: "We the Faculty Senate support the process whereby the United Faculty of Central AFT/NEA, works with the Senate Executive Committee to distinguish between Union and Senate realms of responsibility. Pursuant to the Board of Trustees agreement to collectively bargain, these realms of responsibility will serve as the basis for what is bargained in the contract and what remains in the *Faculty Code*."

VIII. ADJOURNMENT

*****NEXT REGULAR SENATE MEETING: December 3, 1997*****

BARGE 412

FACULTY SENATE REGULAR MEETING
3:10 p.m., Wednesday, November 5, 1997
BARGE 412
AGENDA

I. ROLL CALL

II. CHANGES TO AGENDA

III. APPROVAL OF MINUTES: October 8, 1997

IV. COMMUNICATIONS

*ADCO e-mail
10/16 → to UN from UQ Budget*

V. REPORTS:

1. CHAIR

-Discussion: By Laws Change: Ex Officio from Provost's Office to Curriculum Committee

-MOTION: Approval of 1998/99 Faculty Senate Meeting Dates

passed

10/07/98, 11/04/98, 12/02/98
01/13/99, 02/03/99, 02/17/99, 03/03/99
04/14/99, 05/05/99, 05/19/99, 06/02/99

Pat exact text in MOTION

2. VICE CHAIR

3. PRESIDENT

4. Abdul Nassar Presentation

*paper format avail
VPB/FA - Art*

5. FACULTY SENATE COMMITTEE REPORTS:

ACADEMIC AFFAIRS COMMITTEE - Charles McGehee, Chair
Course Repeats Outside CWU (attached)

BUDGET COMMITTEE -

CODE COMMITTEE - Beverly Heckart, Chair

CURRICULUM COMMITTEE - Clara Richardson, Chair

PERSONNEL COMMITTEE -

PUBLIC AFFAIRS COMMITTEE - Bobby Cummings, Chair

VI. OLD BUSINESS

VII. NEW BUSINESS

- Reconsider Motion #

-MOTION: "We the Faculty Senate support the process whereby the United Faculty of Central AFT/NEA, works with the Senate Executive Committee to distinguish between Union and Senate realms of responsibility. Pursuant to the Board of Trustees agreement to collectively bargain, these realms of responsibility will serve as the basis for what is bargained in the contract and what remains in the *Faculty Code*."

VIII. ADJOURNMENT

NEXT REGULAR SENATE MEETING: December 3, 1997

BARGE 412

MEMO

TO: Faculty Senate Executive Committee

FROM: Faculty Senate Academic Affairs Committee,
Charles McGehee, Chair

RE: Course repeats outside CWU

DATE: October 15, 1997

RECEIVED
OCT 23 1997
CWU FACULTY SENATE

Last Spring, the Faculty Senate modified the course repeat policy to limit non-repeatable courses to one repetition without permission and two or more repetitions only with permission.

The question emerges, however, as to students who, after having taken a course initially at CWU, retake the course elsewhere and try to transfer the credit back to CWU. The Registrar has encountered students who have gone elsewhere to try to get better grades in courses in which they performed poorly here.

Following the lead of the University of Washington and Western Washington, we find no justification for taking a course elsewhere in order to circumvent CWU standards, and therefore recommend that repeat course credits not be accepted at CWU. The issue here is not the validity per se of the course taken elsewhere, but rather the fact that the student demonstrated poor performance while under the supervision of CWU faculty. The intent of the procedure to limit repeats was to attempt to insure that the student comes under direct guidance and supervision of faculty and/or deans. Taking the course elsewhere circumvents that constraint.

It is conceivable, however, that a course repeated elsewhere may have value in a major which the department may wish to acknowledge. Under such circumstances, we recommend that departments be granted the right to accept a course in lieu of a major requirement, though such course could not be used for credit or GPA requirements. Permission by one department for a course to be used in its major, would in no way bind another department as to the acceptability of that course in other contexts.

The Academic Affairs Committee, therefore, recommends the following changes to the existing policy. New wording is in italic upper-case letters.

IV.

V. Repetition of Courses

1. Some *CWU* courses are approved for repetition with credit awarded each time the course is taken and passed. Such approval is indicated in the course description in the University catalog.
2. Full tuition is assessed for all repeated courses.
3. Other *CWU* courses may be repeated under the following conditions:
 - a. Students are allowed to take a course a second time. Students attempting to take the same course a third time may do so only with permission of the course instructor and the department chair. Unless otherwise designated as repeatable, courses may not be taken more than three times without permission of dean of the college and department chair.
 - b. Credit will be awarded only once including credit for transfer courses that are repeated at Central.
 - c. When a course is repeated, only the last grade earned will be used in the computation of the cumulative and major grade point averages. All grades will remain in the student's official record.
4.
 - a. *ANY COURSE TAKEN AT CWU AND THEN REPEATED AT AN ANOTHER INSTITUTION CAN NOT BE TRANSFERRED IN FOR CWU CREDIT, NOR WILL ITS GRADE BE CALCULATED INTO EITHER THE CWU OR TRANSFER GPA.*
 - b. *UNDER EXCEPTIONAL CIRCUMSTANCES, REPETITION OF A COURSE NEEDED TO FULFILL A MAJOR OR PROGRAM REQUIREMENT MAY BE ALLOWED WITH PERMISSION OF THE DEPARTMENT CHAIR OR CERTIFICATION PROGRAM OFFICER, BUT IT CANNOT BE USED FOR CREDIT OR IN CALCULATING CWU OR TRANSFER GPA.*

End of report

MEETING: 11-5-97

ALSOSZATAI-PETHEO, John
 AMATO, Sara
 ARLT, Walter
 BAXTER, Louise
 BEAGHAN, Jim
 BRODERSEN, Bret
 CLEARY, Delores
 CUMMINGS, Bobby
 D'ACQUISTO, Leo
 DeMARIST, Claire
 DeVIETTI, Terry
 ELY, Lisa
 EMMANS, Cindy
 FORDAN, Robert
 GAMON, Ken
 GRAY, Loretta
 GUNN, Gerald
 HAWKINS, Jim
 HOOD, Webster
 KAMINSKI, Walter
 KIDWELL, Michelle
 LEWIS, Keith
 MACK, Richard
 MONSON, Luetta
 NELSON, Ivory
 NESSELROAD, Sidney
 NGALAMULUME, Kalala
 O'SHAUGHNESSY, Patrick
 PERKINS, Rob
 PRIGGE, Debra
 RICHMOND, Lynn
 ROMBOY, Dieter
 ROSELL, Sharon
 RUSSELL, Amy
 SCHAEFER, Todd
 SOLIZ, Jean
 SPENCER, Andrew
 THOMAS, Carin
 THYFAULT, Alberta
 UBELACKER, Morris
 WILLIAMS, Wendy
 WYATT, Marla

HACKENBERGER, Steven
 OWENS, Patrick
 JEFFERIES, Stephen
 RAUBESON, Linda
 vacant

 BENSON, William
 OLSON, Steve
 MUSTAIN, Wendy

 STREET, Warren
 HINTHORNE, James
 SCHMITZ, Steven
 GARRETT, Roger
 HARPER, James
 CIOFFI, Frank
 FAIRBURN, Wayne
 ZETTERBERG, Mark
 BURKHOLDER, Peter
 HOLDEN, LAD
 GELLENBECK, Ed
 BACH, Glen
 GHOSH, Koushik
 WOODCOCK, Don
 DAUWALDER, David

 HECKART, Beverly
 HOLTFRETER, Robert
 BERTELSON, Cathy
 CAPLES, Minerva
 BRADLEY, James
 MORENO, Stella
 BRAUNSTEIN, Michael
 GILLESPIE, Amy
 WIRTH, Rex
 OLIVERO, Michael
 BOERS, Geoffrey
 KURTZ, Martha
 BUTTERFIELD, Carol
 ALWIN, John
 WEYANDT, Lisa
 SCHACTLER, Carolyn

Tifo
 (Teafo)

42
 - 109

Date _____

VISITOR SIGN-IN SHEET

LAD HOLDEN

CHARLES MCGEEHEE

Barbara Radke

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



CENTRAL WASHINGTON UNIVERSITY

Office of the Provost / Vice President
for Academic Affairs

RECEIVED
OCT 22 1997
CWU FACULTY SENATE

MEMORANDUM

Date: October 16, 1997

TO: Ivory V. Nelson, President
FROM: David P. Dauwalder, Provost/Vice President for Academic Affairs *DD Dauwalder*
COPIES: Academic Affairs Council, Department Chairs
SUBJECT: BUDGET DISTRIBUTION SUMMARY FOR 1997-99

One-Percent Reductions--During Spring 1997, the following reductions in the base budgets of each unit in Academic Affairs were identified as part of the 1997-99 budget-building process:

College of Arts & Humanities	\$45,829
College of Education & Professional Studies	59,341
College of the Sciences	69,100
School of Business & Economics	33,176
Library & Media Services	33,033
Graduate Studies & Research	8,335
International Studies & Programs	1,800
Academic Services	11,406
Institutional Studies, Assessment, and Evaluation	4,368
Office of the Provost & University Centers	16,440

Additional Distribution of State Funds--Additional state funding to units in the Division of Academic Affairs has been distributed in the following manner. A general description of the intended source for funding is included in parentheses.

College of Arts & Humanities	\$ 133,131
(Adjunct instruction, administrative support, computer writing center, Douglas Honors College)	
College of Education & Professional Studies	\$ 10,000
(Goods & services for pre-service center)	
College of the Sciences	\$ 130,898
(Adjunct instruction & associate dean)	
School of Business & Economics	\$ 25,000
(Adjunct instruction, goods & services,)	
Library & Media Services	\$ 50,000
(Serials--inflation)	
Graduate Studies & Research	\$ 65,000
(Matching grants, graduate assistants)	
International Studies & Programs	\$ 10,000
(Reimbursements for international faculty assignments)	
Academic Services	\$ 82,700
(CAPS personnel, UNIV 100 & Westside admissions personnel)	

Academic Affairs—Faculty Retention	\$ 51,000
Academic Affairs—ADA Compliance for Academic Affairs Employees	\$ 4,000
Academic Affairs—Faculty Promotions	\$125,000
Academic Affairs—University Center Operations	\$ 35,000
Academic Affairs—Lease Increases at University Centers	\$ 95,000
Academic Affairs—Wenatchee Director to Full State Funding	\$ 24,000
Academic Affairs—Operations	\$ 29,971

Carry-Forward Plans & Amounts—The following units in Academic Affairs have presented the following plans for use of carry-forward funding from 1996-97 to 1997-98:

College of Arts & Humanities

English—tutoring in the Writing Center	\$ 8,066
History—computer software; professional travel	412
Philosophy—Conference costs for Northwest Philosophy Association meeting at CWU	1,382
Communication—\$4,000 for video communications equipment; \$2,711 equipment for the <i>Observer</i>	6,711
Art—Equipment purchases; supplies and furnishings for painting, drawing, and design programs; equipment and machinery for wood design, photography, sculpture, and metalsmithing programs; slides for art history and studio areas. Note: The department and dean have developed a long-range plan to address the department's equipment needs involving their using carry-forward funds to contribute to this long-term effort.	15,626
Dean, Arts & Humanities—adjunct instruction in CAH	10,067
Wenatchee, Arts & Humanities—adjunct instruction in CAH	5,313
Liberal Arts, Westside—adjunct instruction in CAH	1,174
Humanities—adjunct instruction and program development	4,075
Dean, Arts & Humanities—office operations, software upgrades, supplies & equipment	2,273

College of Education & Professional Studies

NCATE Standards Study Team	\$64,000
Professional development grants	50,000
Accreditation—paramedics	3,000
September Experience	40,000
Pre-Autumn Ed Admin Interns	12,000
American-Reads Challenge	2,200
Recruitment costs for 1997-98	49,000
CPSP goods & services/travel	10,000
Pre-service center goods & services	2,000
Encumbered for department equipment	70,681
Adjunct costs not covered by base budget group positions	64,254
Distance education instruction in Fall 1997	3,300
Goods/services & travel for Masters with certification	2,000
Transfer to Center for Preparation of School Personnel budget for NCATE visit	10,000
Adjunct pool—CEPS	9,044
Administrative Management & Business Education—5,900 for adjunct instruction; 2,500 encumbered for equipment; 8,499 for goods & services	16,899
Curriculum & Supervision—5,600 for adjunct instruction; 4,101 for field supervision travel in S97 and for 1997-98; 5,000 for goods, services, & equipment	14,701
Center for the Preparation of School Personnel—Funding for Center & NCATE preparation	12,437
ECE-SPED-Yakima & ECE-SeaTac—Buffer for increased costs related to adding a second cohort of students at CWU-SeaTac	6,691
Family & Consumer Sciences—2,610 for goods & services; 7,168 encumbered for computers & software	9,778
Industrial & Engineering Technology—2,800 encumbered for equipment; 4,071 for goods, services, & equipment	6,871
Teacher Education Programs—5,000 goods & services; 5,000 accountability/assessment activities; 2,055 equipment; 1,200 department retreat; 3,200 student employment; 3,000 program marketing; 2,001 contingency to cover unanticipated costs of moving two off-campus programs to state support	21,456
Health/PE—5,001 for goods & services; 1,800 for copy machine	6,801
Military Science—goods & services	2,280
Aerospace Studies—goods & services	394

College of the Sciences

Anthropology—field classes	\$ 1,417
Biological Sciences—field classes	6,318
Chemistry—goods & services	1,119
Computer Science—travel; equipment purchase & maintenance	3,144
Geography—field classes; travel; equipment purchase & maintenance	10,053
Geology—field classes	1,902
Asia/Pacific Studies—travel; equipment purchase & maintenance	2,312
Mathematics—travel; equipment purchase & maintenance	2,139
Physics—travel; equipment purchase & maintenance	2,524
Science Ed—travel; equipment purchase & maintenance	2,030
Political Science—travel; equipment purchase & maintenance	3,052
Sociology—travel; goods & services	1,116
Psychology—equipment and expenses for new hires	7,464
Medical Technology—goods & services	387
Allied Health Science—goods & services	804
Women's Studies Disc—travel; goods & services	981
Biology Field Study—field classes	641
Central Washington Arch Surv—goods & services	279
COTS costs carried forward to 1997-98 budget—adjustments made in the beginning allocations for the following accounts—Dean Letters Art Sci (-17,348); General Ed CLAS (+51) Law & Just-West (+1,837); Law & Just-Yakima (-6,242); Law & Justice (-2,678); Geology Field Programs (-73); Undergraduate Research (+84); GIS Lab (-2,865)	-27,234

School of Business & Economics

AACSB-related fees and expenses	\$12,500
Adjustments to unfunded salary increases	9,411
Adjust personal services contracts to allow for much-needed computer upgrades	15,725
Adjunct salaries for 1997-98	12,500

Library & Media Services

Library—purchase of shelving	\$32,867
CLP II—project-specific funding to be used in the completion of the ongoing project	61,948
Library User Instructional Classroom—Project-specific funding to be used in the completion of the ongoing project	155,920
Instructional Media Center—Purchase of classroom and production media equipment; meeting costs of Auxiliary Services merger; distance education costs	59,537

Graduate Studies & Research

Graduate assistants	\$ 3,291
Replacing obsolete equipment	1,120
Continued support of ongoing projects and faculty development	25,588

International Studies & Programs

Goods & services	\$ 135
------------------	--------

Academic Services

Increased cost of commencement	\$ 5,000
Office equipment for new staff	4,000
Maintenance costs—scanner system	9,000
Goods & services, postage, duplication, & equipment upgrades	5,644

Institutional Studies, Assessment, and Evaluation

Institutional Studies—goods & services; travel	\$ 5,949
Testing—student help	1,012

Office of Assessment

Student Evaluations of Instruction	\$4,000
Support for department retreats for program review	3,000
Faculty participation in Lilly Conference	3,000
Fall faculty meeting	4,000

Office of the Provost

Equipment—Negative balance carried forward against 1997-98 budget	\$ - 2,848
Instr Ext Degree Program—Account closed; balance forwarded to Provost's Office	1,009
SeaTac Center—Goods & services; equipment	7,071
Yakima Center—Used to cover increased costs for Center Administrator positions	5,516
Lynnwood Center—Goods & services	2,752
Ft. Steilacoom Center—Negative balance carried forward against 1997-98 budget	- 175
Wenatchee Center—3,759 encumbered; 5,000 equipment; 4,530 goods & services	13,289
General Program Expense—Increased costs for Center administrator positions; goods & services	23,715
Educational Support, WHEN—Distance education costs in 1997-98	23,000
Retirement Supplement—Carry forward to meet ongoing payments	534
Academic Administrative Services—Account closed; balance forwarded to Provost's Office	19
VP Academic Affairs—Negative balance carried forward against 1997-98 budget	- 604

Rob Perkins
 Chair, Faculty Senate (Professor,
 Adm. Mgmt. & Bus. Educ.)
 Mail Stop 7509

Date: Wed, 08 Oct 1997 14:16:37 -0800
From: meghan@picante.geology.cwu.edu (Meghan Miller)
Subject: Please reconsider merit
To: perkinsr@CLUSTER.CWU.EDU
Cc: dept_chairs@CLUSTER.CWU.EDU, Acad_Council@CLUSTER.CWU.EDU,
senators@CLUSTER.CWU.EDU

Dear Rob-

On behalf of the Academic Department Chairs Organization, I have been asked to request that the Senate consider distribution to the remaining 1% faculty salary increase across the board. I have also been asked to communicate this to the Provost, which I do with a copy of this message. The reasons for this are simple.

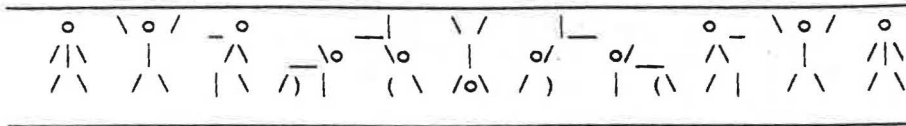
1. The 1994 document which is being utilized to determine merit was never incorporated into the code. Until it is codified, it is not a formal working policy.
2. The 1994 document which the current process attempts to follow was abrogated by the decision to distribute the 3% across the board raise before consideration of merit. The document specifically calls for merit to be implemented first.
3. The inevitable splintering of the pay scale is not worth the extra few cents that nearly all will get. Those who will not receive merit will be few in number: those promoted or hired this year and a handful who have not met the merit criteria since the beginning of the decade. The current step scale simplifies many bureaucratic processes, loss of it's simplicity would be a major burden to departments as well as Academic Affairs.
4. Some contend that the next merit raise, where stakes are expected to be higher, will be able to rely on the previous merit interval. This is in violation of the code. If this 1% is distributed as an across the board raise and the 1994 document is codified in the meantime, then we will be acting consistently.
5. Some contend that simply "doing merit" is an important statement in itself. While the chairs generally agree with this, having abrogated the 1994 document (#2 above), this position is difficult to defend. Furthermore, the monetary stakes are so very low that it does not honor the merit system to go through with it under the current circumstances.
6. Some contend that this a method for meeting the post tenure review standard required in accreditation. Since there is no obligation to apply for merit, there is an important (if not large) sector of the faculty who will not meet this criteria. Furthermore, assuming that the goal of post-tenure review is formative assessment, one might choose to assemble a very different file to generate critical and constructive peer evaluation than to meet merit criteria at an administrative level.
7. Those who have already gone through the file assembly process will be better poised for departmental post-tenure reviews, which will begin or continue this year with or without merit.

I know that time is short and much work has been done to implement this process, but a very large amount of work still remains to be done. The rewards are simply not commensurate with the process, and undermine both the code and the future implementation of merit. In addition, they deprive of us a major faculty and administrative convenience, the stepped pay scale. Please consider distributing the last 1% as an across the board raise and working to incorporate the 1994 merit proposal into the code as

appropriate.

Thank-you for your consideration.

Meghan Miller
Chair, ADCO



Meghan Miller
Dept of Geology
Central Washington University
Ellensburg, WA 98926-7418

509/963-2825
509/963-2821 (fax)
meghan@cwu.edu

Date: Fri, 10 Oct 1997 11:13:06 -0800
From: meghan@picante.geology.cwu.edu (Meghan Miller)
Subject: Re: Please reconsider merit
To: japetheo@CLUSTER.CWU.EDU (John A. Alsoszatai-Petheo)

Rob was aware of the ADCO position and had read my e-mail. This was the ADCO position, not my particular cause, and I am inclined to let the process run it's course.

Thanks for your interest.

Meghan