11-30-1983

CWU Faculty Senate Minutes - 11/30/1983

Vicki Potts

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REGULAR FACULTY SENATE MEETING
November 30, 1983
Central Washington University
Presiding Officer: Phil Backlund, Chair
Recording Secretary: Vicki Potts

The meeting was called to order at 3:10 p.m.

ROLL CALL
Senators: All Senators and/or their Alternates were present except for Black, Eickhoff, Evans, Fitzgerald, Golden, Keller, Mitchell, Shorr, Thurston, Vifian and Vlcek.
Visitors: Vice President Harrington, Kent Richards and Greg Trujillo.

CHANGES TO AGENDA
1. Vice President will make a report following the Chair’s report.
2. The ad hoc committee on the International Student Policy has no report.

COMMUNICATIONS
1. 11/15/83 letter from Dean Schliesman relating the General Education Committee’s motion recommending that “credits earned in courses taken on a credit/no credit basis not be allowed toward meeting Breadth Requirements.” This recommendation is being reviewed by the Senate Executive committee.

APPROVAL OF MINUTES
The following corrections to the minutes of November 16, 1983 were recommended:
Page 1, Chair’s Report, line 21 to read, “...duplication state-wide. Majors within the departments of Communications, Religious Studies, Physical Education and Industrial Education were affected.”
Page 2, Budget Report, line 3 to read, “...different but will more closely correspond to...”

*MOTION NO. 2225 Bob Dean moved and Lillian Canzler seconded a motion to approve the minutes of November 16, 1983 with the recommended corrections. Motion passed.

REPORTS
1. CHAIR
Chairman Backlund
-said that the Council of Academic Deans is currently reviewing the goals and objectives for each of the academic areas as submitted by the respective deans. These goals and objectives will eventually be forwarded to the Office of Financial Management. With the approval of the Senate, Chairman Backlund will be inviting the deans to address the Senate with a summary of their goals and objectives beginning with the January 25th meeting.
-mentioned a proposed change to the Code and Senate by-laws pertaining to the election of Senate chair and vice-chair that is being forwarded to the Code committee for their consideration. The potential change would automatically move the vice-chair elected one year to the chair position the following year and the past-chair would continue to serve on the executive committee the year following his chairship as an ex-officio member. It is hoped that this would provide continuity within the committee and with the administrations.
-reminded members of the brown bag lunches every Wednesday at noon at Sam’s Place. All faculty are invited.
-reviewed a letter to Dean Schliesman requesting a summary of all of the changes to the admission, basic and breadth requirements that have occurred in recent years. This is based on a concern that these changes may not be widely enough known to faculty to do effective advising.

2. VICE PRESIDENT HARRINGTON
Vice President Harrington commented on the ratings of CWU as reported in the November 28, 1983 issue of the U.S. News and World Report. The ratings were the result of a questionnaire circulated to college presidents in which they were asked to rate the colleges and universities of the U.S. Approximately 660 presidents responded with nearly 20% rating Central in the top 10% of the comprehensive universities west of the Mississippi. Dr. Harrington felt that this was a fine tribute to Central’s programs and the faculty that created them.
REPORTS

3. ACADEMIC AFFAIRS

*MOTION NO. 2226 Clair Lillard moved and Carolyn Schactler seconded a motion to devote three minutes to the discussion of the possible reorganization of the College of Letters, Arts and Sciences. Passed by voice vote.

The Academic Affairs committee is continuing to receive comments from faculty regarding the possible reorganization and will present their recommendation at the January 11th meeting.

4. BUDGET

No Report

5. CODE

The Code committee, in their weekly meetings, is continuing to review sections of the code for working and logical organization. Co-chair Beverly Heckart again mentioned that anyone with suggested changes to the code to write out whole sections and forward them to the committee as soon as possible. The committee hopes to be through with their preliminary review by mid-January and ready for hearings on any changes by the middle of Winter quarter.

6. CURRICULUM

*MOTION NO. 2227 Robert Jacobs moved and Clair Lillard seconded a motion to approve the curriculum changes listed on pages 651 and 652 of the University Curriculum committee minutes. Motion passed by voice vote.

Page 651. Program Addition: B.A. Education Secondary - Data Processing Minor
Course Additions: LAJ 360 LAJ 361 LAJ 362

Page 652. Course Additions: PSY 314 PSY 315

7. PERSONNEL

Chair John Dugan announced that the committee would be surveying faculty on merit and professional growth. Questionnaires will be mailed to all faculty the first week of Winter quarter. Also, a hearing has been scheduled on merit and professional growth for Wednesday, January 18th from 3:00-5:00 p.m. in SUB 204-205.

8. AD HOC COMMITTEE ON FACULTY MORALE

Lillian Canzler mentioned that the ad hoc committee, consisting of herself, Elwyn Odell, Martin Kaatz and Wes Crum, had reviewed the notes gathered at the small group meetings following the Fall Faculty meeting. The committee sees a need to pursue changes in "communicating patterns, leadership styles and decision-making models." The committee considered a variety of approaches to assessing the state of higher education and recommends that early in Winter quarter, 1984, faculty meetings begin these discussions. Specific recommendations were included in their report which is on file in the Senate office.

9. AD HOC COMMITTEE ON THE INTERNATIONAL STUDENT POLICY

No Report

OLD BUSINESS - None

NEW BUSINESS - None

ADJOURNMENT

*MOTION NO. 2228 Richard Jensen moved and Robert Jacobs seconded a motion to adjourn the meeting. Motion passed. Meeting adjourned at 3:52 p.m.

* * * * NEXT REGULAR FACULTY SENATE MEETING - January 11, 1984 * * * *
I. ROLL CALL

II. CHANGES TO AGENDA

III. APPROVAL OF MINUTES - November 16, 1983

IV. COMMUNICATIONS
1. 11/13/83 Don Schliesman - regarding policy on credit/no credit courses
2. 11/22/83 Helmi Habib - regarding potential re-organization of CLAS

V. REPORTS
1. Chair
   a. Reports on University objectives
   b. Possible change in election procedure for Faculty Senate Chair
   c. Brown bag luncheons
   d. Request to Dean Schliesman for summary of recent changes in entrance, basic, and breadth requirements
2. Academic Affairs
   a. Potential re-organization of CLAS
3. Budget
4. Code
   a. Schedule review for code changes
5. Curriculum
   a. Page 651 - UCC Minutes
6. Personnel
   a. Possible hearing on merit/professional growth
   b. Faculty club
7. Ad Hoc Committee on Faculty Morale
   a. Plans and tentative schedule
8. Ad Hoc Committee on International Student Policy
   a. Report and recommendation

VI. OLD BUSINESS

VII. NEW BUSINESS

VIII. ADJOURNMENT
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<th>SENATOR</th>
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<td>Kent Richards</td>
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<td>Sue Serrillo</td>
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PLEASE RETURN TO THE FACULTY SENATE SECRETARY
November 15, 1983

Philip M. Backlund
Chair, Faculty Senate
CWU Campus

Dear Dr. Backlund:

The purpose of this letter is to report action taken by the General Education Committee during its meeting of May 23, 1983. The motion which was passed is:

The Committee recommends that credits earned in courses taken on a credit/no credit basis not be allowed toward meeting Breadth Requirements.

Committee members were aware that the primary reason for the Cr/No NC option is to permit students to take courses without jeopardy to grade-point averages. Free of that risk, students supposedly would be more willing to pursue study in areas outside their specializations. The portion of degree study devoted to "elective study" has traditionally had as its purpose to encourage exploration outside of major/minor and general education. That being the case, the Committee believes credits earned by way of the option ought to be restricted to "elective study."

Therefore, the General Education Committee urges the Faculty Senate to take action prohibiting the use of credits earned on a credit/no credit basis in meeting Breadth Requirements.

Sincerely,

Donald M. Schliesman
Dean of Undergraduate Studies

cc: Vice President Harrington
Professor J. Vifian
Dear Phil:

It is my understanding that the Academic Affairs Committee will be considering the possibility of recommending a change in the structure of our academic administration.

Since my involvement with the ad hoc Technology Committee I have recommended that the Natural Sciences, Mathematics, Computer Science, and Technology areas be consolidated administratively into a separate unit. I believe very strongly that if the institution is committed to respond to societal and legislative requests to develop high quality applied science and technology programs, then the best way to ensure the necessary cooperative attitudes and the necessary leadership is to consolidate the areas involved in producing these programs.

If we maintain the status quo we will have achieved the admirable objective of minimizing the number of academic Deans; however, we will also incur the following consequences:

1) We will not be perceived by the public, the legislature, prospective students, and potential employers as being seriously involved in the preparation of students in the Applied Sciences or in Technology. When Technology is included administratively with such areas as Home Economics, Physical Education, Business Education, or Health Education, and the Sciences are administratively handled exclusively as part of a Liberal Arts program, it would be difficult to convince anyone that we are serious about our assertion that we are committed to programs in Applied Science and Technology.

2) Whether we generate truly high quality technology programs or not will depend to a large degree on the extent of participation of the Natural Sciences, Mathematics, and Computer Science in the establishment of the philosophy and content of the Technology programs. With the present structure, I have found that the degree of participation in the actual formulation of Technology programs by the Natural Sciences, Mathematics, and Computer Sciences is minimal.
3) The leadership that is absolutely crucial at this point if we are really committed to being the institution in our state that provides high quality Technology and Applied Science programs will not be available. Let me point out that even though the Computer Age has been with us for at least 15 years, we are just now taking the first tentative steps toward the establishment of degree programs in the Computer sciences.

I firmly believe that if we are serious about fulfilling a role as an institution that offers high quality programs in Technology and Applied Science (including Computer Science) then we must provide the administrative mechanism that will allow the formulation of high quality programs, provide the leadership for the identification and development of up-to-date programs, and provide the necessary perception outside this institution that we are serious about our role in this area.

Yours sincerely,

H.S. Habib, Chair
Ad hoc Technology Committee

cc: Dr. Garrity
Dr. Harrington
Members of the ad hoc Technology Committee:
Dr. Bennett
Dr. Frye
Dr. Town
Mr. Yoxtheimer
CURRICULUM PROPOSALS APPROVED BY THE UNIVERSITY CURRICULUM COMMITTEE AND FORWARDED TO THE SENATE

COMPUTER SCIENCE PROGRAM ADDITION

BACHELOR OF ARTS IN EDUCATION (B.A. Ed) SECONDARY DATA PROCESSING MINOR

LAW AND JUSTICE COURSE ADDITIONS

LAJ 360. Industrial Security (5). Organization and management of physical and personnel security programs in the industrial context.


LAJ 362. Nuclear Emergency Management (3). Responses to terrorism, sabotage and nuclear accident. Prerequisite: LAJ 361 or permission of instructor.
UNIVERSITY CURRICULUM COMMITTEE
Thursday, November 10, 1983

PRESENT: D. Shupe, D. Kaufman, G. Beed, P. Vincent, A. Donovan, J. Brennan, B. Erickson

ABSENT: D. Osborn, K. Martinis, M. Henniger

I. CHANGES TO AGENDA
None

II. APPROVAL OF MINUTES
Minutes approved as distributed.

III. UNFINISHED BUSINESS AND COMMUNICATIONS
J. Brennan/B. Erickson moved and seconded to bring Computer Science from table.

COMPUTER SCIENCE
PROGRAM ADDITION
BACHELOR OF ARTS IN EDUCATION (B.A.Ed) SECONDARY
DATA PROCESSING MINOR*

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<td>CPSC 101, Survey of Computer Science</td>
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<td>Choose by advisement one of the following:</td>
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<tr>
<td>CPSC 157, Introduction to COBOL Programming OR</td>
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<td>CPSC 177, Introduction to FORTRAN Programming</td>
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<td>CPSC 320, Machine Structure and Programming</td>
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<tr>
<td>CPSC 250, Introduction to Structured Programming and PASCAL</td>
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<td>Choose by advisement one of the following:</td>
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<tr>
<td>MATH 170, Intuitive Calculus OR</td>
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<tr>
<td>MS 221, Introduction to Decision Sciences OR</td>
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<tr>
<td>MATH 311, Statistical Techniques OR</td>
<td></td>
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<tr>
<td>MS 410, Applications of Digital Computers</td>
<td>5</td>
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</table>

* Students who desire to obtain endorsement in education in this minor must take an additional 4 credits of course work, by advisement, using the micro-computer.

J. Brennan/B. Erickson moved and seconded for approval of the above program addition. 7-0-0. Motion approved.

LAW AND JUSTICE
COURSE ADDITIONS
LAJ 360. Industrial Security (5). Organization and management of physical and personnel security programs in the industrial context.

G. Beed/D. Shupe moved and seconded for approval of the above course addition. 7-0-0, motion approved.
PSY 314. Human Development and the Learner (4). Physical, intellectual, emotional and social development through the life cycle. Theories of development and research methods. Cannot be used for credit for psychology majors and minors.

PSY 318. Psychology for the Classroom (4). Prerequisites: PSY 316, admission to the Teacher Education Program or permission of Chairperson. Application of learning theories, instructional principles, and evaluation processes for the classroom. Cannot be used for credit for psychology majors or minors.
November 20, 1983

To: Phil Backlund, Chairman
    Faculty Senate

From: Ad Hoc Committee on Faculty Morale: Elwyn Odell
      Marty Kaatz
      J. Wesley Crum
      Lillian Canzler

Re: November Report

In your letter of October 11, you mention that the Faculty Senate Executive Committee and the Council of Academic Deans and the President wish to continue efforts to improve faculty morale. Specifically you asked that we (1) review the comments that came out of small groups at the opening faculty meeting, (2) discuss other possibilities for improvement of morale and make some preliminary decisions, (3) decide what kind of help is needed.

We have reviewed the notes from the fall meeting and find the following to be strong concerns:

a. Faculty appreciated having the opportunity to participate in a new type of fall faculty meeting.

b. A great deal of concern was expressed about a lack of direction, and a lack of reachable goals. "If we have goals, they should be reachable, and there should be financial support to aid in their achievement." We should use a new approach to re-evaluate our role and mission as a university.

c. The lack of respect and trust between faculty and students, faculty and faculty, and faculty and administration is too evident.

d. Faculty talents are not used, usually as a result of failure to delegate tasks to faculty.

e. No faculty and/or administrative development activities are apparent. We need continuous faculty and administrative development.

f. Insulation of administrators and of faculty; need to have a place to get together.

There were also a lot of good ideas which probably should be shared with the faculty --possibly through the Weekly Bulletin.*

* The results are being returned under separate cover.
In addition to reading the notes, we have discussed many possibilities for improvement of morale and communication. Our discussions have centered around the need to define the role of our university in a post-industrial, technological age. We searched some of the writings of Futurists to determine possible needs of universities at our moment in history, including Theobald and Naisbitt (see attached). We also looked at readings of the function of the university over time, a kind of quick historical review. We discussed the criticism of public school education and of higher education currently dominating the media.

As a result of our deliberations, we see a need to pursue change in communication patterns, leadership styles, and decision-making models. We feel very strongly that unless this happens, we cannot meet the needs of our faculty and students, nor effectively meet the challenges to higher education.

This committee has considered a variety of approaches to assessing the state of higher education: outside speakers, local faculty discussions, reviews before the faculty of relevant books or articles, finding assistance in developing a more effective communication system—horizontal and vertical, strengthening interpersonal relationships among the faculty, and sharing the work of respective disciplines.

As a first step, the committee recommends that early in winter quarter, 1984, the faculty meet to begin discussions of the state of higher education. Specifically, we recommend that three or four people (faculty, board member, administrator) review for us a number of articles (which we have examined) assessing the state of higher education. Each of the reviewers will have read all of the articles so that they may be able to begin a dialog. In addition, other selected members of the faculty will also have read the articles so that they will be able to respond to the reviewer’s remarks, thus stimulating broad faculty participation.

Please see the attached plan for more specific detail.
PLAN FOR IMPROVING FACULTY MORALE AT CWU

I. Introduction

It seems that a plan for improvement of morale is, at this time in our history, heavily tied to changing communication patterns. We read of American business developing modifications of the Japanese communication systems. We read of changes in our society, for example, of moving rapidly from unrestrained competition to cooperation or from a "Top-Down" society to a "Bottom-Up" society.

We would like to become a leading university in this State in making communication transitions necessary to be effective in the post-industrial, communications era. This would involve personal change for most professors and administrators. For the soul-searching and model-building which seems to be called for, the active support of administrators is paramount.

At this point, we believe that change of this magnitude involves the following:

- **Inspiration** - A speaker or speakers at timely intervals who remind us of our mission and the need for change.

- **Study and Soul Searching** - Including a study of our current communication processes, and possible alternatives.

- **Outside Help** - Leaders in the field of group dynamics or group processes who are current and effective must be identified.

- **Study of the Past** - The role of the university in other eras to assist us in understanding the new roles that we must define, the old roles that we must reaffirm.

- **Evaluation** - Reading, writing, discussing toward products that give us a feeling of accomplishment and success.

- **Commitment** - A total university commitment toward making this a unique and excellent university through constant, improved renewal and communication which is helpful to all groups--faculty, staff, students, administrators and boardmembers.
II. The Plan

The faculty, staff, board, and administration of CMU will engage in extensive study towards the development of a model for communications for a university in a post-industrial, communications era. We should also review the historic roles of the university, recommit ourselves to the enduring values of civilization, and try to identify the mission of the university in the contemporary world. The university should begin now to identify the kinds of help needed for this project.

Fall, 1983

In the time remaining in fall quarter, two things can be accomplished:
1. Grant-Sources—Kent Richards and Phil Backlund could begin to identify possible sources of financial assistance.
2. Selection of Reading Materials—Elwyn Odell, Marty Kaatz, and Wes Crum can be helpful in identifying articles that would provoke discussion for a winter faculty meeting.

Winter, 1984

Early in January a faculty meeting should be called by President Garrity with a format similar to fall quarter's meeting. We recommend that Boardmember, Sue Gould; Effective Schools Taskforce Leader, Jim Brooks; and new Dean, Jean Putnam, be involved in a panel discussion of the articles. In addition, we recommend that the following be assigned all of the readings in order to be effective provokers from the audience.*Copies of readings should be available for all faculty.
1. George Macinko, Geography
2. Ann Donovan, Library
3. Helen Rogers, Education
4. Warren Street, Psychology
5. Bob Jacobs, Political Science

This meeting should be held from 11:30 to 1:30 in the theatre-in-the-round, Drama building.

Early in the quarter, a speaker should be identified for spring quarter. In addition, professional communications groups should also be identified.

* Other names include:
Charles Hawkins  Helmi Habib  Jim Nylander
Toni Canedo  Curt Wiberg  Owen Pratz
Fred Cutlip  Jim Hintzorne  Connie Roberts
Anne Denman  Otto Jakubek  John Vifian
Quentin Fitzgerald  Larry Lawrence
### How We're Changing


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<td>Recyling, Optimum Product Life</td>
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<td>Individual as Basic Unit</td>
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J.C. Penney Co. Consumer Educational Services

Based on Megatrends by John Naisbitt