

12-6-1978

CWU Faculty Senate Minutes - 12/06/1978

Esther Peterson

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MINUTES: Regular Senate Meeting, 6 December 1978
Presiding Officer: Franklin D. Carlson
Recording Secretary: Esther Peterson

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

ROLL CALL

Senators Present: All Senators or their alternates were present except Owen Dugmore, Donald Garrity, Woodrow Monte, Margaret Sahlstrand, and Dale Samuelson.

Visitors Present: Edith Greatsinger and Don Caughey.

CHANGES TO AGENDA

Mr. Carlson announced the following changes:

1. Add under "REPORTS", "7. CFR."

MOTION NO. 1772: Mr. King moved, seconded by Mr. Burkholder, to approve the Agenda. Passed by a unanimous voice vote.

APPROVAL OF MINUTES

MOTION NO. 1773: Mr. Tolin moved seconded by Mr. Schomer, to approve the minutes of November 1, 1978. Passed by a unanimous voice vote.

Minutes of November 15, 1978 corrected as follows: Delete "Owen Shadle" and "Clair Lillard" from Roll Call list of Senators not present.

Change date of minutes to November "15"

MOTION NO. 1774: Mr. Tolin moved, seconded by Mr. Schomer, to approve the minutes of November 15, 1978. Passed by a unanimous vice vote.

COMMUNICATIONS

The following communications were received:

- A. Letter from David Burt, dated November 27, raising questions about changes reportedly planned for the EOP. The letter will be forwarded to the Academic Affairs Committee for consideration.
- B. Letter from Toshio Akamine, chairman of the University Senate at WSU, dated November 28, acknowledging receipt of copies of the University campus directory and the Senate Committee membership list. He states he is sending copies of the WSU Committee manual and directory in return.
- C. Memo from Donald Garrity, Secretary of the CWU Board of Trustees, dated November 29, announcing a special meeting of the Board of Trustees with the people of Kittitas County on December 12, in the Kittitas County Court House, Commissioners Auditorium.
- D. Letter from Warren Street, chairman of the AAUP Salary Committee, received December 6, stating that the Committee has made a study of CWU salaries which may be useful to the Senate in salary deliberations. This letter will be forwarded to the Budget Committee.

Mr. Carlson announced the tentative schedule of Winter quarter meeting dates for Faculty Senate will be January 10, 24; February 7, 21 and March 7. Senator at-Large election results are:

Education Department

George Grossman - Senator
Helen Rogers - Alternate

Library

Ann McLean - Alternate to Victor Marx

CURRICULUM PROPOSALS

- A. University Curriculum Committee Proposals:

Course Additions, GEOG 411B and GEOG 411C and ECE 323 -- page 496
 Course Additions, HOCT 355 and SOC 320 -- page 497

MOTION NO. 1775: Mr. Tolin moved, seconded by Mr. Harsha, that the University Curriculum Committee proposals on page 496 be approved by the Senate. Passed by a unanimous voice vote and no abstentions.

MOTION NO. 1776: Mr. Hawkins moved, seconded by Mrs. Spithill, that the University Curriculum Committee proposals on page 497 be approved by the Senate. Passed by a unanimous voice vote and no abstentions.

MOTION NO. 1777: Mr. Yee moved, seconded by Mr. Marx, to change the word "man-made" in the description of HOCT 355 Textile Science to "synthetic." Passed by a majority voice vote and 3 abstentions.

REPORTS

A. Chairman and B. Executive Committee:

Mr. Carlson informed the Senate the Executive Committee has been meeting primarily around academic affairs and the report on planning.

C. Standing Committees--

1. Academic Affairs--Ken Hammond reported the committee has met several times and is still pursuing the idea of academic planning at Central and the Academic Plan presented to them. A report has been distributed to Senators, which summarizes the committee's discussions with Don Schliesman and Vice President Harrington, and the comments which were made at the open hearing on November 15. At the end of the report the committee asks that the Senate consider a motion to formally receive the document and recommend that the document not be forwarded to the Board of Trustees in its present form.

MOTION NO. 1778: The Academic Affairs Committee moved the Draft Academic Plan, dated December 1978, be received by the Senate as a discussion document, but recommend to the President that it not be forwarded to the Board of Trustees in its present form. Passed by a unanimous voice vote and no abstentions.

Mr. Carlson commented his understanding of what will be happening is that already administration has discovered there is interest in planning on the part of the faculty and departments on campus. By last Monday, he was fairly sure that the document they had received earlier will not go to the Trustees but rather there will be more or less an oral report on the status of academic planning and what steps might follow in the future. One thing that might follow in the future would be the designation by the President of a person as Academic Planner from the first of the year through June, perhaps assisted by a group called the Presidential Task Force, who will work on the academic plan. The work that would be done by the Planner and Presidential Task Force by June would be Draft I. Mr. Carlson said he asked why the Long Range Planning Committee might not be the appropriate committee to deal with that. However, the President sees long range planning and academic planning as two different kinds of things. Mr. Carlson remarked he was very pleased with the direction the plan was taking and especially pleased with the work done by the Academic Affairs Committee.

MOTION NO. 1779: Mr. Burkholder moved, seconded by Mr. Franz, that the Academic Affairs Committee be commended for having produced so excellent a report in such a short time. Passed by a unanimous voice vote.

2. Budget Committee--A report from the Budget Committee was distributed, and Mr. Marx, Chairman of the Budget Committee, briefly discussed the report with Senators. The report is generally related to the issue of salary again. The Budget Committee recommends that for 1979/80 they ask for a 7% increase for a partial catch-up with the 1967/68 purchasing power. In addition, they are asking for x percent increase equal to the 1978 inflation rate. They recommend that the 7% increase be distributed as follows: up to 2 steps of longevity increase for eligible faculty, and the balance to go into merit increases and promotions. The x percent increase equal to the rate of 1978 inflation should be used for the across-the-board percentage adjustment of the salary scale.

For the second year of the biennium, they are asking for a 10% catch-up to bring them to their 1967/68 economic level, and an additional x percent to equal the 1979 inflation rate.

3. Code Committee--Ken Harsha presented a brief report, saying that the committee will submit recommendations for code amendments to the Senate February 7. Some of the items involved will be the deadline for applications for professional leave, and also the salary differential on professional leaves; election of department chairmen; clarification of the meaning of contact hours; promotion and rank; and reduction-in-force, which President Garrity has agreed to re-write.
4. Curriculum Committee-- Mr. Lopez remarked the committee will be meeting with Dean Schliesman and the History Department chairman to discuss a letter which was sent to the Curriculum Committee regarding courses which are presently offered in Education, Aerospace, and other departments as special topics courses.
5. Personnel Committee-- Lillian Canzler remarked the committee has developed a plan for determining problems that result from off-campus teaching. The committee is preparing a report which will be distributed.
6. Student Affairs--Peter Gries reported that at the last meeting the committee had, the chairman formulated a letter which is to be sent to the Executive Committee inquiring exactly what is meant by the problem of access to the curriculum by the handicapped.
7. CFR-- George Grossman reported he and Ken Harsha attended a CFR meeting in Cheney on November 18. Much of the discussion at the meeting centered on tenure and possible legislation affecting tenure for faculty in the community colleges and four-year state schools. The CFR representatives from each of the six schools are to undertake to draw together a description of the formal practices in the granting of tenure at the individual institutions.

There was a brief discussion on salary, and a recommendation was passed that the CFR support the ICAO's request for a 12% and 7% salary increase over the next biennium. The CFR recognizes the insufficiency of the proposed increases and will try to get the CFR salary committee together to attempt to come up with an alternative proposal.

OLD BUSINESS

No Old Business.

NEW BUSINESS

The question of whether pay for teaching summer session should be 2/9 or 3/9 was discussed briefly. The suggestion was made that this is an item the Senate should be looking into. Mr. Carlson will check into the matter.

ADJOURNMENT

MOTION NO. 1780: Mr. Franz moved, seconded by Mr. Tolin, to adjourn the meeting. Passed by a unanimous voice vote.

The meeting adjourned at 4:40 p.m.

A G E N D A

FACULTY SENATE MEETING
3:10 p.m., December 6, 1978
Psychology Building, Room 471

- I. ROLL CALL
- II. CHANGES TO AGENDA
- III. APPROVAL OF MINUTES OF November 1 and November 15, 1978
- IV. COMMUNICATIONS
- V. CURRICULUM PROPOSALS
 - A. University Curriculum Committee proposals, pages 496, 497
- VI. REPORTS
 - A. Chairman
 - B. Executive Committee
 - C. Standing Committees
 1. Academic Affairs
 2. Budget
 3. Code
 4. Curriculum
 5. Personnel
 6. Student Affairs
- VII. ^{CFR -} OLD BUSINESS
- VIII. NEW BUSINESS
- IX. ADJOURNMENT

1978-79

FACULTY SENATE MEETING OF

Dec. 6, 1978

ROLL CALL

SENATOR

ALTERNATE

Adams, Kathleen
 Appleton, Laura
 Brennan, James

 Burkholder, Peter

 Canzler, Lillian
 Carlson, Frank
 Cunha, Clifford
 Dugmore, Owen
 Emken, Walter

 Fadenrecht, George
 Franz, Wolfgang

 Garrity, Donald
 Gillie, Tim

 Gries, Peter
 Grossman, George
 Harsha, Ken
 Hawkins, A. James
 Hammond, Kenneth
 Killorn, Erlice
 King, Corwin

 Lapen, Robert
 Lillard, W. Clair

 Lopez, Mike

 Marx, Victor
 Mitchell, Robert

 Monte, Woodrow

 Nylander, James
 Olsen, Darryll
 Sahlstrand, Margaret
 Samuelson, Dale
 Schomer, Joe
 Spithill, Alma
 Tolin, Phil
 Tolman, Rosco
 Taylor, J. Brian
 Vifian, John
 Yee, Robert
 Shadle, Owen

Clayton Denman
 Jack Dugan
 Kent Richards

 Chester Keller

 Edith Greatsinger
 Daryl Basler
 Henry Eickhoff

 Robert Nuzum

 Richard Hasbrouck

 Makiko Doi
 Eric Thurston, Jr.

 Edward Harrington

 Barbara Brummett
 Helen Rogers
 Charles Guatney
 Milo Smith
 Dee Eberhart
 John Gregor
 Roger Garrett

 John Shrader
 Stephen Worsley

 Richard Doi
 Ann McLean

 Willa Dene Powell

 Deloris Johns

 Ken Cory
 Lee Fisher

 Owen Pratz
 Max Zwanziger
 Carlos Martin

 Keith Rinehart
 Tom Kerr
 Galer Beed

Faculty Senate

VISITORS PLEASE SIGN

Edith Hreptsinger
Don Carney

PLEASE RETURN TO THE RECORDING SECRETARY.

12/1/78

TENTATIVE SCHEDULE OF MEETING DATES
FOR
FACULTY SENATE AND EXECUTIVE COMMITTEE
WINTER QUARTER 1979

FACULTY SENATE

January 10, 24

February 7, 21

March 7

EXECUTIVE COMMITTEE

January 3, 17, 31

February 14, 28

March 14

Senator At-Large
Election Results

Education Department

George Grossman - Senator
Helen Rogers - Alternate

Library

Ann McLean - Alternate to
Victor Marx

WASHINGTON STATE UNIVERSITY

PULLMAN, WASHINGTON 99163

UNIVERSITY SENATE

RECEIVED
NOV 29 1978
FACULTY SENATE

November 28, 1978

Dr. Franklin D. Carlson
Chairman, Faculty Senate
Central Washington University
Ellensburg, WA 98926

Dear Dr. Carlson:

Greetings. Thank you for sending us a copy of your campus directory and the membership of the Senate Standing Committees.

The Committee Manual of Washington State University describes the constitution and by-laws of the University Senate as well as all of the Senate committees, Presidential Committees and the ASWSU committees and their memberships. I have asked the Senate Office to send you a copy of the Committee Manual. We are also sending you a copy of the Campus Directory together with the Committee Manual. I hope they will be of help to you.

The reduction-in-force question was discussed seriously at WSU in 1971 and 1972 between the central administration and the University Senate. We called it "retrenchment" then. However, I am not sure whether we were able to come up with a policy statement at that time. I am not aware of any move currently relative to "reduction-in-force" or "retrenchment" at WSU. I will let you know if we already have a policy statement regarding the subject.

Please let me know if you have an opportunity to come to Pullman. I'd be very much interested in getting together with you to discuss our mutual concerns.

Sincerely yours,



Toshio Akamine
Chairman

pb

cc: Leon Luck, Executive Secretary, University Senate



CENTRAL WASHINGTON UNIVERSITY

Ellensburg, Washington 98926

Affirmative Action/Equal Employment Opportunity/Title IX

DEPARTMENT OF ENGLISH

November 27, 1978

REC
NOV 28 1978
FACULTY SENATE
RECEIVED
NOV 28 1978
FACULTY SENATE

Professor Franklin Carlson, Chairman
Faculty Senate
Campus

Dear Frank:

On June 5th., 1968, the Faculty Senate passed a resolution (Motion #465), endorsing an "Educational Opportunities Program." This resolution urges the President to establish and support EOP and asked that faculty be appointed to a committee that would try to find additional ways to achieve the objectives of EOP.

The Senate action came after the program had been explained to and thoroughly discussed by the Faculty and the Senate, for the Senate felt that the proposed program had important effects on the curriculum and general philosophy of the college. The Senate decided (19-yes; 8-no), that EOP would serve many people who otherwise would not have the cultural and financial support that all people need in order to attend college.

Recently, the campus and local newspapers reported that changes are planned for EOP. Although the substance of these new proposals is vague, or vaguely reported, it appears that they would substitute a more restricted set of guidelines for entry into the program: ethnic origin rather than poverty. It also appears that an elaborate and expensive organization would be established to administer the program; further, it seems that the program would be expanded in size at the same time it is becoming more restrictive in scope.

I am unaware that these proposals have been circulated to the faculty, or that they have been explained and discussed in the Senate. It seems to me that if EOP, the original program, had important implications for the college in 1968, then a significant change in that program is equally of concern to the faculty now, and I request that the Senate study, call for hearings on the proposals, and make its recommendations to the administration.

Sincerely,

David Burt

David Burt
Associate Professor of English



CENTRAL WASHINGTON UNIVERSITY

Ellensburg, Washington 98926

Affirmative Action/Equal Employment Opportunity/Title IX

REFERENCE DEPARTMENT
THE UNIVERSITY LIBRARY

PHONE: 509/963-1021

RECEIVED

DEC 5 1978

December 4, 1978

FACULTY SENATE

Dr. Frank Carlson
President, Faculty Senate
CWU

Dear Dr. Carlson:

Because of the booming Washington economy, the costs of housing, construction, mortgage rates, and service industry rates are rising faster here than nationally. Yet our 1978 salary increase was less than half of the national inflation rate or the average wage increase during the 9/30/77 to 9/30/78 period.

Faculty salaries lost ground in the early 70's when the Boeing depression depleted state funds. We lost ground when Nixon's wage and price controls were mandated. We lost ground when the combination of Republican Trustees and Democratic legislature denied longevity increases while school teachers and civil service personnel continued to receive such increases. We lost ground again in 1977 and again in 1978 when our new Democratic Trustees continued the Republican tradition of not giving step increases to eligible faculty. (Yet longevity step increases were awarded to all eligible faculty at WWU in 1977 and in 1978.) We lost ground in purchasing power because of the higher social security tax. We lost ground in purchasing power because of salary increases, however inadequate, have put us into higher tax brackets.

We are losing ground while Boeing and the state economy are doing very well. If we had to suffer in the early 70's because of Boeing, it stands to reason that we should benefit from the fortunes Boeing is bringing to the state's treasury now.

The Faculty Senate Budget Committee supports the intentions of the Council for Post Secondary Education and the Council of Presidents to keep up the purchasing power of the faculty. We are especially grateful for President Garrity's leadership in the struggle for decent salary increases.

The Budget Committee recommends that for 1979/80 we ask for a 7% increase for a partial catch up with our 1967/68 purchasing power. In addition, we are asking for x percent increase equal to the 1978 inflation rate.

We recommend that the 7% increase be distributed as follows: up to 2 steps of longevity increase for eligible faculty, and the balance to go into merit increases and promotions. The x percent increase equal to the rate of 1978 inflation should be used for the across-the-board percentage adjustment of the salary scale.

For the second year of the biennium we are asking for a 10% catch up to bring us to our 1967/68 economic level, and an additional x percent to equal the 1979 inflation rate.

Sincerely,

Victor Marx
Victor Marx--Chairman, Senate Budget Committee

MEMORANDUM

RECEIVED
NOV 28 1978
FACULTY SENATE

To: Franklin D. Carlson
Chairman, Faculty Senate

From: Bruce Teets *B.T.*
Professor of English

Date: 27 November 1978

Re: Your Mid-Term Report of the Faculty Senate

My purpose in writing this memorandum is to congratulate you for providing us such a full and frank report. This is the first one of such a nature that I have seen.

Also, since one matter which you include, that of objection to research and scholarly activity, has been present since I first came here in the fall of 1968, I wonder whether I might have some clarification of this objection. Ironically, I was informed that I must produce more "research, publications, and scholarly activities" before receiving the rank of full Professor, but no amount of so-called research brought a promotion. After seven years here, I finally received the promotion for an entirely different reason, one that was not even academic. For more than ten years now, the English Department has objected to research and has not recognized what I have done. My salary is "inordinately low," as the Dean of Arts and Humanities (no longer here) informed me, and my class schedules are, according to Dr. Canedo, the Department Chairman, "very bad," but he does not try to improve them. During my stay at CWU, I have not been allowed to teach courses required for English majors, and I have gradually been separated from the graduate program in English. You may wonder why this state of affairs exists, and I do too.

I cannot boast of my achievements, but my high standards in teaching, especially in English 301, a required course for graduation, obtain entirely too many students for my classes, demonstrating that we have quite a few students who want to be taught well. And my research has made both me and CWU known very favorably, not only nationally but internationally, as I demonstrated this past summer. In July, I read, by invitation, a long paper to two international meetings, one held in London and one in Amiens, France. The two papers, both on Joseph Conrad, will be published soon, one in England and one in France. I made the expensive trip abroad with no promise of remuneration from the University, and I have received none. I was glad of the opportunity to do this, but I do believe that some recognition is in order.

May I ask you the source of such opposition to research? I know that some of it is in the English Department and through it has been in the previous President of the college. I will be glad to meet with you whenever possible for further discussion of this matter, before I must retire.

RECEIVED

NOV 7 1978

FACULTY SERVICE

285 404

NOVEMBER 2, 1978
CURRICULUM PROPOSALS APPROVED BY
THE UNIVERSITY CURRICULUM COMMITTEE
AND FORWARDED TO THE SENATE

GEOGRAPHY AND LAND STUDIES

COURSE ADDITION

- *GEOG 411B. Negative Scribing. (3) Prerequisite, GEOG 301 or permission of instructor. Requirements, tools, and techniques of producing maps by negative scribing. Multiple-exposure photo reproduction of scribed materials. One lecture and two hours of laboratory per week.

COURSE ADDITION

- *GEOG 411C. Automated Cartography. (3) Prerequisite, GEOG 301 or permission of instructor. Preparation of maps using computer controlled devices. Production of maps from computerized data files on both the high speed line-printer and incremental drum plotter. One lecture and four hours of laboratory per week.

EARLY CHILDHOOD EDUCATION

COURSE ADDITION

- ECE 323. Mainstreaming in the Early Childhood Classroom. (3) Directing the learning of exceptional children in the regular classroom.

* Indicates systematic courses.

NOVEMBER 9, 1978
CURRICULUM PROPOSALS APPROVED BY
THE UNIVERSITY CURRICULUM COMMITTEE
AND FORWARDED TO THE SENATE

RECEIVED
NOV 14 1978
FACULTY SENATE

PAGE 17

HOME ECONOMICS, FAMILY AND CONSUMER STUDIES
COURSE ADDITION

HOCT 255. Textile Science. (4) Study of natural and man-made textiles; generic classification, fiber-forming substances, morphology, fabrication, finishing and dyeing processes, properties and performance. Three and one-half hours of lecture and one hour of lab per week.

SOCIOLOGY
COURSE ADDITION

SOC 320. Death and Dying. (5) An analysis of the social attitudes, practices, and institutions associated with death and dying in American society.

Academic Affairs Committee
Report to Senate
December 6, 1978

The Academic Plan and Academic Planning at CWU

After discussion and with the benefit of comments made at the November 15 open hearing, the Committee offers the following comments and suggestions for improvement of the plan.

1. It is crucial that President Garrity support and participate in the academic planning process.
 - a. It is expected and hoped that a new president will provide stimulus for improved departmental and general education academic programs.
 - b. Contemplated changes in administrative structure should be included in the planning process.
 - c. Necessary cooperation to develop and implement a plan for academic quality is more readily achieved if the president is a participant in the planning process.
2. The process for academic planning should be specified so everyone knows whether and how they might participate. This would allow individuals who are already very busy to plan their involvement. A schedule should be developed for completing a draft plan during 1978-79 academic year.
3. An Academic Plan should outline with some specificity the legislative, institutional and financial constraints within which we must work. Some explanation should be available when decisions are made for political or administrative reasons rather than on academic grounds.
4. The plan should include statements of plans and goals by various programs, departments and schools but these should be more standardized in format and coordinated and rationalized with a well developed statement of University goals.
5. Cooperation between and among units should be stressed and required. This should enhance the education of students, minimize duplication and cost of programs, and reduce building of empires which have a detrimental institutional impact.
6. A revised general education program will take effect Fall, 1979. An academic plan should take into account the impact of such changes.
7. The plan should be based on the assumption that our graduates will be educated first and trained second. Broader education and understanding is most appropriate for our graduates. This requires the identification of some core of material to which nearly all students will be exposed. By implication, further modification of general education would be mandated.

8. The plan should recognize that current trends in student demand for courses will certainly change. The rise and decline in popularity of disciplines during the past 20-30 years would indicate that a core of offerings be maintained even in disciplines now less popular. It is imperative that diversity of offerings be maintained to assure future flexibility respond to changing preferences.
9. The generation of student credit hours is an especially insidious basis for planning. Credit hours are a reality, but not the only reality, and should not totally obscure ideals. Leadership will be required to offset the detrimental effects.
 - a. If staffing is generally based on student credit hours it encourages lack of cooperation among programs, inhibits interdepartmental programs and encourages duplication of offerings.
 - b. SCH generation distorts offerings available as general education.
 - c. Planning based on SCH encourages increases in required credits for a major and discourages taking of classes outside the major department.
 - d. Fragmentation of programs is encouraged as "stronger" elements wish to become independent of "weaker" programs.
 - e. The statistics of budgeted location vs. program prefix for SCH generated are subject to various interpretations. Dramatic changes in staffing or programs are not obvious in the statistics showing percentage gains and losses of SCH.
10. There is some doubt that a single plan can be developed which is detailed enough to be internally useful and also be useful to the public. Any statistics included in a plan available to the public need detailed explanation. It is absolutely clear that erroneous and often damaging interpretations which can be made will be made.
11. A plan should have integrated elements. If programs are to be added, are the support resources available--staff and library holdings for example? Where are the resources to be found? What is the relationship between proposed and existing programs? A plan should show the actual status of new and proposed programs. Are such programs approved, in process or merely a shopping list?
12. The mission and roles statement identifies a generally accepted threefold function for academic faculty--instruction, research and public service. The plan should contain some goals and strategies for achieving improvement and excellence in all three facets. It does not seem reasonable that all of these can be addressed by rather rigid adherence and concern for student credit hours generated.

13. An academic plan for quality education requires a means of supporting faculty development. Development should include but not necessarily be restricted to:
 - a. in-service training
 - b. retraining (to allow existing departments to diversify offerings)
 - c. participation in professional meetings
 - d. productive scholarly activity
14. The plan should include university goals regarding students
 - a. numbers
 - b. quality
 - c. undergraduate and graduate distribution

MOTION

We move the Draft Academic Plan, dated December 1978, be received by the Senate as a discussion document, but not be forwarded to the Board of Trustees in its present form.



central washington university chapter
american association of university professors
ellenburg, washington 98926

RECEIVED

DEC 6 1978

FACULTY SENATE

Dr. Frank Carlson, Chairman
Faculty Senate
Campus

Dear Frank;

The AAUP Salary Committee has just completed a brief study of CWU salaries which may be of use to the Senate in its deliberation of a salary recommendation. Feel free to distribute this information to whomever you like.

Our report is based on the table of information on the following page. It shows the following information in columns, from left to right:

1. CWU salary steps 1-24
2. The CWSC salary scale in 1967-68. This scale was chosen because the Cost of Living index (Consumer Price Index) was set equal to 100 in June, 1967.
3. The present CWU salary scale.
4. This column shows what the present CWU salary scale would be if it had kept pace with the cost of living. The Consumer Price Index stood at 200.9 last month.
5. This column shows the number of dollars needed to adjust each step for the cost of living.
6. This shows the percentage raise over present salaries that would be needed to adjust each step for the cost of living.

Some observations on these data are:

1. The cost of living has significantly exceeded salary increases. In order to keep pace with the cost of living, one needs to have received four full steps in merit increments during this period. This casts a different light on the meaning of the term "merit."

2. During the time that the cost of living rose from 100 to 200, an index of the total state budget rose from 100 to 282, CWU tuition rose from 100 to 224, and state per capita income rose from 100 to over 230. While the current salaries look bad in comparison to the cost of living, they are worse in comparison to these other indices.

3. An average of 13.85% salary increase is needed to catch up to the current cost of living. This is an average of \$2574 per step. An additional 5% per year would be needed to anticipate a 10 point rise per year in the Consumer Price Index for the next two years. The problem here is that a reasonable request to restore equity appears to be an outrageous demand because of the consistent neglect of the past ten years.

4. There are differences across steps in the percentage adjustments needed to adjust for the cost of living. The range is from a 15.95% adjustment at step 5.5 to a 10.75% adjustment at step 24. It is not known how these differences were generated during the ten-year span of this study. A graph showing the relation of step to percentage adjustment accompanies this letter.

5. This study reports steps necessary to restore equity with the 1967 scale. No judgement can be drawn about the fairness of the 1967 salary scale. Some say that that year was an exceptionally rich one, that professors were unfairly overpaid. In contrast, one book, Teaching salaries: Then and now, makes a strong case for the decline and fall of teaching salaries since the beginning of the century. This book, published in 1955, bemoans the fact that it is becoming exceedingly difficult for professors to contribute to their communities because of the rising costs of domestic servants. Times have changed.

Sincerely,



Warren R. Street, Chairman
AAUP Salary Committee

STEP	1967-68 SCALE	1978-79 SCALE	IF ADJUS- TED FOR COST OF LIVING	\$ NEEDED TO ADJUST	% NEEDED TO ADJUST
0.5	6600.0	11594.0	13259.4	1665.40	14.36
1.0	6767.0	11860.0	13594.9	1734.90	14.62
1.5	6934.0	12128.0	13930.4	1802.41	14.86
2.0	7103.0	12399.0	14269.9	1870.93	15.08
2.5	7272.0	12669.0	14609.4	1940.45	15.31
3.0	7440.0	12941.0	14947.0	2005.96	15.50
3.5	7608.0	13214.0	15284.5	2070.47	15.66
4.0	7778.0	13491.0	15626.0	2135.00	15.82
4.5	7926.0	13739.0	15923.3	2184.33	15.89
5.0	8074.0	13991.0	16220.7	2229.67	15.93
5.5	8228.0	14255.0	16530.1	2275.05	15.95
6.0	8384.0	14544.0	16843.5	2299.46	15.81
6.5	8548.0	14857.0	17172.9	2315.93	15.58
7.0	8706.0	15186.0	17490.4	2304.35	15.17
7.5	8869.0	15514.0	17817.8	2303.82	14.84
8.0	9033.0	15842.0	18147.3	2305.30	14.55
8.5	9199.0	16173.0	18480.8	2307.79	14.26
9.0	9362.0	16503.0	18808.3	2305.26	13.96
9.5	9537.0	16824.0	19159.8	2335.83	13.88
10.0	9713.0	17146.0	19513.4	2367.42	13.80
10.5	9896.0	17468.0	19881.1	2413.06	13.81
11.0	10077.0	17792.0	20244.7	2452.69	13.78
11.5	10259.0	18109.0	20610.3	2501.33	13.81
12.0	10442.0	18431.0	20978.0	2546.98	13.81
12.5	10627.0	18753.0	21349.6	2596.64	13.84
13.0	10813.0	19078.0	21723.3	2645.32	13.86
13.5	11006.0	19397.0	22111.1	2714.05	13.99
14.0	11197.0	19721.0	22494.8	2773.77	14.06
14.5	11396.0	20040.0	22894.6	2854.56	14.24
15.0	11596.0	20364.0	23296.4	2932.36	14.39
15.5	11802.0	20747.0	23710.2	2963.22	14.28
16.0	12007.0	21139.0	24122.1	2983.06	14.11
16.5	12221.0	21540.0	24552.0	3011.99	13.98
17.0	12435.0	21949.0	24981.9	3032.92	13.81
17.5	12648.0	22367.0	25409.8	3042.83	13.60
18.0	12862.0	22794.0	25839.8	3045.76	13.36
18.5	13078.0	23228.0	26273.7	3045.70	13.11
19.0	13293.0	23672.0	26705.6	3033.64	12.81
19.5	13516.0	24124.0	27153.6	3029.64	12.55
20.0	13739.0	24582.0	27601.7	3019.65	12.28
20.5	13969.0	25055.0	28063.7	3008.72	12.00
21.0	14201.0	25535.0	28529.8	2994.81	11.72
21.5	14438.0	26022.0	29005.9	2983.94	11.46
22.0	14677.0	26523.0	29486.1	2963.09	11.17
22.5	14953.0	27034.0	30040.6	3006.58	11.12
23.0	15228.0	27552.0	30593.1	3041.05	11.03
23.5	15503.0	28082.0	31145.5	3063.53	10.90
24.0	15778.0	28621.0	31698.0	3077.00	10.75

