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CWU Faculty Senate Minutes - 01/24/1979

Esther Peterson

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MINUTES: Regular Senate Meeting, 24 January 1979
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 Clifford Cunha, Walter Emken, Donald Garrity, Peter Gries, James Hawkins, Robert Mitchell, Phil Tolin, J. Brian Taylor and Robert Yee.

Visitors Present: Don Caughey, Celia Lopez, Eric Darling, Jim Mitchell, Lou Bovos, Waymon Ware and Bill Benson.

CHANGES TO AGENDA

There were no changes or additions to the Agenda.

APPROVAL OF MINUTES

MOTION NO. 1791: Mr. Vifian moved, seconded by Mr. Burkholder, to approve the minutes of the meeting of January 10, 1979. Passed by a unanimous voice vote.

COMMUNICATIONS

The following communications were received:

A. Letter from Corwin King, Chairperson of the Inauguration Planning Committee, dated January 12, 1979, announcing the formation of a committee to plan an inauguration for President Garrity.

B. Memorandum from the Ellensburg Chamber of Commerce, received January 15, 1979, announcing periodic telephone conference meetings with local legislators. All interested persons are invited.

C. Memo from Lyle E. Ball, Dean of the School of Business and Economics, dated January 22, 1979, announcing the establishment of departments within the School of Business and Economics as of January 2, 1979. The departments are Accounting, Business Administration, and Economics.

D. A memorandum from the Senate Academic Affairs Committee, received January 23, 1979, concerning participation in graduation ceremonies.

E. Memo from Ken Hammond, Chairman of the Academic Affairs Committee, dated January 23, 1979, expressing the committee's belief that the Senate could offer suggestions and insights which would promote research--especially that which involves grants and contracts. He invites the Senate Executive Committee to assign to the Academic Affairs Committee a charge to undertake such a project.

F. Letter from the Department of Anthropology Committee-of-the-Whole, dated January 15, 1979, expressing disappointment over the non-reappointment of a member of the department.

G. Letter from James M. Alexander, Chairman of the Anthropology Department, dated January 15, 1979, endorsing the previous communication.

REPORTS

A. Assistant Vice President for Off-Campus Programs (Summer Session Contracts)--

The chairman introduced the subject of summer session and contingency contracts. In response to concerns raised at the January 10 Senate meeting, the chairman had invited William Benson, Assistant Vice President for Off-Campus Programs, to the meeting to answer questions on the subject.

Prior to Mr. Benson's remarks, reference was made to a letter distributed to the Senate. The letter was a copy of Vice-President Harrington's reply to chairman, Kent Richards, History, and addressed itself to the subject of summer school budget in general.
A lengthy discussion with Mr. Benson followed, with several questions raised and answered, but with new questions about the mechanics of issuing and using contingency contracts.

B. Chairman's Report--

Mr. Carlson presented a brief report. He discussed the letter from him which was distributed to Senators at this meeting, explaining it really began as a letter to the President following an Executive Committee meeting where he was asked about the vast amount of faculty non-renewed, so he checked on the circumstances surrounding the issue, finding out that actually it was faculty non-renewal which fell within the normal provisions of the Faculty Code and for a variety of reasons. In spite of contrary rumors, there have been only five non-renewals to this point. He also discussed the last paragraph of his letter regarding faculty concern relating to the filling of Deanships. These positions will be filled by following the same procedures as have been previously followed and will be announced as appropriate. Mr. Carlson stated he will be meeting with the President in the next day or so perhaps to begin the process of the Senate and faculty being involved in selection of committees for the screening process in the near future.

A Reduction-in-Force Plan has not been received as yet by the Senate office. Mr. Carlson pointed out that one of the more positive things to be noted this year is that the last week the President, other administrators, and other people have been in Olympia and their major effort has been directed towards trying to keep the faculty rather than trying to get rid of them.

Mr. Carlson stated candidates for the Library deanship have been on campus. He has turned down the opportunity for them to appear before the Senate, since the Senate was already involved in selecting the screening committee; however, he has met them himself and spent some time with them. There are a number of positive things to say about our University.

C. Executive Committee--no report.

D. Standing Committees--

1. Academic Affairs--Mr. Hammond, chairman, reported the committee met with Mr. Bovos regarding participation in graduation ceremonies by seniors who have not actually completed all graduation requirements--specifically when spring quarter grades are not final and/or summer or fall completion is planned. Mr. Hammond discussed their written report distributed to senators at this meeting.

On behalf of the committee, Mr. Hammond presented the following proposed motion:

"The majority of the Academic Affairs Committee recommends the following policy be adopted:

Those students who have met the graduation requirements during the current academic year and, as determined by the Registrar, those who can reasonably be expected to meet the requirements during the current spring or the following summer quarter may participate in spring graduation ceremonies. Students may appeal the decision of the Registrar to the Vice President for Academic Affairs or his designee.

Names of prospective summer graduates, if included in the program, should be so designated."

Mr. Hammond commented he had intended to present the motion at this meeting to be acted on at the next meeting, but the Senate could act on it at this meeting if they wished to waive the rules.

Mr. Carlson suggested the motion be acted upon at this meeting since the charge to the Academic Affairs Committee resulted from a communication from the Registrar, Lou Bovos, saying this is a problem in that office.

Mr. Bovos spoke to the Senate regarding the motion, saying he had asked for a motion on this matter because students are asking if any decision has been made. Students need to know so they can notify their parents, who in turn may make arrangements to be present for graduation ceremonies.

MOTION NO. 1792: Mr. Lillard moved, seconded by Mr. Harsha, to waive the rules. Passed by a unanimous voice vote.
MOTION NO. 1793: Mr. Lillard moved, seconded by Mr. Harsha, that the Senate accept the Senate Academic Affairs Committee's recommendation, as follows:

"Those students who have met the graduation requirements during the current academic year and, as determined by the Registrar, those who can reasonably be expected to meet the requirements during the current spring or the following summer quarter may participate in spring graduation ceremonies. Students may appeal the decision of the Registrar to the Vice President for Academic Affairs or his designee.

Names of prospective summer graduates, if included in the program, should be so designated."

Voted on and passed by a unanimous voice vote and no abstentions.

Mr. Carlson will ask the Committee to deal with the question of the School of Education and get a report on that before the year is over and also deal with the matter of impediments to research.

2. Budget Committee--

Mr. Marx, Chairman, presented a brief progress report, saying the Committee met with the Budget Advisory Committee and Courtney Jones last Monday, January 22, and were given a report on the status of the new budget.

Mr. Carlson discussed a memorandum he sent to President Garrity and Vice Presidents Harrington and Jones regarding the motion passed January 10 regarding salaries. (Copies of the memorandum distributed to Senators at this meeting.)

3. Code Committee--

Mr. Harsha, chairman, announced the Committee will be sending out a report to Senators next week. He asked that Senators read the report prior to the next Senate meeting.

4. Curriculum Committee--

Mr. Lapen presented a brief progress report saying the Committee has been considering the matter of seniors receiving grades or receiving confirmation of grades prior to graduation ceremonies.

They are also considering a concern regarding Special Topics Course 441. Education 441 Special Topics, a course with a variety of topics which may be included in it, may be escaping the general surveillance that the University has on other courses before they enter the catalog.

5. Personnel Committee--no report.

6. Student Affairs Committee--

Mr. Monte, chairman, presented a progress report. The student newspaper has been running a statement from the committee asking for input from any students regarding two matters of apparent student concern: registration procedures, particularly with regard to the problems upper class students face getting into required class sections; and class withdrawal procedures, particularly with regard to an apparent uneven application of withdrawal policy.

Greg Trujillo met with the Committee regarding the concern of "access to the curriculum" of handicapped students, and one of the things that came up was that faculty have a legal obligation to see to it that any student who takes a class has access to the information in the class.

The Committee is looking into responsibilities of the instructor.

OLD BUSINESS

A. Personnel Committee motion on off-campus assignment problems

MOTION NO. 1794: Mr. Tolman moved, seconded by Mr. Monte, to table the motion until such time as a representative from the Senate Personnel Committee is present to answer questions. Passed by a unanimous voice vote.
NEW BUSINESS

A. Mr. King spoke briefly about the plans for the Inaugural Planning Committee, for which he is serving as chairman.

The committee is interested in getting suggestions on activities which might be staged on campus to support the inauguration and names of possible speakers for a keynote address to be given at a formal inauguration ceremony. He mentioned that the inauguration of a new President gives the University an opportunity to receive a great deal of publicity. He urged anyone with suggestions to send them to him or to one of the other members of the Committee.

B. Contingency Contracts--

MOTION NO. 1795: Mr. Harsha moved, seconded by Ms. Appleton, that the Senate go on record in opposition to contingency contracts and to the offering of summer school contracts which pay salaries on loads as specified in the Faculty Code, Section 3.28.

The chair ruled the motion, as stated, out of order as there were two issues involved, one was summer contracts and the other was funding of equal teaching in the summer under the provisions of the Code.

MOTION NO. 1796: Mr. Vifian moved, seconded by Mr. Tolman, to separate the motion into two parts: one, contingency contracts, and the other having to do with faculty overloads.

Motion No. 1795 was withdrawn by Mr. Harsha. By agreement, Motion No. 1796 was withdrawn by Mr. Vifian.

MOTION NO. 1797: Mr. Harsha moved, seconded by Ms. Appleton, that the Faculty Senate go on record in opposition to contingency contracts. Passed by a majority voice vote and no abstentions.

MOTION NO. 1798: Ms. Appleton moved, seconded by Mr. Denman, that the Faculty Senate go on record in opposition to offering summer school contracts which pay salaries below those specified in the Faculty Code, Section 3.28.

MOTION NO. 1799: Mr. Vifian moved, seconded by Mr. Lopez, to table the motion. Passed by a majority voice vote and no abstentions.

ADJOURNMENT

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

FACULTY SENATE MEETING
3:10 p.m., January 24, 1979
Psychology Building, Room 471

I. ROLL CALL

II. CHANGES TO AGENDA

III. APPROVAL OF MINUTES of January 10, 1979

IV. COMMUNICATIONS

V. REPORTS
   A. Assistant Vice President for Off-Campus Programs
      (Summer Session Contracts)
   B. Chairman
   C. Executive Committee
   D. Standing Committees
      1. Academic Affairs
      2. Budget
      3. Code
      4. Curriculum
      5. Personnel
      6. Student Affairs

VI. OLD BUSINESS
   A. Personnel Committee motion on Off-Campus assignment problems

VII. NEW BUSINESS

VIII. ADJOURNMENT
### FACULTY SENATE MEETING OF

**ROLL CALL**

**SENATOR**
- 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
- Vitian, John
- Yee, Robert
- Shadle, Owen

**ALTERNATE**
- 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

Don Caughtry
Celia Lopez
Eric Durland
Jim Mitchell
Lou Bowes
Wayne Lane
Bill Benson

PLEASE RETURN TO THE RECORDING SECRETARY.
TO: Linda Clifton, Chairwoman, Board of Trustees  
Donald Garrity, President  
Edward Harrington, Vice-President for Academic Affairs  
Bernard Martin, Dean of Natural Sciences & Mathematics  
Frank Carlson, Chairman, Faculty Senate

FROM: James M. Alexander, Chairman

DATE: January 15, 1979

SUBJECT: Endorsement to Memorandum from Committee-of-the-Whole regarding Dr. Kathleen J. Adams

In November, in my written recommendation, I made a very strong positive recommendation that Dr. Adams be granted tenure. Subsequently, in an oral presentation to the Board of Trustees, I reiterated that position.

This action (attached) by our departmental faculty also reflects their unanimous support for granting tenure to Dr. Adams. But I think it also reflects another critical concern; we are being forced into a position of having to sacrifice quality by a need for numerical expediency. This is an intolerable position for both non-tenured (hence vulnerable) faculty and for the welfare of the institution at large. Good academic programs can not long remain viable in such a milieu. Nor can we avoid a certain sense of futility about the seeming inconsequentiality of our exhaustive collective efforts to meet externally imposed numerical goals and still retain program quality.

We see the granting of tenure as being based on criteria having to do with academic excellence. In the case of Dr. Adams, I do not think the criteria were limited to those of academic quality. I am therefore endorsing this action of the Committee-of-the-Whole to help underline the seriousness of our staffing situation at Central Washington University.
TO: Linda Clifton, Chairwoman, Board of Trustees  
Donald Garrity, President  
Edward Harrington, Vice-President for Academic Affairs  
Bernard Martin, Dean of Natural Sciences & Mathematics  
Frank Carlson, Chairman, Faculty Senate  

FROM: Department of Anthropology Committee-of-the-Whole  

DATE: January 15, 1979  

Recognizing that a decision has already been made by the Board of Trustees, members of the Department of Anthropology Committee-of-the-Whole would like to express their great disappointment and concern over the decision made to reappoint Dr. Kathleen Adams for a seventh year of teaching in the Department of Anthropology, with the provision that this be her terminal year of service.

All members of the department recommended granting tenure to Dr. Adams this fall. Her record of professional involvement (through publication, participation in national and international meetings by her own initiation and by invitation, and service to professional organizations) ranks with the very best records of faculty on this campus. She has been active in on-campus affairs such as campus committees and the Faculty Senate, including service on the Senate Executive Committee. Her teaching has received strong positive student evaluations, and students commend her for the unusually great investments of time and interest she gives to providing academic assistance to them.

All of these qualities are ones which have been repeatedly emphasized in the past, and are currently emphasized, as important facets of faculty responsibility at this university. We are particularly disappointed, therefore, with the recent decision, which appears not to take account of Dr. Adams' record.

We would like to reiterate strong departmental support for Dr. Adams in the face of the recent decision.
January 12, 1979

Dear Colleagues:

A committee of faculty members, administrators, and representatives from the Ellensburg Community has been formed to plan an inauguration for President Garrity this spring. As part of its planning, the committee is seeking suggestions from the faculty and staff on two things: Activities which might be staged on campus to support the inauguration, and names of possible speakers for a keynote address to be given at a formal inauguration ceremony.

Activities might include performances by musical or dramatic groups, athletic events, art exhibitions, symposia or workshops sponsored by various schools or departments -- anything which would further the theme of an "Inaugural Spring" at Central. Names of speakers might include outstanding public figures in government, education, the arts, sciences -- anyone of national prominence with a strong reputation in academic circles.

The formal inauguration is tentatively scheduled for a Saturday in early May. Suggestions for activities which can be staged any time Spring Quarter are welcome, and we are especially interested in events which can be conducted during the week preceding the inauguration. If you have ideas on either activities or names of speakers, would you please send them to the Vice-President for Academic Affairs Office (in care of Corwin King) by Wednesday, January 24th. If you have any questions about the inauguration, or about the work of the planning committee, please feel free to contact any of the committee members.

Sincerely,

Corwin P. King, Chairperson
Inauguration Planning Committee

Attachment: Committee Member List
MEMORANDUM

TO: All Departments and Offices

FROM: Lyle E. Ball, Dean
School of Business and Economics

DATE: January 22, 1979

SUBJECT: ESTABLISHMENT OF DEPARTMENTS

The following departments have been established within the School of Business and Economics as of January 2, 1979. The Acting Chairmen of the departments are indicated along with their office and telephone numbers:

<table>
<thead>
<tr>
<th>Department</th>
<th>Acting Chairman</th>
<th>Office</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting</td>
<td>Patrick R. O'Shaughnessy</td>
<td>ShSm 230</td>
<td>3-2355</td>
</tr>
<tr>
<td>Business Administration</td>
<td>Allen K. Gulezian</td>
<td>ShSm 307-B</td>
<td>3-3339</td>
</tr>
<tr>
<td>Economics</td>
<td>Gerald P. Gunn</td>
<td>L &amp; L 346</td>
<td>3-2664</td>
</tr>
</tbody>
</table>

Please direct future correspondence regarding the individual departments to these people.

emj
TO: Donald L. Garrity, President
    Edward J. Harrington, Vice President
    Courtney Jones, Vice President

FROM: Franklin D. Carlson
      Chairman, Faculty Senate

DATE: January 15, 1979

The Faculty Senate, at its regular meeting held on January 10, 1979, passed the following motion:

"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 two 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."

While the motion is not explicit regarding amounts of money, it does reflect what I feel is an honest, accurate reading of the Faculty Senate on this campus which is in favor of moving on the salary scale as part of the salary adjustments for 1979/80. Their motion is consistent with the motion passed last year and which was discussed finally before the Trustees in June of 1978.

My personal wish is that general agreement on the method of distributing any funds could, this year, be reached before the end of the school year and, if necessary, before the actual budget making process in Olympia is complete.

I think it would be helpful for further Senate deliberation if we had some indication of the administration's proposal for distribution of salary monies.
Dr. Kent D. Richards  
Chairman  
Department of History  
CWU, Campus  

Dear Kent:  

Thank you for visiting with me on January 5, 1979, to discuss contingency contracts.  

In your letter you asked the question regarding summer funding, "Once that dollar figure is appropriated (whatever it may be), why not let the departments distribute it as best they can? What is to be gained by cancelling small classes?" The answer is to be found in the matter we discussed, namely, expenditures versus revenue. If the state appropriates $629,000 for Summer School, the state expects that we will return $371,341 in revenue. If we do not make our target enrollment, we will not generate the necessary revenue. Historically, this has meant "returning money to the state" or cutting budgets to balance expenditures against revenue. In this case, Summer School, if we do not make the revenue necessary and do not reduce expenditures i.e., cancel low enrollment classes or those classes with no enrollment, we have only one way left to make up for the lost revenue, that is, take it out of the academic year's budget.  

After discussing the matter with the deans and the President, we all came to the same conclusion; if asked to return funds, there is no way we can take a substantial slice out of the next academic year's budget, particularly if we are talking tens of thousands of dollars.  

In sum, if summer school incurs a loss, the loss must be compensated for by summer session budgets; therefore, the need for contingency contracts.  

Hopefully, next summer's enrollment will be good and there will be no need to cancel classes. Nevertheless, we now have a mechanism to cope with problems if problems occur.
As to "academic hucksterism", I have sufficient faith in the faculty to believe that this problem will not occur. Should any department attempt to "play games" to garner enrollments, the deans have agreed to exercise whatever control is necessary to prevent it.

Finally, I do not agree that contingency contracts are a "step backward." Most colleges and universities throughout the United States have long had such contracts. Further, these same institutions have had fine summer sessions. I hope the same condition will obtain at Central.

If you need further information on this matter, please call me.

Sincerely,

Edward J. Harrington
Vice President for Academic Affairs

cc: Dr. Benson
    Dr. Williams
    VPAC
    Dr. Carlson
To: Faculty Senate
From: Frank Carlson
Chairman, Faculty Senate
Date: January 24, 1979

On Wednesday, January 17, 1979, the Senate Executive Committee met, and in the course of the meeting, several concerns were raised. They might all be put under the title, "What's going on?" Apparently we have a number of rumors feeding on themselves around the campus.

One concern relates to faculty non-renewal. I recognize there is a hard line between what is and what is not legitimate public information regarding non-renewals, but in the absence of public information, which the Executive Committee agrees would not be in the best interests of those concerned or the institution, we have a number of stories circulating.

I would like to put several to rest at this Senate meeting. It has come to our attention that several rumors regarding non-renewals of faculty are circulating. What the Senate Chairman knows is this: There have been only five non-renewals in December 1978. Those non-renewals were recommended for a variety of reasons, but they fell within the normal provisions of the Faculty Code. Some involved degree requirements; some involved actions of Deans, departments, departmental personnel committees, or department members. What was definitely not involved was any semblance of a mini-reduction-in-force based on program needs or student credit hours. To probe further into the matter would, I think, be of no service to the institution, and, more importantly, to the faculty involved. I would especially appreciate the Senators ending the rumors regarding terminations within their departments in the halls and stairways and faculty rooms.

Another, perhaps not so immediate concern relates to the filling of administrative vacancies, specifically, Deanships. The procedures for filling these positions will be announced as appropriate. Any concern over the naming of an Assistant to the President is unwarranted, as the procedures followed in that situation were the same ones followed previously for that position. The Senate and faculty can expect to be involved in the near future in filling positions of concern to us.
MEMORANDUM

TO: Faculty Senate

FROM: Academic Affairs Committee

RE: Participation in graduation ceremonies by seniors who have not actually completed all graduation requirements - specifically spring quarter grades are not final and/or summer or fall completion is planned.

The Committee agrees:

1. Every student who graduates from Central has a right to participate in graduation ceremonies at some time if graduation ceremonies are held.

2. Graduation ceremonies should be available for those who desire to participate.

3. Graduation ceremonies are probably as important or more important to family and friends as they are to the graduate.

4. Administratively and psychologically the summer session is more closely tied to the previous academic year than to the next academic year.

5. Students who complete requirements during fall term should plan to attend graduation in the spring.

The majority of the committee believes the benefits to be gained from allowing prospective spring and summer graduates who so desire to participate in spring graduation outweigh the negative aspects.

1. Family and friends are more likely to participate and enjoy the larger, traditional spring graduation.

2. It avoids the necessity of having summer graduation exercises in which few would participate (especially if they met requirements at the end of the first half of summer session) and few summer graduates would return the next spring.

3. Few students who plan to graduate actually fail to do so.

4. It avoids the necessity of early submission of grades for seniors.

5. It avoids the embarrassment of parents when a student must be removed from the exercises for whatever reason, especially if a grade has not been submitted.

The minority of the Committee believes the honor of attending commencement should only be allowed after all requirements have been officially completed. This means some confirmation of senior grades is required of instructors prior to the end of spring term and some provision made for summer graduates - either ceremonies at the end of summer or allowing them to return for those held the following spring.
The majority recommends the following policy be adopted:

Those students who have met the graduation requirements during the current academic year and as determined by the Registrar those who can reasonably be expected to meet the requirements during the current spring or the following summer quarter may participate in spring graduation ceremonies. Students may appeal the decision of the Registrar to the Vice President for Academic Affairs or his designee.

Names of prospective summer graduates, if included in the program, should be so designated.
TO: Members - Chamber Legislative Committee and other interested groups.
FROM: Your Chairmen - Don Broughton and Dave Foster
SUBJECT: A reminder - Our morning meetings begin next Thursday and Friday.

Kay is including in her monthly Chamber Newsletter a reminder and invitation to our Chamber membership concerning the commencement of our stimulating, eye-opening committee meetings next week. Because there is an outside chance that one or two of you may inadvertently fail to read and digest that outstanding literary work, we are employing this means of communicating to you the fact that we do indeed begin our weekly sessions with Fred Waitman of AWB and with our legislators as follows: Waitman at 7:30 a.m. on Thursday, January 18 and the legislators at 7:00 a.m. on Friday, January 19. JOIN US - THE COFFEE, COMPANY, CONVERSATION AND POSSIBLY EVEN THE CLIMATE WILL BE GREAT!

The foregoing for committee members but to those of you who are not, we invite you to attend and participate. NO FURTHER NOTICE WILL BE MAILED.......

our sessions will continue as long as the legislature is in session.