

12-3-1975

## CWU Faculty Senate Minutes - 12/03/1975

Esther Peterson

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MINUTES: Regular Senate Meeting, 3 December 1975  
Presiding Officer: David Lygre, Chairman  
Recording Secretary: Esther Peterson

The meeting was called to order at 3:15 p.m.

#### ROLL CALL

Senators Present: All Senators or their alternates were present except Craig Allen, Richard Doi, Owen Dugmore, Roger Garrett, Art Keith, Paul Kuroiwa, Nancy Lester, John Purcell and Walter Thompson.

Visitors Present: Don Caughey, David Anderson, Wolfgang Franz, Charles McGehee, Bill Floyd and Bernard Martin.

#### AGENDA CHANGES AND APPROVAL

There being no changes to the Agenda, the chairman ruled it be approved as distributed.

#### APPROVAL OF MINUTES

The chairman said there were three typographical errors to be corrected in the minutes of November 19, 1975. They are: Mr. Dudley's name (page 3), the word "of limits" (page 4), the word "petition" (page 4).

There being no other corrections, the minutes were approved.

#### COMMUNICATIONS

The following communications were received:

- A. Letter from Ed Harrington, dated November 20, 1975, concerning the use of titles (or ranks) bearing the prefix "Acting." This letter was distributed for the Senators' information.
- B. Report from Nancy Lester concerning Code amendments. This will be considered under New Business.

#### CURRICULUM PROPOSALS

- A. Undergraduate Curriculum Proposals, page 418.

MOTION NO. 1347: Mr. Applegate moved, seconded by Mr. Yeh, that the Senate approve the Undergraduate Curriculum Proposals on page 418. Voted on and passed with a unanimous voice vote.

- B. Graduate Curriculum Proposals, pages 64 through 68. The chairman announced a change from Anthro 457 to Anthro 350 on page 65 following the phrase "select by advisement from the following suggested list "

MOTION NO. 1348: Mr. Applegate moved, seconded by Ms. Vogel, that the Senate approve the Graduate Curriculum Proposals on pages 64 through 68.

Mr. Applegate questioned why page 64 lists all of the benefits of the MFA and asked whether all of the catalog entries now are going to show the advantages and benefits of enrolling in a specific program.

The suggestion was made that perhaps someone from the Graduate Curriculum Committee should be asked to give the sense in regard to this matter.

MOTION NO. 1349: Mr. Hawkins moved to amend the motion, seconded by Mr. Gulezian, to delete page 64 and refer it back to the Graduate Curriculum Committee for an explanation. Voted on and passed with a unanimous voice vote.

Motion No. 1348, as amended, was voted on and passed with a unanimous voice vote.

REPORTS

- A. Chairman--Mr. Lygre announced that Willard Sperry of the Physics Department had been injured in an auto accident over the Thanksgiving holiday and is presently in a hospital in Bellevue.

The Faculty Grievance Committee has begun meeting and has run into difficulties in terms of defining their role. They are now considering the possibility of developing appropriate Code amendments which would come to the Senate in the near future.

There will be a Board of Trustees meeting December 12. One of the items that will be on the Agenda is the matter of tenure for those who are eligible. An issue that has been raised concerns the effect of leave of absences on tenure eligibility. There is a policy statement, consistent with Section 2.123C of the Faculty Code, that leaves of absence will not count toward time in tenure eligibility unless there is an agreement in writing to the contrary.

- B. Executive Committee--Mr. Bennett presented his report.

MOTION NO. 1350: Mr. Bennett moved, seconded by Mr. Alumbaugh, that the following persons be appointed to serve on the Ad Hoc Committee on Competence-Based Requirements: Don Cummings, English; Barney Erickson, Mathematics; Ron Frye, Teacher Advisement and Certification; James Goodrich, Communications; Leslie Mueller, Business and Economics; Don Schliesman, Dean of Undergraduate Studies; and Dan Uhruh, Education. Voted on and passed with a unanimous voice vote.

C. Standing Committees

1. Curriculum Committee--No report at this meeting.
2. Student Affairs Committee--No report at this meeting.
3. Budget Committee--Jimmie Applegate reported that the Committee has been meeting as an Extended Committee to consider a salary policy proposal. This Extended Committee has tentatively accepted the Compromise Plan, which was distributed to the Senators last May. This will be submitted, with some modifications, to the Senate early in January. The plan will then be re-written for examination and approval by the Extended Committee and once more presented to the Senate.
4. Personnel Committee--Mr. Vifian said he had no report at this time, other than that he is still gathering information on adjunct professors.
5. Code Committee--No report at this time. Code amendments will be discussed under New Business.

OLD BUSINESS

None at this meeting.

NEW BUSINESS

- A. Proposed Code Amendments--In the absence of Ms. Lester, Ms. Heckart presented Proposed Code Amendments which the Code Committee agreed to present to the Senate. She read a Preamble to the Code amendment proposals as follows: The Code Committee thinks that it is expedient to
- (a) abide by this Code, which we are suggesting to amend, until it is substantially or significantly changed;
  - (b) the institutional philosophy upon which such a Code is based is deemed inappropriate; or
  - (c) this Code and its like is no longer necessary.

Further, it behooves each individual to know his or her rights and responsibilities as set forth in this Code.

MOTION NO. 1351: The Code Committee moved the adoption of their recommendation that the following changes be made on page 35 of the Code:

Section 2.50A (4). Summer salary.

This section be changed to read:

If a faculty member has taught the preceding academic year, his salary for a full time summer session appointment shall be the higher of the following options:

- (a) 1/3 of his salary for the immediately preceding academic year including all salary adjustments, special increments, and cost-of-living or other increases;
- (b) 1/3 of his salary for the immediately following academic year; and it shall be pro-rated for a summer session appointment with less than full-time responsibilities.

Rationale: The summer quarter contains the same amount of teaching time as any other quarter, and the same amount of credit is given for courses. The salary should therefore be the same as in any other quarter.

Discussion on the recommendation followed. Mr. Brooks commented that implementation of the proposal would probably mean that the faculty at CWSC are the highest paid, during the summer in the State. Librarian and Department chairperson salaries would have to be increased. During the summer the faculty work fewer weeks than during a regular quarter and generally have less committee work. The proposal would cause real budget problems.

Mr. Winters spoke to the principle of equity in that the same amount of teaching time and credit is involved during the summer session.

Mr. Jakubek commented that approval of the proposal might well result in fewer faculty members employed during the summer and this would weaken the college's summer program.

Mr. Floyd remarked that the 2/9 arrangement is not equitable. Though there is less committee work in the summer, in some departments there is substantially more work related to students pursuing advanced degrees. Also, the "four quarter" plan allows the possibility that some faculty members working during the summer session are paid on a 1/3 basis while others are paid on a 2/9 basis.

Mr. Brooks responded that Mr. Harrington has assured him that those being paid the full 1/3 during summer session are given additional assignments to make up the difference over 2/9.

Mr. McQuarrie commented that the principle of equity is an important one. However, the problem lies primarily with the state. Until state funding is improved, the present arrangement (2/9) is preferable because it allows for greater numbers of faculty to be employed during the summer.

Motion No. 1351 was defeated with a majority nay voice vote.

A roll call vote was called for.

Aye: Ruth Vogel, Kathy Kingman, Stan Dudley, Dick Alumbaugh, Beverly Heckart, Roger Winters, Jim Applegate, Thomas Yeh.

Nay: Earl Synnes, Jay Bachrach, Curt Wiberg, Richard Jensen, Robert Bennett, Pearl Douce', Madge Young, John Gregor, Duncan McQuarrie, Milo Smith, John Vifian, Betty Hileman, Clayton Denman, Charles Hawkins, Otto Jakubek, Robert Miller, Allen Gulezian.

Abstain: James Brooks, Rosella Dickson.

Motion No. 1351 failed with 8 Ayes, 17 Nays, and 2 Abstain.

Ms. Heckart referred to the next recommendation  
Section 2.50A (5). Interim salary.

The salary for an appointment for the interim period between the end of the full summer session and the beginning of the new academic year shall be 1/2 of the salary should

that faculty member have been employed for a full summer session, provided that such interim appointments shall be made in lieu of an appointment for one term or (1/2) of the summer session.

Ms. Heckart suggested that this proposal should not be considered in view of the defeat of the previous motion.

MOTION NO. 1352: The Code Committee moved the adoption of their recommendation that on page 64 of the Code, Section 3.78E be amended to read,

Should a reduction in force be required, and the faculty must be reduced beyond the anticipated number of retirements and resignations the Vice President for Academic Affairs shall be responsible for recommending directly to the President and Board of Trustees all reduction-in-force that amounts to one or more full time equivalent faculty positions as to September 1 of each year, and all the procedures in the following Section shall then be observed.

Rationale: Theoretically, a faculty member should have the protection of RIF, or else "due cause" should be the reason for his departure. Between 0 and 10 lies a limbo. Practically, this may be solved in other ways, but until a solution is invented, perhaps the faculty should push for full protection.

Discussion on the recommendation followed.

Motion No. 1352 was voted on and passed with a unanimous voice vote and one abstention.

MOTION NO. 1353: The Code Committee moved the adoption of their recommendation to amend pages 9 and 10 of the Code as follows:

Section 1.30A 2(c) Nomination of at-large senators

Proposed to add the underlined material.

Allocation of at-large positions shall be made by the Senate Executive Committee annually prior to the time of nomination and election of the senators, with adjustments made in the order of allocation to reflect the shifts in relative size of the various departments. Those departments with the largest number of faculty members shall receive first priority in such allocation. In case that two or more departments qualify for allocation of the last at large position (by containing the same number of FTE at the time vacancies and elections occur) these departments shall constitute a joint nominating committee.

Section 1.40+. At-large senators, to have one-year terms. Serve six of these.

1.40B. (concerning replacements).

Proposed to add at the end: If he replaces a departmental senator. A replacement for an at large senator, who serves an unexpired term is not disqualified from thereafter serving six full consecutive one-year terms.

1.45. Rewrite to contain two sections, as follows:

A. Except as otherwise provided (Sect. 1.40) terms of service for all departmental senators shall be for three years. Terms of service shall begin on June 15. No departmental senator may be re-elected for more than two consecutive terms.

B. Except as otherwise provided (sect. 1.40) terms of service for senators-at-large shall be for one year. Terms of service shall begin on June 15. No senator-at-large may be re-elected for more than five consecutive terms.

Rationale: Attempt is to remove ambiguities from present code. Opinion at the hearing was against our original proposal in Section 1.40, to fill only vacant at-large positions. Since the Committee had already considered and formulated this alternate solution, it was voted to submit this instead. The attempt is to keep the idea of a senator--that is, coming from a specific department by nomination, and have the representation exact.

Discussion began on the recommendation. It was suggested that perhaps the two sections should be divided and considered separately.

MOTION NO. 1354: Mr. Bennett moved, seconded by Ms. Heckart, to divide the question. Passed by a majority voice vote.

MOTION NO. 1355: Section 1.30 A2(c) of Motion No. 1353 was voted on and passed with a unanimous voice vote and two abstentions.

MOTION NO. 1356: Section 1.40 B and 1.45 of Motion 1353 was voted on and defeated by a majority voice vote and 2 abstentions.

MOTION NO. 1357: The Code Committee moved the adoption of their recommendation to amend page 8 of the Code.

Section 1.25B. Senators who work in two departments.

Proposed to insert the following as a second sentence:

In cases where the workload of a faculty member is divided between two departments evenly and where the faculty member holds tenure in neither department, the faculty member himself shall decide in which department he votes and is represented.

Rationale: Decision for amendment is to clarify an ambiguity and to allow the individual faculty member a preference as to the department with which he identifies.

The recommendation was discussed.

Motion No. 1357 was voted on and passed with a majority voice vote and two abstentions.

MOTION NO. 1358: The Code Committee moved the adoption of their recommendation to amend page 17 of the Code.

Section 1.160 A. Senate Quorum change.

Proposed, to change first sentence only, to read:

A simple majority of the elected members of the Faculty Senate shall constitute a quorum for the transaction of business.

Rationale: The above change is desired by the Senate Executive Committee and will facilitate the conduct of business at times when many Senators cannot be present because of the crush of other duties.

Discussion on the recommendation followed.

Motion No. 1358 was voted on and passed with a majority voice vote and with two abstentions.

MOTION NO. 1359: The Code Committee moved the adoption of their recommendation to amend page 26 of the Code

Section 2.25 A. Reward for terminal degree.

To delete the underlined clause:

For those who are not on contingency contracts, if funds are available, a one-step salary increase will be awarded effective the first of the month following official notice of the completion of the appropriate terminal degree,...

Rationale: This year funds were found available for some people who have finished their degrees since 1973. Some who have finished earlier did not receive the increase. This creates an inequity.

Discussion on the recommendation followed.

Motion No. 1359 was voted on and passed with a majority voice vote and with two abstentions.

MOTION NO. 1360: The Code Committee moved the adoption of their recommendation to amend page 32 of the Code

Section 2.40 B. Consulting and outside work.

Proposed, to add at the end of this section: Such approval shall normally be given.

Rationale: Consulting and outside work of a professional nature should be encouraged, if it does not interfere with assigned duties.

Discussion on the recommendation followed.

Motion No. 1360 was voted on and defeated by a majority nay vote and one abstention.

MOTION NO. 1361: The Code Committee moved the adoption of their recommendation on page 37 of the Code

Section 2.75 A(2) Professional leave replacements.

Proposed, to add the underlined sentence after the original one:

Replacement for persons on professional leave should ordinarily take place within existing faculty. The Vice President shall establish and maintain one floating FTE for the replacement of faculty members who could not otherwise be spared by their departments.

Rationale: Reductions in staff and increases in work-load make it increasingly difficult to cover the position of a faculty member on leave. The result is that deserving people cannot go on leave, and that no new blood circulates--both creating a stultifying atmosphere.

Discussion on the recommendation began.

MOTION NO. 1362: Mr. Vifian moved, seconded by Mr. Alumbaugh, a substitute motion to approve the principle embodied in Motion No. 1361 and send it back to the Code Committee with a request for them to return with a more detailed proposal. Voted on and passed with a unanimous voice vote and one abstention.

#### ADJOURNMENT

The meeting adjourned at 5:10 p.m.

A G E N D A

FACULTY SENATE MEETING  
3:10 p.m., Wednesday, December 3, 1975  
Room 471, Psychology Building

- I. ROLL CALL
- II. CHANGES TO AGENDA
- III. APPROVAL OF MINUTES of November 19, 1975
- IV. COMMUNICATIONS
  - A. Letter from Ed Harrington
  - B. Report from Nancy Lester
- V. CURRICULUM PROPOSALS
  - A. Undergraduate Proposals, page 418
  - B. Graduate Proposals, pages 64 - 68
- VI. REPORTS
  - A. Chairperson
  - B. Executive Committee
  - C. Standing Committees
    - 1. Curriculum
    - 2. Student Affairs
    - 3. Budget
    - 4. Personnel
    - 5. Code
- VII. OLD BUSINESS
- VIII. NEW BUSINESS
  - A. Proposed Code Amendments
- IX. ADJOURNMENT



## FACULTY SENATE MEETING OF

Dec 3, 1975

## ROLL CALL

SENATOR	ALTERNATE
Allen, Craig	
✓ Alumbaugh, Dick	Phil Tolin
✓ Applegate, Jimmie	Neil Roberts
✓ Bachrach, Jay	Peter Burkholder
✓ Bennett, Robert	Robert Bentley
✓ Brooks, James	Edward Harrington
✓ Dickson, Rosella	Margaret Lawrence
✓ Douce', Pearl	Joan Howe
Doi, Richard	Constance Speth
✓ Dudley, Stan	Gerald Brunner
Dugmore, Owen	Robert Nuzum
Garrett, Roger	Lynn Osborn
✓ Gregor, John	Bill Hillar
✓ Gulezian, Allen	Wolfgang Franz
✓ Hawkins, Charles	David Kaufman
✓ Heckart, Beverly	Gordon Warren
✓ Hileman, Betty	Deloris Johns
✓ Jakubek, Otto	Joel Andress
✓ Jensen, J. Richard	Bonalynd Bricker
Keith, Art	George Grossman
✓ Kingman, Kathy	
✓ Klug, Linda	X Clayton Denman
Kuroiwa, Paul	Don Woodcock
Lester, Nancy	Dieter Romboy
✓ Lygre, David	Helmi Habib
✓ McQuarrie, Duncan	Owen Pratz
✓ Miller, Robert	Wallace Webster
Purcell, John	Kent Martin
✓ Smith, Milo	A. James Hawkins
✓ Synnes, Earl	Dolores Osborn
Thompson, <del>William</del> <sup>Walter</sup>	Lee Fisher
✓ Vifian, John	Keith Rinehart
✓ Vogel, Ruth	
✓ Wiberg, Curt	Thomas Thelen
✓ Winters, Roger	Robert Yee
✓ Yeh, Thomas	William Craig
✓ Young, Madge	Joe Schomer

VISITORS

PLEASE SIGN THIS SHEET

Faculty Senate Meeting

Don Cavahney  
Dave Anderson  
Walter Framy  
Charles Weisheit  
Bill Floyd  
Bernard Martin

Last person signing please return to the Recording Secretary.

RANDOM  
ROLL CALL VOTE*Item 1*

<u>SENATOR</u>				<u>ALTERNATE</u>
	AYE	NAY	ABSTAIN	
Earl Synnes		✓		Dolores Osborn
Jay Bachrach		✓		Peter Burkholder
Curt Wiberg		✓		Thomas Thelen
Ruth Vogel	✓			
Art Keith				George Grossman
Richard Jensen		✓		Bonalyne Bricker
Robert Bennett		✓		Robert Bentley
Kathy Kingman	✓			
Pearl Douce'		✓		Joan Howe
Stan Dudley	✓			Gerald Brunner
James Brooks			✓	Ed Harrington
Craig Allen				
Dick Alumbach	✓			Phil Tolin
Madge Young		✓		Joe Schomer
John Gregor		✓		Bill Hillar
Duncan McQuarrie		✓		Owen Pratz
Beverly Heckart	✓			Gordon Warren
Paul Kuroiwa				Don Woodcock
lo Smith		✓		A. James Hawkins
Richard Doi				Constance Speth
Rosella Dickson			✓	Margaret Lawrence
John Vifian		✓		Keith Rinehart
Betty Hileman		✓		Deloris Johns
Walter Thompson				Lee Fisher
✓ Linda Klug		✓	✓	✗ Clayton Denman
Charles Hawkins		✓		David Kaufman
David Lygre				Helmi Habib
Roger Garrett				Lynn Osborn
Otto Jakubek		✓		Joel Andress
Robert Miller		✓		Wallace Webster
John Purcell				Kent Martin
Nancy Lester				Dieter Romboy
Allen Gulezian		✓		Wolfgang Franz
Roger Winters	✓			Robert Yee
Jim Applegate	✓			Neil Roberts
Thomas Yeh	✓			William Craig
W. Owen Dugmore				Robert E. Nuzum

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C O P Y

C O P Y

C O P Y

November 20, 1975

Dr. David G. Lygre  
Chairman, Faculty Senate  
CWSC, Campus

Dear Dr. Lygre:

At the last Board of Trustees meeting you raised questions about the use of titles (or ranks) bearing the prefix "Acting." As I explained at the Board meeting, it has become apparent to us only recently that when statewide salary surveys are conducted the salaries of our "Lecturers" will not be included. As a result our average salaries may continue to appear higher than other institutions. This could mean that sometime in the future the faculty at Central could conceivably receive a lower percentage increase in salary than our sister institutions.

Upon learning of the above situation I directed the deans to use the new titles with the "acting" prefix (letter attached).

You asked if there was a provision in the Faculty Code for such action. I refer you to page 22, 2.15 Special Titles and Assignments.

- A. The Board of Trustees may authorize full or part-time appointments, using titles such as advisor or counselor. These shall be term appointments specifying a starting date and an expiration date. Service in such positions does not count toward tenure. Recommendations for such appointments are processed through departments and the appropriate academic administrators.

If there are further questions please feel free to call me.

Sincerely,

/s/ Ed

Edward J. Harrington  
Vice President for Academic  
Affairs

jm

enclosure - 1



CODE COMMITTEE

Priority List 1.

1. p. 35. 2.50A (4). Summer salary.

Proposed, that this section be changed to read:

If a faculty member has taught the preceding academic year, his salary for a full-time summer session appointment shall be the higher of the following options:

- (a) 1/3 of his salary for the immediately preceding academic year including all salary adjustments, special increments, and cost-of-living or other increases;
- (b) 1/3 of his salary for the immediately following academic year; and it shall be pro-rated for a summer session appointment with less than full-time responsibilities.

Rationale: The summer quarter contains the same amount of teaching time as any other quarter, and the same amount of credit is given for courses. The salary should therefore be the same as in any other quarter.

2.50A(5). Interim salary. (Related to the above item.)

The salary for an appointment for the interim period between the end of the full summer session and the beginning of the new academic year shall be 1/2 of the salary should that faculty member have been employed for a full summer session, provided that such interim appointments shall be made in lieu of an appointment for one term or (1/2) of the summer session.

2. p. 34.3.78E. RIF.

Proposed, to reduce from 10 to 5 (full-time equivalent faculty positions) the number that sets the ponderous RIF machinery in motion. (See lines 5 and 9.)

Rationale: As the College becomes more and more "stable," jobs become scarcer, and the cost of living goes up so that teachers do not wish to retire early, the number "ten" may become harder for the college to absorb. Thus it is possible that a faculty member could be left without the protection of either the RIF policy or of "due cause." This situation could be further worsened by the failure of the school levies and Initiative 314. The faculty may wish to consider reducing this number to zero. The number 5 is proposed here as a compromise measure.

3. p. 9. 130A2(e). Election of at-large Senators.

Proposed, that the section be revised to contain the underlined additions:

Allocation of vacant at-large positions shall be made by the Senate Executive Committee annually prior to the time of nomination and election of the senators, with adjustments made in the order of allocation to reflect shifts in relative size of the various departments. In the case that two or more departments contain the same number of FTE at the time vacancies and elections occur, the tied departments shall constitute a joint nominating committee.

Rationale: This clears up the ambiguity in the section, while avoiding the loss of consecutive service on the Senate-- which is a valuable aspect for committee work.

1. p. 8. 1.25E. Senators who work in two departments.

Decision for amendment is to clarify an ambiguity and to allow the individual faculty member a preference as to the department with which he identifies. There should be inserted as a second sentence in that section the following statement:

In cases where the workload of a faculty member is divided between two departments evenly and where the faculty member holds tenure in neither department, the faculty member himself shall decide in which department he votes and is represented.

2. p. 17. 1.160A. Senate Quorum change.

Proposed, to change first sentence only, to read:

A simple majority of the elected members of the Faculty Senate shall constitute a quorum for the transaction of business.

Rationale: The above change is desired by the Senate Executive Committee and will facilitate the conduct of business at times when many Senators cannot be present because of the crush of other duties.

3. p. 26. 2.25A. Reward for terminal degree.

To delete the underlined clause:

For those who are not on contingency contracts, if funds are available, a one-step salary increase will be awarded effective the first of the month following official notice of the completion of the appropriate terminal degree,...

Rationale: This year funds were found available for some people who have finished their degrees since 1973. Some who had finished earlier did not receive the increase. This creates an inequity.

4. p. 32. 2.40B. Consulting and outside work.

The Code Committee felt that consulting and outside work of a professional nature should be encouraged, if it does not interfere with assigned duties. Proposed, to add at the end of this section: Such approval shall normally be given.

5. p. 37. 2.75A(2) Professional leave replacements.

To add the underlined sentence after the original one:



Replacement for persons on professional leave should ordinarily take place within existing faculty. The Vice-President shall establish and maintain one floating FTE for the replacement of faculty members who could not otherwise be spared by their departments.

Rationale: Reductions in staff and increases in work-load make it increasingly difficult to cover the position of a faculty member on leave. The result is that deserving people cannot go on leave, and that no new blood circulates--both creating a stultifying atmosphere.

6. p. 48. 3.06C Non-renewal of probationary appointments; reason for:

The last sentence presently reads: "If they are notified of non-renewal, they do not have "property rights" of renewal and are not entitled to a statement of reasons." It is proposed to alter the last clause: "...they do not have 'property rights' of renewal but are entitled to a statement of reasons."

Rationale: This simply formalizes what presently happens on campus in most cases. Presumably anyone who has held a probationary appointment has been a member of the College, and as such is entitled to the courtesy of an explanation, however brief.

7. p. 53. 3.45B. Tenure, blanket rule.

To delete the section, which implies that tenure may be granted capriciously. This is in contrast to the other material in sections 3.42, 3.45, and 3.48. If further reasons for granting tenure, and ways of granting tenure exist, then new sections should be written describing these specifically.

Note: List 3 contains clerical items, and minor "housekeeping."

1. p. 3. 0.10 5 (c). Clarification of impasse deadline. Add underlined.

If the Board rejects the proposal(s) and if objections are filed by the Faculty Senate or the president with the Board chairman within fifteen (15) calendar days of that rejection, at least two (2) meetings attempting to resolve differences shall be held between the President, the Faculty Senate Executive Committee, and a member or members of the Board of Trustees within thirty (30) calendar days following the presentation of objections by the Faculty Senate or the President an within t e aca emic year, if possible.

(The present version raises the question, "Within 30 days of what?")

2. p. 3. 0.10 5 (c) i (cc). As above. Add underlined material.

One committee chairperson designated by unanimous agreement of the above committee members. If a chairperson is not selected within twenty-five (25) days following the declaration of an impasse, within the academic year, a new committee shall be designated by the parties.

(As in item 1.)

3. p. 5. 1.01 A (1). Ranks separated from designations.

The item is re-worded below to state which are ranks and which are professional designations. Here looks like an appropriate place to make this clear:

who teach, supervise research or engage in similar academic endeavors in which students receive credit or academic benefit and who hold one of the following academic ranks: professor, associate professor, assistant professor, and instructor; or who hold one of the following professional designations: lecturer, or teaching associate in the Washington Center for Early Childhood Education.

4. p. 24. 2.17 C. (Correction.)

In the last sentence, change "adjunct Professor" to say "Adjunct Instructor."

(The title of "Adjunct Professor" does not appear anywhere, and we think it does not exist. The contracts for these people say "Adjunct Instructor.")

5. p. 29. 2.35 A. (wording)

To clarify by adding the underlined words:

A faculty member who has served eight years in the same rank at Central Washington State College without receiving promotion may request and shall receive a written statement from the Vice-President for ~~Academic Affairs~~ giving the reasons why he has not been promoted.

6. p. 56. 3.5B. (correction)

Last sentence presently reads, "Such faculty members may also properly request waiver of this request." The last word should be "requirement."

Supplement to Code Com Report. Revisions and Additions resulting from the hearing of Dec. 1, 1975

A. p. 64, 3.78 B. (item 2, list 1 of main report.) RIF number.

Proposed, to alter the number that sets the RIF machinery in motion to one:

Should a reduction-in-force be required, and the faculty must be reduced beyond the anticipated number of retirements and resignations the Vice President for Academic Affairs shall be responsible for recommending directly to the President and Board of Trustees all reduction-in-force that amounts to one or more full-time positions as of Sept. 1 of each year, and all the procedures in the following section shall then be observed.

Reason: Theoretically, a faculty member should have the protection of RIF, or else "due cause" should be the reason for his departure. Between 0 and 10 lies a limbo. Practically, this may be solved in other ways, but until a solution is invented, perhaps the faculty should push for full protection.

B. p. 9, 1.30A2 (a) Nominating of at-large senators.

Proposed to add the underlined material.

Allocation of at-large positions shall be made by the Senate Executive Committee annually prior to the time of nomination and election of the senators, with adjustments made in the order of allocation to reflect shifts in relative size of the various departments. Those departments with the largest number of faculty members shall receive first priority in such allocation. In case that two or more departments qualify for allocation of the last at-large position (by containing the same number of FTE at the time vacancies and elections occur) these departments shall constitute a joint nominating committee.

C. p. 10, 1.40. At-large senators, to have one-year terms. Serve six of these.

1.40. (concerning replacements).

Proposed to add at the end: if he replaces a departmental senator. A replacement for an at-large senator, who serves an unexpired term, is not disqualified from thereafter serving 6 full consecutive one-year terms.

1.45. Rewrite to contain two sections, as follows:

A. Except as otherwise provided (Sect. 140) terms of service for all departmental senators shall be for three years. Terms of service shall begin on June 15. No departmental senator may be reelected for more than two consecutive terms.

B. Except as otherwise provided (sect. 1.40) terms of service for senators-at-large shall be for one year. Terms of service shall begin on June 15. No senator-at-large may be reelected for more than 5 consecutive terms.

Reasons for B & C: Attempt is to remove ambiguities from present code. Opinion at the hearing was against our original proposal in C, to fill only vacant at-large positions. Since the Committee had already considered and formulated this alternate solution, it was voted to submit this instead. The attempt is to keep the idea of a senator—that is, coming from a specific department by nomination, and have the representation exact.

Addenda to priority list 2, Proposed amendments submitted by Roger Winters

8. pp. 60-61. 3.72. Termination of Appointments--Cause.

(a) insubordination

Change to:

(a) Grievous and willful insubordination.

Rationale: "Insubordination" is too vague and invites capricious application. While some insubordination may even be desirable in an academic environment, surely such insubordination that is both grievous (causing someone real harm, giving grief) and willful (i.e., intended, not done from ignorance or innocent error) can be cause for dismissal.

9. Delete:

(d) "Physical or mental incapacity."

Rationale: This matter is sufficiently covered by section 3.75, which includes requirement of "clear and convincing medical evidence." The stigma of "cause" should not be imposed on persons dismissed for medical reasons.

10. In (e) "Grievous or willful violation..."

Change "or" to "and."

Rationale: Violation of published rules should be both grievous and willful to be sufficient for termination for cause. See comment for (a) above.

11. Delete (j) "Gross misconduct."

Rationale: Category is too vague. Could be used as a "catch-all" for any conduct not foreseen which proves to be embarrassing or troublesome to the powers that be--this is tantamount to ex post facto laws, prohibited by Federal Constitution, Amendment IX. Preserving this category maintains a standing threat to academic freedom, as a wide variety of forms of so-called "misconduct" could conceivably be fitted into this provision.