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Board of Trustees Minutes, April 23, 1948

Eastern Washington College of Education

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MINUTES OF BOARD OF TRUSTEES

April 23, 1948

The Board of Trustees of Eastern Washington College of Education met in the office of the President at 4:00 p.m. on April 23, 1948. Present: Mr. James E. McGovern, Mr. Dave S. Cohn and Mrs. Leslie Barber, members, and Walter W. Isle, President.

The Board spent some time in the consideration of the agenda of the April 15 meeting, particularly the action concerning salaries of the faculty. The action as outlined in the minutes of the April 15 meeting was again approved.

CONSIDERATION OF SALARY INCREASES:

The Board spent some time in discussing problems arising out of the relationship of the faculty to general procedures of salary determination for promotion in rank and increase of salaries for tenure. The members of the Board were unanimously of the opinion that so far as possible the basic consideration in the determination, both of salary and of promotion, should be the quality of service rendered the college. All formal and mechanical schedules and standards would be accepted only as guides for action and not as binding the administration or the Board to such an extent that exceptions could not be made to permit recognition of superior accomplishments regardless of formal compliance with schedules and standards. The Board further expressed its position that since the members of the Board attempted in no way to restrict the employed personnel in the performance of their duties, similarly it should not be expected that the members of the Administration or the Board would be unduly restricted in the performance of their obligations and duties to the college.

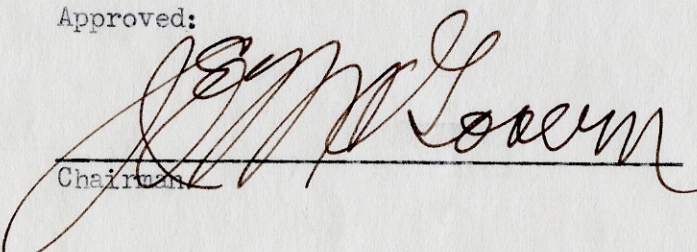
QUARTERLY REPORTS FROM HEADS OF DIVISIONS:

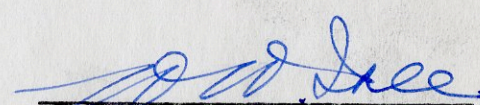
The President was instructed to have the Heads of Divisions submit a report on each member of their divisions quarterly. It was thought that such a series of quarterly reports would place less pressure upon the Heads of Divisions than would the annual reports on which depended the granting of increases.

The President was further instructed to have the Heads of Divisions submit at the end of each quarter an outline of administrative work performed during the quarter which report would be used as supporting information in connection with granting of special increments to Heads of Divisions for administrative work.

The meeting was adjourned.

Approved:


Chairman


President