

4-7-2000

## Board of Trustees Minutes, April 7, 2000

Eastern Washington University

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**EASTERN WASHINGTON UNIVERSITY**  
**BOARD OF TRUSTEES**  
**April 7, 2000, 10:00 a.m.**  
**Riverpoint Campus**  
**Room 118**

**MINUTES**

**Board Members Participating**

Mrs. Jean L. Beschel, Chair  
Mr. Gordon Budke  
Ms. Melisa Dybbro  
Mr. Joe Jackson  
Mr. Neil McReynolds  
Dr. Mark Mays  
Mr. Michael Ormsby

**Board Member Absent**

Ms. Cynthia Shiota

**Staff Participating**

Mr. Scott Barnes, Athletic Director  
Dr. Ronald H. Dalla, Vice Provost and Dean of Graduate Studies and Faculty Development  
Ms. Roxann Dempsey, Administrative Assistant, Business and Finance  
Mr. Ray Giacoletti, Men's Basketball Coach  
Ms. Connie Gross, Secretary to the Board of Trustees  
Ms. Toni Habegger, Chief Financial Officer  
Mr. Michael Irish, Associate Vice President for Facilities  
Dr. Stephen M. Jordan, President  
Dr. Brian Levin-Stankevich, Vice President for Student Affairs  
Ms. Stacey Marsh, Director, Annual Giving  
Ms. Gayle Ogden, Asst. VP of Legal Affairs & Charitable Estate Planning  
Ms. Dana Parker, Academic Personnel Officer  
Ms. Stefanie Pettit, Public Information Officer  
Ms. Jolynn Rogers, Director of Human Resources  
Mr. Rick Romero, Associate Vice President, Business Services  
Ms. Judith Penrod Siminoe, Associate to the President  
Ms. Carol Terry, Director of Budget Services  
Ms. Mary Voves, Vice President for Business and Finance  
Ms. Lesli Younger, Computer Services Consultant II, Information Resources

**Faculty Participating**

Dr. Alex Cameron, Interim Dean of the College of Business and Public Administration  
Dr. Sandra Christensen, Associate Professor and Chair of the Management Department  
Dr. Lynn Stephens, President of the Faculty Organization  
Dr. Peter Dual, Provost and Vice President for Academic Affairs

**Students Participating**

Mr. Danny Caldwell, President of the ASEWU  
Robbie Campy

### **Others Participating**

Mrs. Deborah Danner, Assistant Attorney General  
Dan Hilton, Cross-Country Coach  
Marcia Mecklenburg, Cross-Country Coach  
Dr. Niel Zimmerman, retired Vice President for Academic Affairs and Provost  
Mrs. Judy Zimmerman, EWU retiree and wife of Dr. Zimmerman

### **Call to Order and Quorum, I and II.—Mrs. Beschel**

At 10:08 a.m. Chair Beschel called the meeting of the Board of Trustees of Eastern Washington University to order. A quorum was present at the meeting. It was noted that Trustee Cindi Shiota was unable to attend the meeting because of pressing business matters in Seattle.

Chair Beschel also noted that for Action item IV.G. the Board of Trustees will vote on the Louise Anderson Hall Improvements—Phase 2, rather than delegating authority for such improvements. Delegation on the second and third items will also be unnecessary as they will be considered at the next Board meeting. Chair Beschel then noted an addition to the agenda action items would be IV.H. Housing and Dining Rates.

## **III. Reports**

### **Trustees' Reports, III.A.**

Trustee Ormsby reported on a memo he has prepared for the Board members regarding the Association of Governing Board meeting he and President Jordan attended in New Orleans. The meeting involved incoming chairs of boards and presidents discussing common problems, as well as one-on-one discussions of applying this information to their own institutions. He thanked Chair Beschel and President Jordan for their input on the memo, and asked that board members read the report and provide comments on it, particularly regarding how they think our Board of Trustees may want to function next year. Approximately 13 universities were represented, with about 30 attendees. The facilitator identified global issues, then the participants broke down into teams to discuss and report back to the large group. A lot of good ideas were presented, and it was a good chance to look at what other universities do as an opportunity to improve ourselves. Trustee Ormsby said it was interesting to see that some of the issues other colleges are facing are what Eastern has recently gone through, so we were able to have input on ways of dealing with these issues. It also emphasized how we can look at the positive strides we have made, but also to look at the riskier times ahead—as we move from growth and expansion to future issues of consolidation. Issues such as the upcoming capital campaign and what that means to the university (how the Board fits into it), and how the President spends his time. He asked the board members to please review the material and provide comments prior to the next meeting. He again thanked President Jordan and Mrs. Beschel for their help in pulling together these ideas and issues. He said the conference was a very exciting and exhilarating experience.

Chair Beschel reported that she attended several workshops at the AGB Conference--one concerning the foundation indicated Eastern is doing it correctly. It pointed out how the Board of Trustees and the Foundation Board should be more closely aligned. She received some definitive ideas that she will pass to Phil Akers. Another workshop she attended was entitled "How to prepare for the coming recession." Regarding this, she noted that EWU has formed an Investment Policy Committee that will be looking at having a firm policy in place for the future investment of funds for the university.

Chair Beschel noted that all agenda items have been considered in committees prior to coming before the Board.

Trustee Mays congratulated those who attended the AGB conference. He reported that the Academic Affairs Committee discussed the dean search update, which is moving forward smoothly. They discussed the recent NASC focused interim visit, and he noted that Eastern is moving forward with the program reviews and program audits in an effort to streamline our offerings and maintain academic integrity. The

committee heard presentations on the Centers of Excellence. Perry Higman described a “center of excellence” and the committee discussed music, creative writing, and the university honors program.

Trustee Budke gave an update on the Facilities Committee meeting. The master plan is in process, and an open forum was held at the PUB last week. Progress is being made on the possibility of another residence hall on campus. They also heard a report on the current 2001-2003 capital budget request and the process undertaken to accomplish this. The administration is still distilling and prioritizing feedback from campus before finalizing the budget. The committee also considered discussion and updates on pending contracts.

Trustee Ormsby reported from the Student Affairs Committee, noting that they met in March with students and staff members concerning the Student Health Fee, and have a recommendation for the Board on this agenda.

### **President’s Report, III.B.3.**

President Jordan asked the Board to entertain a late item in the personnel actions to include the hiring of a new men’s basketball coach. Scott Barnes then introduced Ray Giacoletti as the new coach, saying he brings energy and integrity to Eastern’s program. Coach Giacoletti noted how excited he and his wife are to be a part of EWU, and that this is a part of the country they are familiar with. He said he will do everything he can to make us proud of the men’s basketball program in three areas: social/family life, academics, and on the basketball floor. He then left the meeting to go to Seattle to speak with the families of some prospective players.

### **Faculty Organization Report, III.B.1.**

Dr. Stephens said the Academic Senate approved the change in the start date of fall quarter, subject to this being a trial period. She thanked everyone for their efforts in retaining the 10:00 p.m. bus from Spokane to Cheney. Some of the current items in progress are: The Student Learning Environment task force will come forward with recommendations spring quarter regarding scheduling; on Monday the Senate will discuss changing the senate year to start in mid-June rather than September so the incoming officers can be involved in planning for the next academic year; regarding curriculum, the Senate accepted the recommendation from the task force to change the graduation requirements with regard to the integrative studies, with some concern that upper-division ITGS course objectives should be retained so as to provide value to our students in their general education. Continuing this year is work on the Bachelor of Arts in Education programs. The state is still trying to finalize some of the endorsements, so we are looking at curriculum revisions that will be necessary to implement those to hopefully allow students to graduate with a 4-year degree program with a quality program. Noting the transition in the Provost position, Dr. Stephens thanked Dr. Zimmerman for his help and cooperation during her tenure as President of the Faculty Organization, and she welcomed Dr. Dual to his new position as Provost.

### **Associated Students’ Report, III.B.2.**

Mr. Caldwell said he has his speech ready for Founder’s Day. The Associated Students are moving forward with a bid for a sound system for the MPR. \$220,000 has been set aside to redo the MPR and Rendezvous Room, and they have purchased CDs for the juke box in the Rendezvous Room. He gave thanks to the Board and the Administration for agreeing that MTV would be a good option for a student event this year, unfortunately the dates didn’t line up and MTV has said they will not be coming to Eastern. Mr. Caldwell then recognized and thanked faculty and staff who have helped him out during this past year, noting Jim Braukman has helped get the web sites designed. Mr. Caldwell attended a leadership conference in Washington D.C. on March 10-13. He said it was interesting, and had good and bad sides. He reported that the ASEWU has two new council members: Dan Clark for Athletic Affairs and Shane Hart with Legislative affairs. Mr. Caldwell had dinner last night with one of the dean candidates for Arts and Letters. He meets with Don Williams next weekend (the ASEWU president in 1950). There is a Washington Student Lobby meeting next week. The Associated Students are brainstorming ways to make the PUB more of a student union building rather than just food services and meeting rooms. They are also looking at having a student marketplace in the old section of the PUB. The AS is currently taking applications for the EWU Campus Life Service Award (for students only). As an aside, Mr. Caldwell noted that 49 Degrees North has free skiing this weekend.

**President's Report, III.B.3.**

President Jordan welcomed Dr. Peter Dual to his first meeting of the Board of Trustees, and indicated that he has had a busy week. President Jordan jokingly noted that Niel Zimmerman has been here 30 years and still can't get to the meeting on time and at the right location.

President Jordan and Josh Ashcroft did dorm visits last night. He is impressed with our students and their love of the university--there seems to be a high satisfaction rate. He said it is also clear that they are not afraid to address issues—12 students brought up an issue of concern—but they were reasonable and accommodating.

Dr. Jordan reported that the Foundation Board will meet Friday afternoon June 2, to hear the results of the feasibility study from the consultant. He encourages all Trustees to attend that meeting to hear the results and take the next steps.

Matt Chase has accepted a faculty position in the College of Education and Human Development. He received his Ph.D. and will be teaching in the Recreation program. Dr. Jordan noted that Dr. Chase has done fine work as the Dean of Student Life, and wished him the best in his teaching career.

Dr. Jordan said he was happy to be at Riverpoint for this meeting, and noted that Dean Cameron and faculty member Sandra Christensen were in attendance. He announced that two of EWU's students were top on the CPA exam this year.

Dr. Jordan introduced coaches Dan Hilton and Marcia Mecklenburg, and student Amber Johnson, an outstanding member of the cross-country team. He noted that the team GPA was 3.47, and that our team ranked 14<sup>th</sup> nationally. Amber is an academic all American this year. Coach Mecklenburg said Amber was a walk on four years ago, and has been our number one distance runner ever since. She finished 64<sup>th</sup> this year at the national championship, and has over a 3.7 grade point average. Amber is from Spokane, a graduate of North Central High School. She is in the dental hygiene program with one more year to complete, but this is her last season running. Dan Hilton coached and also ran with Amber because of her schedule. . President Jordan congratulated Amber on a terrific job, and also thanked the coaches.

President Jordan mentioned our Centers of Excellence, and noted a press release a week ago regarding an associate conductor of the Spokane Symphony. He said the university initiated conversations about a joint appointment—a ½ time position at Eastern to match the ½ time conductor position with the Symphony. We reallocated a ½ time position to the Music Center of Excellence, and the other half went to Creative Writing. The Symphony has conducted a search and appointed Fabio Costa from Brazil, age 28. Dr. Jordan said this is another example to realize the center of excellence and enhance our cooperation with the community.

Dr. Jordan reported on the AGB meeting regarding the direction of the institution. He said we knew we had to focus around consolidation and enrollment when he came to EWU, and now we need to move into an investment and growth phase. He said we need to avoid the possibility of complacency and insure mutual understanding of our mission and values. We need to insure the direction of the university—part of that will include the budget, the strategic plan, and the capital campaign.

President Jordan then presented the “Success by Six” video clip, noting that EWU is one of three corporate sponsors of the project which helps parents get their children reading by the age of 6.

**IV. Action Items**

**Action Item IV.A.: Minutes of the February 25, 2000 Board of Trustees' Meeting**

***Motion #4-1-00:** “I move that the minutes of the February 25, 2000 Board of Trustees' meeting be approved as submitted, with one title correction.”*

*Motion by Trustee Ormsby; second by Trustee Jackson. Motion carried.*

**Action Item IV.B.: Minutes of the March 23, 2000 Special Meeting of the Board of Trustees.**

**Motion #4-2-00:** *"I move that the minutes of the March 23, 2000 Board of Trustees' special meeting be approved as submitted."*

*Motion by Trustee Ormsby; second by Trustee Jackson. Motion carried.*

**Action Item IV.C.: Resolution for Niel Zimmerman**

Chair Beschel presented retiring Provost Niel Zimmerman with a resolution from the Board of Trustees for 30 years of dedicated service to EWU. Dr. Zimmerman received a standing ovation.

**Motion #4-3-00:** *"I move, with enthusiasm, approval of the resolution for Dr. Niel Zimmerman."*

*Motion by Trustee Ormsby; second by Trustee Mays. Motion carried.*

Dr. Zimmerman gave his thanks to the Board, saying we've been through an awful lot, have seen many changes, but are certainly on an upswing now. He said this was a rewarding chance to work with a lot of helpful people. He took some chances to win rather than giving up. He feels the institution is in good hands, and he was happy to be a small part of that.

Trustee Ormsby mentioned Niel's even and calm leadership, and the remarkable turnaround of the leadership prior to Dr. Jordan's arrival to build the basis upon which Dr. Jordan continued to build. He also thanked Judy Zimmerman for her help as a spouse and her contribution to the university as a staff person—noting they collectively had about 50 years of service to EWU. Thank you!

Trustee Mays said he truly and personally thanked Niel for his guidance, patience and wisdom.

**Motion #4-4-00:** *"I move to add a personnel item regarding a coach; and add the LA Hall contract item, to the Board agenda."*

*Motion by Trustee Ormsby; second by Trustee Budke. Motion carried.*

**Action Item IV.D.: Student Health Clinic Fee Proposal**

Vice President Levin-Stankevich gave a history on this issue, and stated that Eastern's goals are to maintain the highest quality service in the state and excellent access for students (clinic locations and hours of operation). He noted that Eastern has an increasingly residential population, and we want to keep the cost contained. The fee was originally \$35, and has been \$34 since 1996 with increased services available. Dr. Levin-Stankevich said we want to end this period of confusion between providing a clinic service vs. providing health insurance. The administration and the Student Affairs Committee have reviewed a number of options. The Student Affairs Committee proposes a version of option 4: Require that all students with 6 credits or more (except for those out of the service area of the Rockwood Clinic) pay a mandatory health clinic fee with no waiver option and that participation for others be available through optional payment of the health clinic fee.

Trustee Ormsby said that while the plan is not perfect, it is the best alternative we have. He noted that it is not insurance but access to a clinic, and that some students may be unhappy but the majority of the students should be supportive. Trustee Dybbro voiced her support of the fee, and Danny Caldwell said he believes the addition of the mandatory fee may give us even more services.

**Motion #4-5-00:** *"I move that the Board of Trustees accept the student health clinic fee as proposed."*

*Motion by Trustee Budke; second by Trustee Dybbro. Motion carried.*

**Action Item IV.E.: Administrative Exempt Salary Increase**

Chief Financial Officer Toni Habegger reported that in the 1999-2001 budget session the legislature authorized a 3% salary increase effective July 1, 2000. They also gave authority to provide increases beyond 3% provided the funding comes from tuition dollars. The administration recommends an additional 1% increment to be funded from tuition. Of the proposed 4% increase, 2% would be a cost of living adjustment (COLA) and 2% would be for merit. The administration is asking for the Board of Trustees to approve the outlined salary increase.

***Motion 4-6-00:*** "I move that the Board of Trustees approve the Administrative Exempt Salary Increase as presented."

*Motion by Trustee Ormsby; seconded by Trustee Jackson.* Trustee Ormsby noted that the Coordinating Committee has discussed the merit approach, and noted that the goals have been set and are important to how this plan is implemented. President Jordan said this idea was brought forward last year, without a merit provision. We intended to do so, but were reminded by the Deans that the concept wasn't put in place in time for the employees to have notice of how to achieve the merit. We needed to put the goals in place, and then evaluate the employees a year later against the goals for the merit. We need the COLA component, but the merit component will provide some additional recognition of effort.

*Motion carried.*

**Action Item IV.F.: Student and Activities Fees Increase**

Chief Financial Officer Toni Habegger reported that at the February 25, 2000 Board of Trustees meeting the Board approved a 3.6% tuition increase for resident students, and a 0% increase for non-resident students. The students have met and discussed a fee rate increase, and they recommend a S&A fee increase matching the tuition increase: 3.6% for resident students and 0% for non-resident students. Mr. Caldwell said the students are willing to deal with questions regarding the differential in the S&A fees—they feel that non-resident students already pay a very large amount of tuition without increasing the amount of their fees.

***Motion 4-7-00:*** "I move that the Board of Trustees approve the Student and Activities Fees increase as presented."

*Motion by Trustee Budke; second by Trustee Dybbro. Motion carried.*

**Action Item IV.G.: Delegation of Authority**

Chief Financial Officer Toni Habegger said the second 2 items are being removed from the agenda as they will come before the Board in May for vote. The first item regarding LA Hall now comes before the Board as a vote, not a delegation to the Facilities Committee, because the bids came in yesterday. The administration requests the Board of Trustees award the contract for the Louise Anderson Hall Improvements—Phase 2, to Hammer Construction, Inc., for \$822,924. That is the low bid, although our criterion is to choose the best bid, not just the lowest bid. An analysis of this bid was discussed at the Facilities Committee this morning. It was noted that the bid was 20% higher than our estimate, but rejecting it and re-bidding would possibly raise the price and would delay the construction. Analyzing the pros and cons resulted in the decision to request acceptance of the bid.

***Motion #4-8-00:*** "The Facilities Committee recommends that the Board of Trustees award the contract for the Louise Anderson Hall Improvements—Phase 2, to Hammer Construction, Inc., for \$822,924."

*Motion carried.*

Danny Caldwell pointed out the parking problem in Cheney. He is happy to have more rooms available for students, but it also puts more pressure on street parking. This is an issue that needs to be dealt with. Chair Beschel noted that the Facilities Committee was looking at this issue this morning. Rick Romero and Mike

Irish are working closely with the City of Cheney to possibly redirect traffic and/or locate off-street parking.

#### **Action Item IV. H.: Housing and Dining Fees**

Rick Romero brought forth a proposal to continue the housing incentive grants, and increase the rates 3.6%, the same as the tuition increase. He said management has looked at Cheney rates, quality and service initiatives, and the financial position. In 1997 we differentiated ourselves to create a competitive pricing with other universities (we had bottomed out). Our proposed increase is middle of the road compared to the other universities.

A recent survey was conducted regarding dining services and housing. 159 schools participated. This gives us a comparison to 6 peer institutions, including CWU and U of Idaho. 56 of the schools were master's level institutions within a comparable range of size of ours (Carnegie Class). The survey indicates that we are doing a reasonably good job in meeting our students' expectations. Dining services is the low issue of the 15, but it is everywhere, and by a greater margin.

Regarding the financial data, Mr. Romero said this compares 5 years (1996-97 was prior to incentive grants). Incentive grant dollars were kept within the system. Because of adding LA hall, we're getting some economies of scale. We don't have to increase our cost in proportion to an increase in revenue. We could pick up another 150 residents this coming year--1400 double rooms and 300 single rooms--which really helps the equation. Regarding our net income—we are healthy enough to look at taking on more debt and putting money back into the Physical Plant. Regarding the single head of household students, he said we should be okay this coming year, but need to watch for the following year.

President Jordan noted that the WUE grant plus the housing/dining incentive makes an out-of-state education comparable in cost to an in-state one.

The administration is asking for a 3.6% increase in base rates, and the continuation of incentive grants. Chair Beschel questioned looking closely at the incentive grant sometime over the next year or so. Mr. Romero responded that the incentive grant dollars don't escape the system: students opt for single rooms, upgrades, and longer contracts which keeps money in the system. It also gets the students committed at a much earlier point, which helps increase our retention rates. Overall this has helped the financial picture.

President Jordan asked about the Internet. A mandatory fee was begun this year. The residence halls already had service, but the housing system doesn't always work well. He asked at what point the residence hall ISP will be phased out, and if it continues for awhile, can we provide additional training programs for the hall residents. Mr. Romero responded that we terminated the ISP agreement for residence halls this past year, and initiated a new ISP. We have a 3-party agreement with the ISP, the local cable provider and the university. The services with the new ISP are superior. The contract is for 1 year, so we will evaluate the service at the end of this year. Dr. Jordan noted that the dilemma is giving students a dedicated line and not tie up the phone lines. Mr. Romero said we possibly need to maintain an ISP booth every quarter, not just fall. Danny Caldwell said SISNA trained in the fall, but because of timing it didn't happen winter and spring. He agreed that we need to offer those sessions every quarter, or, as President Jordan suggested, just train the Resident Advisors to help their students.

***Motion #4-9-00:*** "I move that the Board of Trustees approve the Housing and Dining Fees for academic year 2000-20001 as presented."

*Motion by Trustee Ormsby; second by Trustee Jackson. Motion carried.*

#### **V. Information Items**

##### **Information Item V.A.: Federal Audit of Eastern's Rural Utilities Service Grant**

Vice Provost and Dean Ron Dalla reported that all was in compliance except the follow-up yearly reports. They are being worked on now and will be completed.

**Information Item V.B.: Special Course Fee Report**

Vice Provost and Dean Ron Dalla said the Special Course Fee Report is a yearly report to the Board that annualizes course fees by college and department. It shows the fees students pay over and above tuition and other fees. In most cases, without these fees things would come to a grinding halt. Trustee Ormsby noted that the Coordinating Committee had questions regarding the Social Work fees and M.Ed. fees. Dr. Dalla responded that the Social Work long distance practicum fees cover the cost of the monitors. The \$200 per credit fee includes tuition, and whatever is left pays for the cost of faculty and their travel. He noted that as we provide more off-site courses we will have to look at the cost of providing them. He said that budgets for programs that go off-site are scrutinized by the Division of Educational Outreach in terms of expenses, and approved by the Provost. The Physical Therapy cost is largely insurance, clinical supervisors, and cadavers.

The Board accepted the report.

**Executive Session, VII.**

AT 12:10 p.m. Chair Beschel announced that the Board would adjourn into Executive Session for purposes authorized in RCW 42.30.110 to discuss personnel issues and seek legal counsel. Following the Executive Session, the Board of Trustees' meeting will resume to take action on the personnel items. The lunch and executive session was estimated to last one and one-half hours.

**Reconvene**

At 1:35 p.m. the Board of Trustees reconvened into open session.

**Personnel Actions, VIII.**

*Motion #4-10-00: "I move approval of the personnel actions as presented, including the addendum for Mr. Ray Giacoletti."*

*Motion by Trustee Mays; second by Trustee Budke. Motion carried.*

**Adjournment, IX.**

At 1:38 p.m. Chair Beschel adjourned the meeting.

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Jean L. Beschel  
Chair

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Stephen M. Jordan  
Secretary of the Board of Trustees