

4-29-1966

Board of Trustees Minutes, April 29, 1966

Eastern Washington State College

Follow this and additional works at: http://dc.ewu.edu/trustees_minutes

Recommended Citation

Board of Trustees Minutes, April 29, 1966. Board of Trustees Records, University Archives & Special Collections, Eastern Washington University, Cheney, WA. http://dc.ewu.edu/trustees_minutes.

This Article is brought to you for free and open access by the Board of Trustees Records at EWU Digital Commons. It has been accepted for inclusion in Board of Trustees Minutes by an authorized administrator of EWU Digital Commons. For more information, please contact jotto@ewu.edu.

Eastern Washington State College

MINUTES OF MEETING OF THE BOARD OF TRUSTEES
Scepter Room, Davenport Hotel, Spokane
Friday, April 29, 1966

The Board of Trustees of Eastern Washington State College met in business session at seven-thirty, Friday, April 29, 1966, with the following present: Messrs. Melvin B. Voorhees and Thos. F. Meagher, and Mrs. R. R. Morrison, members; Mr. Fred S. Johns, secretary; Dr. Don S. Patterson, president of the college; Mr. Henry Koslowsky, Director of Public Information; Dr. Donald F. Pierce, Chairman, Academic Senate; Dr. Kenneth Halwas, president of the Faculty Organization; Dr. Wayne Loomis, Associate Director of Research; Mr. Edwin Melhuish, Director of Housing, and Tom Wood, president of the Associated Students.

In the absence of Mrs. Tanke, it was moved by Mr. Meagher and seconded by Mrs. Morrison that Mr. Voorhees act as chairman for this meeting. Motion carried.

* * * * *

It was moved by Mr. Meagher, seconded by Mrs. Morrison that items "Minutes" through "Travel" be approved as indicated. Motion carried.

MINUTES

The minutes for the meeting of March 25, 1966, were approved.

RESIGNATIONS

Academic

Dr. J. Brenton Stearns, Assistant Professor of Philosophy, as of the end of the academic year, to accept position at University of Colorado

Philip J. Browne, Visiting Instructor in Marketing and Management, as of end of academic year

Non-academic

Devota Goodwin, Food Service Worker I, Tawanka Commons, as of March 22

Ellen Howard, Cook I, Tawanka Commons, as of April 1, 1966

Shirley Shields, Food Service Worker II, Tawanka Commons, as of April 30

Mary Johnson, Housekeeper, Housing, as of April 30 plus 8 days accrued leave

Walter H. Johnson, Utility Man, Physical Plant, as of April 20 plus 18 days accrued leave

NEW APPOINTMENTS

Academic

Forrest M. Amsden, as Placement Officer for Liberal Arts, A-III, on twelve months' basis at \$10,199, with one-third time for instruction in Division of Business and Industry and two-thirds in administration, as of September 1, 1966 (new position)

B. A. (economics), Eastern Washington
College of Education
M. B. A., Gonzaga University

Bernadette Couchard, as Acting Instructor in French for 1966-67 on half-time basis at \$6,800 base rate (replacement for Miss Siri)

Certificat d'Etudes, Angers
Philol. Anglaise, Etudes Pratiques d'Anglaise,
Rennes
Lit. Americaine Lit. Anglaise (ecrit), Paris

Walter M. Hartman, as Instructor in Business Education, at \$7,355 for 1966-67, contingent upon completion of master's degree by September 1966 (new position)

B. A. in Ed.; candidate for M. Ed., EWSC

Gordon D. Martinen, as Assistant Professor of Education, at \$8,241 for 1966-67 (\$8,871 if doctorate is completed by 9/1966) (new position)

B. A. in Ed., M. Ed., Central Washington
State College
Candidate for Ed. D., at University of Idaho

Duane G. Thompson, as Assistant Professor of Psychology for 1966-67, at \$8,550 (\$9,024 if doctorate is completed by September 1966) (new position), with half-time in psychology and half-time in Counselling

B. S., M. S., University of Oregon
Candidate for Ph. D. at University of Oregon

Horace R. Sims, as Assistant Professor of Biology, at \$9,549 for 1966-67 academic year (new position)

B.S., M.S., University of New Mexico
Ph. D., University of Colorado

Sam S. Smith, as Assistant Professor of Music at \$9,549 for 1966-67 academic year (replacement for Colness)

B. A., University of Montana
M. Mus., Northwestern University

April 29, 1966

NEW APPOINTMENTS (Cont'd)

Anna Maria Stefani, as Acting Instructor in Italian on half-time
at base rate of \$6,800 for 1966-67

Abilitazione Magistrale, Istituto Magistrale
Dottore in Lingue e Letterature Straniere,
University of Pisa

Harold Lewis Werner, as Instructor in HPE, at \$7,649 for 1966-67
academic year

B. S. in P. E., Brigham Young University
M. S. in P. E., Washington State University

Shik Chun Young, as Assistant Professor of Economics, at \$8,550
for 1966-67 academic year

B. Bus. Ad., Chun Chi College, Hong Kong
M. A. in Bus. Adm., Baylor University
Graduate work toward Ph. D., WSU

John R. Meersman, Special Part-time Instructor in Business Law,
on one-third time at base rate of \$7,072 for 1966-67 academic
year, contingent upon master's degree by September 1966

B. A., St. Ambrose
LLB., Gonzaga University

Benjamin Chun Pui Chan, as Assistant Professor of Philosophy,
for 1966-67 academic year, salary \$8,550 if doctorate
is completed by September, 1966; otherwise, \$7,943
(replacement for Dr. Stearns)

B. A., St. Paul Bible College
Doctorate expected by June, 1966, Temple University

Stephen Sloan, Assistant Professor of Political Science, for
academic year, at \$8,241 (\$8,871 if doctorate is completed
by September 1966)

B. A., New York University
M. A., New York University
Doctorate expected from NYU

James Dudley Windes, Assistant Professor of Psychology, at \$7,943
(\$8,550 if doctorate is completed by September 1966)

B. A., Arizona State University
M. A., University of Arizona
Ph. D., expected from University of Arizona

James Van Matre, for spring quarter, 1965-66, at \$400 for the
quarter to teach one course

Did not accept

April 29, 1966

NEW APPOINTMENTS (Cont'd)

Student Assistants

William C. Williams, laboratory assistant in psychology, at \$300 for spring quarter, 1965-66
Walter Finney, at \$85 per month)
George Sparks, at \$85 per month) pre-graduate assistants in
Kathy Flett, at \$65 per month) history for spring quarter
Joyce Williamson, at \$65 per month) 1965-66
Anthony Reed, as Teaching Assistant in Art, spring quarter, 1965-66, at \$1025 for half-time
Evelyn Sage, as Teaching Assistant in Art, spring quarter, at \$384.45
Valerie Kahn, as Student Teaching Assistant in Speech, spring quarter, at \$360
Patricia Eisenhower, as Student Teaching Assistant in Speech, spring quarter, at \$360
LeRoy Joireman, as Student Teaching Assistant in Speech, spring quarter, at \$768.90
Judy Jacobsen, as Student Teaching Assistant in Speech, spring quarter, at \$360
Marvin Morasch, as Student Teaching Assistant in Speech, spring quarter, at \$1153.35
Margaret Palmer, as Student Teaching Assistant in Speech, spring quarter, at \$384.45
Harry Boyd, as Student Teaching Assistant in Mathematics, spring quarter, at \$600
Terry M. Anderson, as Student Teaching Assistant in Mathematics, spring quarter, at \$600
John Vick, Graduate Teaching Assistant in Industrial Arts, spring quarter, at \$652.40
Judi Haugen, as Student Teaching Assistant in Speech, at \$384.45 and Graduate Fellow (half-time) at \$300, spring quarter
Ronald Wildey, special part-time Instructor in Music, at \$410.85 for spring quarter

Summer Quarter, 1965-66, Changes and Appointments

See attached list

LEAVES OF ABSENCE

Darrell W. Bachman, Assistant Professor of Psychology, for 1966-67, to continue graduate work at University of Oregon
Robert F. Bender, Associate Professor of Business and Accounting, change from sabbatical leave to leave of absence w/o pay, 1966-67, to accept faculty internship at St. Louis under sponsorship of Hasking & Sells, public accounting firm

Withdrawn
5/20-66-

April 29, 1966

✓ TRAVEL

- Robert Boren, round trip, Salt Lake City-Spokane, for interview in speech
- O. C. Haugen, Jr., Assistant Professor of Business Management, to attend meeting of Academy of Management, Monterey, California, March 29-April 3, \$122
- Charles Hedtke, Assistant Professor of History, to attend organizational meeting for East Asian Inter-University Program, San Francisco, June 15-20, travel and per diem
- Chisato Kawabori, Instructor in HPE, to travel to Los Angeles, March 18-27, student visitation, \$186 maximum
- Clara Kessler, Foreign Student Adviser, to attend national convention of foreign student advisers, May 3-7, Chicago, travel and per diem
- Francis J. Schadeegg, Associate Professor of Geography, to take four students on field trip to Missoula, April 14-16, travel and per diem
- Lloyd W. VandeBerg, Professor of Industrial Arts, to attend national convention of American Industrial Arts Association, April 19-24, San Francisco, travel and per diem
- Obed Williamson, Professor of Education, to attend annual meeting of Philosophy Society, St. Louis, April 4-6, \$145 travel
- James Windes, round trip, Tucson-Spokane, April 6-8, for interview in psychology
- Frank T. Tikalsky, round trip, Denver-Spokane, \$144.90, for interview in education
- R. Judson Mitchell, round trip, South Bend-Spokane, April 7-8, travel
- Grant R. Thomas, Associate Professor of Business Administration, to attend American Association of Collegiate Schools of Business, San Diego, California, May 26-27, approximate cost, \$199.20

Student Travel from ASB funds

- Twelve students (Tom Hayden, alternate, Larry C. Curtis, Dan Haugen, Maureen Appel, Marsha McKeevar, Joe Roester, Tim N. Fricke, Rick Ransom, Mary Austin, Miles Breneman, Kalus Lankeit, Laqi Hansen, Hilja Hylarinen) to attend Model United Nations XVI Far West Conference, April 26-May 1, San Francisco, \$52.70 each
- Four students (Jacqueline Hemphries, Roger E. Harman, Peggy Diane Turbough, Charles E. LaBounty) to attend Western Psychological Association Convention, April 27-May 1, Los Angeles, \$132.88 each
- J. Thomas Wood and Edward Chandler, to attend Pacific Student Presidents Association, El Paso, May 4-8, \$185 (approx) each
- Karen Carter, Wm. C. Williams, same meeting and cost as above

April 29, 1966

APPEARANCE OF ARCHITECT

Mr. John P. O'Neill appeared and presented a brochure to the trustees and requested consideration when an architect for the general classroom building is selected. The chairman thanked Mr. O'Neill for his presentation.

* * * * *

At this point the meeting was moved next door to the Gothic Room to accommodate a large number of students who were present for the meeting.

REQUEST FOR AFFILIATION WITH NATIONAL FRATERNITIES

Dick Taylor, president of Epsilon Sigma, requested permission for that local fraternity to affiliate with Lambda Chi Alpha. Mrs. Morrison asked if the affiliation had been approved by the Student Personnel Council and the Academic Senate. Dr. Patterson said that it had. It was moved by Mrs. Morrison, seconded by Mr. Meagher, that the requested authority be granted. The motion carried.

Gary Schmitt, president of Beta Delta Theta, requested permission for that local chapter to affiliate with Sigma Nu. Dr. Patterson reported that the Student Personnel Council and the Academic Senate had approved the request. Mr. Meagher moved that the requested authority be granted. The motion was seconded by Mrs. Morrison. Mr. Voorhees noted that the national constitution of Sigma Nu contained a discriminatory clause and asked if that problem had been solved. Mr. Schmitt stated that a "waiver with honor" would be granted to the local chapter, and that the Student Personnel Council and the Academic Senate were aware of this when they recommended approval. The motion was carried.

CONSIDERATION OF FEE DISTRIBUTION: AMS, AWS, and ALUMNI ASSOCIATION

Dr. Patterson and Mr. Johns explained that the last legislature had expressed its intent that there should be uniform distribution of fees by purpose at the three state colleges, and that in order for Eastern to become uniform, it would be necessary to reduce student purpose fees by \$0.50 per quarter. Since most of the student purpose fees are pledged against building bonds, and the student activity fee is already scheduled to be reduced by \$5.00, the only practical approach seems to be a reduction of \$0.50 from either the alumni fee or AMS-AWS fee, or a combination of both. Tom Wood, president of the Associated Students, recommended that the AMS-AWS fees be maintained at the present \$0.50 and that the alumni fee be reduced by \$0.50. After considerable discussion, it was moved by Mr. Meagher that this item be tabled and that the present fee structure be continued. The motion was seconded by Mrs. Morrison and carried.

April 29, 1966

CHANGE ORDERS

Dr. Loomis recommended approval of two change orders to building contracts:

A change in the vending room arrangement in Dressler Hall

\$244.57

Installation of safety valves on the heating plant conversion project

\$1,209.60

It was moved by Mr. Meagher and seconded by Mrs. Morrison that the change orders be approved. Motion carried.

STREETER HALL PLANS

Mr. William Carlson, Streeter Hall architect, reported that a request to increase the project budget would be made at a later meeting, but that he was not ready to make the request at this time because the working drawings had not been completed. He presented samples of alternate types of brick that could be used in the building. It was moved by Mr. Meagher that the determination of the brick to be used be left to the discretion of the design architects. The motion was seconded by Mrs. Morrison. Mr. Carlson stated that he would probably make the selection on the basis of lowest cost. The motion was carried.

PERSONNEL COMMITTEE RECOMMENDATIONS

Mr. Voorhees reported that all items on the agenda of the Personnel Committee had been approved at their meeting earlier in the day. It was moved by Mrs. Morrison, seconded by Mr. Meagher, that the action of the Personnel Committee be approved. (See attached recommendations). The motion was carried.

INTERIM FINANCING FOR STREETER HALL

Mr. Johns reported that all banks in Spokane County had been requested to propose the interest rate they would charge for an interim construction loan of \$1,700,000.00 to finance Streeter Hall and that two bids had been received:

Seattle-First National Bank, at 3.10%

Old National Bank at 3.23%

He recommended that the low bid of Seattle-Frist National Bank be accepted. It was moved by Mrs. Morrison and seconded by Mr. Meagher that the recommendation be accepted. Motion carried.

April 29, 1966

CHANGE IN GRADE POINT REQUIREMENT FOR MAJORS

Dr. Donald Pierce, chairman of the Academic Senate, summarized the written rationale (copy attached) in favor of changing the major grade point graduate requirement. Mr. Meagher said that he was impressed by the logic of the rationale and he quoted several paragraphs from it, referring to the dilemma in which the 2.25 requirement puts the professor in assigning a grade to a major student in that subject. Mrs. Morrison said that if a student averages no more than a "C" in his major field, he is probably in the wrong major and that she disliked the implication that the professors would assign grades on extraneous factors. Mr. Voorhees questioned several of the points in the rationale and said that he felt that several of the arguments could be reversed with just as much validity. Dr. Pierce asked whether the board might wish the Senate to reconsider the matter in light of the board's questions. Mrs. Morrison moved that the matter be returned to the Academic Senate for reconsideration. The motion was seconded by Mr. Meagher who said that he was doing so because of the evident concern of the other two members. Motion was carried.

NON-DISCRIMINATORY POLICY ON OFF-CAMPUS HOUSING

Dr. Patterson reported that a staff member of the State Board Against Discrimination had contacted college administration concerning a policy of non-discrimination in listings and referrals of available off-campus housing for students. Dr. Patterson suggested that the policy be stated in the college catalog and that a non-discrimination agreement be printed on the back of the cards filed with the Housing Office by persons offering housing, with the landlord's signature indicating agreement with all of the terms and conditions on the card. Mr. Meagher moved that the administration be instructed to bring the existing law and college policy to the attention of all persons who may be concerned through whatever media are appropriate. The motion was seconded by Mrs. Morrison and carried.

LAND TRADE STATUS

Mr. Johns reported that he had extended an offer to the City of Cheney whereby the college would give the city Lots 1-8 of Block 24 of the Reservoir Park Addition and \$6,900 in exchange for Block 10 of the Reservoir Park Addition and Lot 5 of Block 111 of the Second Addition to the town of Cheney. He said that this offer was considered by the Cheney City Council at its meeting of April 26, 1966, and that it had been rejected by a four to three vote. After discussion of the college land acquisition needs, it was moved by Mr. Meagher seconded by Mrs. Morrison that the administration be authorized to offer to purchase Block 10 of the Reservoir Park Addition from the City of Cheney at a price not to exceed \$13,750.00. Motion carried.

April 29,

UTILIZATION OF DORMITORY SPACE FOR 1966-67 ACADEMIC YEAR

Dr. Patterson introduced Mr. Edwin Melhuish, Director of Housing, and asked him to report on the status of plans under consideration for the temporary conversion of Dressler Hall to a women's dormitory, and Monroe Hall to a men's dormitory. Mr. Melhuish said that due to the possible effects of the military draft, the need for additional women's housing and the financial needs of the Housing Fund to supplement the Streeter Hall construction budget, he felt it would be wise to temporarily assign Dressler Hall as a women's dormitory and Monroe Hall as a men's dormitory. This would permit the college to reduce the over-loading of Anderson Hall and still provide 145 additional spaces for women next fall beyond the number housed last fall. He estimated that if this change were not made, there would be 150 vacancies in the men's dormitories next fall resulting in a reduction of \$100,000.00 below the gross revenue already budgeted for next year.

Tom Wood introduced Steve Small to present the findings of the students. Mr. Small said that the students had not been informed about this plan until the previous Tuesday and had, therefore, not had time to evaluate the plan or to come up with any alternate proposals. He said that he thought the students were opposed to the plan, but he wanted to make sure. John Newman, representing Sutton Hall, said that the residents of Sutton had voted in favor of the plan outlined by Mr. Melhuish. Mr. Small said that he had based his statement on behalf of Pearce Hall, but that he was also chairman of an Associated Student committee appointed the previous night, made up of two representatives from each of the dormitories. He said that this committee would report its findings and recommendations at the next board meeting. Mr. Meagher asked Mr. Melhuish whether the timing of the matter required action at this meeting. Mr. Melhuish replied that the timing affected the Dean of Women's problem in recruiting of dormitory counselling staff for next year, but that no problem of timing affected his office. Dr. Patterson noted that this item was on the agenda for discussion only, and that no action was requested of the board.

DISCUSSION OF DIMINISHING CHARGE EACH QUARTER FOR DORMITORY ROOM RENTAL

Mr. Johns reported that a plan was under consideration to redistribute the annual room rental charge, increasing the fall quarter rental and correspondingly decreasing the spring quarter rental. He cited statistics for recent years indicating that spring quarter occupancy drops to approximately 70% of capacity. This was an information item only, and no action was requested or taken.

April 29, 1966

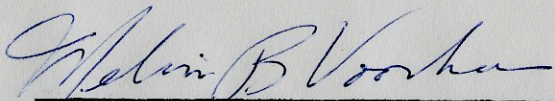
NEW BUSINESS

Mrs. Morrison stated that there was a need to firm up plans for Mrs. Streeter's visit in June and asked for suggestions from the board members. Dr. Patterson said that he would arrange for an early meeting of the 75th Anniversary Committee at a time when Mrs. Morrison would be able to attend. Mr. Koslowsky offered to arrange the meeting for the following Wednesday morning.

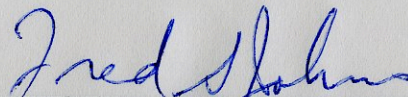
ADJOURNED

The meeting was adjourned at 10:25 p.m.

APPROVED



Melvin B. Voorhees, Acting Chairman



Fred S. Johns, Secretary

Eastern Washington College of Education

INTRA-COLLEGE MEMORANDUM

TO: President Patterson
FROM: Joe W. Chatburn, Coordinator of Summer Quarter
DATE: April 14, 1966 RE: 1966 Summer Quarter Staff

Please make the following corrections and additions:

Resident:

Add Raymond P. Krebsbach General Academic Services
June 20-August 19, 100%

CREATIVE ARTS

Resident:

Change Ralph D. Manxo from 47.2% to 86.7%
William C. Wharton from 53.3% to 60.0%

Visiting:

Add Rudy Autio, M.F.A., W.S.U. Art
Assoc. Prof. of Art, Univ. of Montana
Home address: West Rattlesnake, Missoula, Montana
August 8-12, \$400

BUSINESS AND INDUSTRY

Visiting:

Add Kenneth Brown, B.A., W.S.U. Industrial Arts
Spokane Community College
E. 3403 Mission, Spokane
June 20-August 19, \$700

Resident:

Change Elroy C. McDermott from August 5 to August 19
Russell J. Smith from 45.4% to 77.8%
Norman Thompson from August 5 to August 12
~~AND FROM~~ 77.8% to 100%
Orland Killin from 58.3% to 77.8%

EDUCATION AND PSYCHOLOGY

Resident:

Change Robert C. Smith from August 5 to August 19
and from 77.8% to 100%
Roland B. Lewis from 77.8% to 100%, from August 5 to August 19
T. Keith Midgley from 77.8% to 100%, from August 5 to August 19

Visiting:

Add	David B. Jensen, M.S., Indiana University 250 S. First West Monticello, Utah 84535 June 20-August 5, \$1,400	Education
	Sister Dolores Marie (Armstrong) Ph.D., Stanford Fort Wright College, Spokane 99204 June 20-August 12, \$1,700	NDEA Institute (Psychology)
	Joseph B. Sidowski, Ph.D., Univ. of Wisconsin Prof. of Psychology, San Diego State College June 20-August 5, \$2000	Psychology

Teaching Assistants:

Charles LaBounty (908 W. 19th, Spokane) June 20-August 19, \$300	Psychology
Robert Dibble (N. 2427 Long Rd., June 20-August 19, \$300 Greenacres)	Psychology

HEALTH, P.E., RECREATION AND ATHLETICS

Change spelling of Dr. John Mitchem

HISTORY AND SOCIAL SCIENCES

Visiting:

change Donald Wade from August 8-19 to June 20-August 19 History
and from \$350 to \$850

LANGUAGES AND LITERATURE

Visiting:

Change	Gordon Aadland Vernon Loland Katherine Taber from June 20-August 19 to <u>June 20-August 5</u>	
Add	Theophane Couillard, M.A. West. St. Col. June 20-August 19, 100%	English

Eastern Washington State College

Intra-College Memorandum

TO: Dr. Don S. Patterson, President

FROM: Fred S. Johns, Business Manager

DATE: April 22, 1966

RE: RE-DISTRIBUTION OF FEES, AMS-AWS AND ALUMNI

The following tables illustrate the approximate annual fee revenue that would be allocated to the Associated Men Students and Associated Women Students and to the Alumni Association if the AMS-AWS fee were reduced from \$.50 to \$.35 per quarter and the Alumni Fee were reduced from \$1.00 to \$.65.

	AMS-AWS		ALUMNI ASSOCIATION	
1963-64	@ \$.50	\$3,800	@ \$1.00	\$ 9,300
1964-65	@ \$.50	\$4,300	@ \$1.00	\$10,500
1965-66	@ \$.50	\$5,000	@ \$1.00	\$12,200
1966-67	@ \$.35	\$4,000	@ \$.65	\$ 9,000
1967-68	@ \$.35	\$4,300	@ \$.65	\$ 9,700
1968-69	@ \$.35	\$4,500	@ \$.65	\$10,000

AMS-AWS: Based upon the Census Board forecast of \$4,250 full-fee-paying students in Fall Quarter 1967, fee revenue to AMS-AWS in the 1967-68 fiscal year would approximate the revenue received by these organizations last year.

Alumni Association: The Alumni budget pays one-half the salary cost of a Secretary-Stenographer I position in the Field Services office. If the entire cost of this position were to be charged to the Field Services budget, the reduction in expense to the Alumni budget would have the same effect as an increase of \$2,000 per year in revenue. If this change were made, the Alumni could have an operating level with a \$.65 fee next year which would be \$500 greater than last year's operating level.

FSJ:sh

cc: Board of Trustees
File

Eastern
Washington



State College

Business Office

Cheney, Washington

NOTICE OF MEETING

Members and interested persons are hereby notified
that a meeting of the Personnel Committee for Eastern
Washington State College has been called by the chair-
man. The meeting will be held at 4:00 p.m., April 29,
1966, in the Scepter Room of the Davenport Hotel.

By order of

Mr. Melvin B. Voorhees
Chairman

Mr. Pat L. Hunt
Personnel Director
and Secretary



Eastern Washington State College
AGENDA FOR PERSONNEL COMMITTEE MEETING
4:00 p.m., April 29, 1966
Scepter Room, Davenport Hotel, Spokane, Washington

I. PROPOSED ALTERATIONS TO COLLEGE COMPENSATION PLAN

1. Redesignation of Pay Ranges

Explanation: The \$215 per month figure, which is the A Step for the proposed range 1, converts to an hourly rate of \$1.24. At the present time, even part-time help is paid \$1.25 per hour. The dollar amounts set forth as steps in both our present and proposed rate schedule are identical with those of the State Personnel Board. This College and the State Personnel Board establish Civil Service salaries under the same law. It follows that similar work should have similar pay since the criteria set forth for the two jurisdictions are identical. The reduction of each of our range numbers by 13 would put our rate schedule on an equal basis with the State making for ease and accuracy in comparisons. (See Exhibit I)

Recommendation: It is recommended that the College compensation plan be altered and that the Director of Personnel be instructed to renumber the pay ranges by reducing each pay range by 13, this action having no effect on the dollar amount scheduled.

2. Reduction in Number of Steps

Explanation: Present practice is for new employees or promoted employees to serve only six months in the first of the range at the end of which time they receive an increment at the second step. This concept had its beginning in the need by employees for a salary increase at the end of six months to off-set withholding for the State Employees Retirement which was mandatory and for which withholding was made beginning with the seventh month. State Retirement membership is now mandatory on the first day of employment; therefore the impact on the employee's income is immediate. Additional factors are discussed in Exhibit II.

Recommendation: It is recommended that the College compensation plan be altered and that the Director of Personnel be instructed to reduce the number of steps for each range from 6 to 5 by eliminating the dollar amount shown for the present Step A and substituting the amount shown for the present Step B, similar substitutions to be made for each of the remaining steps with the exception of Step F which is to be eliminated. This action is solely an adjustment to the schedule and therefore shall have no effect on the dollar amount being received by an employee as salary.

3. Salaries for Step A Employees

Explanation: With the reduction of the number of steps in each range, some decision should be made concerning the salary for employees who were in the deleted Step A. It is important that any new salary for affected employees should not exceed that received by other employees in the same classification who may have longer service records. (See Exhibit III)

Recommendation: It is recommended that effective July 1, 1966, all employees who on June 30, 1966, were receiving salaries equal to the dollar amount then shown as Step A in the six-step range receive a salary increase to amount shown as Step A in the five-step range. Employees so affected to have their annual pay increment to Step B of the five-step range on July 1, 1967, and that the Director of Personnel be instructed to perform the administrative and technical work required to implement this action.

4. Salaries for Promotional Employees Serving in ^aStep for Six Months

Explanation: This action is needed to provide direction for paying promoted employees to whom we have committed an increase in six months. Under Agenda Item I-3, new employees and promoted employees serving in Step A are recommended for July advancement. Similar action is recommended for those employees whose salary at the time of promotion placed their new salary at some step other than A. (See Exhibit IV)

Recommendations: It is recommended that employees who on June 30, 1966, are receiving salaries which had been fixed in accordance with the promotional rules as salary for the first six months, receive a salary increment on July 1, 1966, and have July 1 established as their annual salary increment date, this action to have no effect on other salaries or dates, and that the Director of Personnel be instructed to perform the administrative and technical work required to implement this action.

5. Time between Increments for New Employees or Newly Promoted Employees

Explanation: Earlier items of this agenda would place our present employees on an annual basis for all steps. Consideration should be given to similar action with regards to new employees. (See Exhibit V)

Recommendations: It is recommended that individuals placed on original or promotional probation on or after July 1, 1966, have their annual salary increment dates established as the first day of the pay period nearest the anniversary of such probationary appointment.

II. SALARY INCREASES TO THE CLASSIFIED STAFF

Explanation: A salary survey has shown that while a few of the classified salaries at Eastern are equal to or above the prevailing rates, some are substantially below. The schedule recommended to you reflects selective allocating of available funds calculated to bring the jobs found to be low up more nearly to the prevailing rate. Funds for this specific purpose have been provided through action of the legislature. (See Exhibit VI)

Recommendation: It is recommended that the Personnel Committee adopt the proposed rate schedule thus increasing staff salaries.

III. ADOPTION OF NEW SPECIFICATIONS AND CLASSIFICATION OF NEW POSITIONS

Explanation: If administrative approval is granted sufficiently early to allow time for the administrative and technical work required, you will be asked to approve the specifications for the work and to classify two new positions. One of these positions is to be concerned with supervision of residence cleaning and maintenance, and the other would concern programming duties in connection with the new computer which Eastern will be receiving. (See Exhibit VII)

EXHIBIT I

Present Range Number

10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53

\$176 - \$215
183 - 224
191 - 234
201 - 244
207 - 254
215 - 265
224 - 277
234 - 289
244 - 301
254 - 315
265 - 328
277 - 342
289 - 358
301 - 373
315 - 390
328 - 407
342 - 424
358 - 443
373 - 462
390 - 483
407 - 504
424 - 527
443 - 550
462 - 575
483 - 601
504 - 627
527 - 655
550 - 685
575 - 715
601 - 747
627 - 781
655 - 816
685 - 863
715 - 892
747 - 932
781 - 974
816 - 1018
853 - 1064
892 - 1112
932 - 1162
974 - 1215
1018 - 1270
1064 - 1327
1112 - 1377

Proposed Range Number

Abolish
Abolish
Abolish
Abolish
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40

EXHIBIT II

Proposal

Reduce each pay range to five steps rather than the present six and require one year of service in every step before a pay increment is granted. This would be accomplished by dropping the present step A which is the step in which a new employee must now remain for six months.

Mechanics

Each employee who, on June 30, 1966, is receiving pay based on the present A step of his range would be increased to the new step A. All employees who, on June 30, 1966, are receiving pay based on steps in their present range other than A would not be reduced in dollar amount received but would simply have the letter designating that amount adjusted as follows:

Present	A	B	C	D	E	F
Proposed	A	B	C	D	E	

Justification

There are actually two problems in connection with our staff compensation plan which are in need of attention this July. The first and most obvious is to increase the pay for certain classifications in accordance with the letter and intent of the state civil service law and legislative appropriation. The second problem is not peculiar to any particular classification, but is a maintenance item of general nature and is needed to improve our recruiting position. A typical position at Eastern Washington State College is compared with its counterpart at Eastern State Hospital and Lakeland Village as follows:

Clerk-Typist I

<u>EWSC</u>	<u>ESH</u>	<u>LV</u>
265	277	277
277	289	289
289	301	301
301	315	315
315	328	328
328		

From this comparison it can be seen that although the three jobs are graded properly, Eastern Washington State College has a decided disadvantage since we must offer a step lower to our starting employees for the same work. While it is true that we have only required six months of service before moving to our step B, our competition requires only similar service before their first pay increment. An alternative to this proposal would be to simply raise all classifications one step for the specific purpose of equalizing starting pay. This would, of course, cause numerous positions to be overpaid at their top step and would represent an expenditure approximately equal to legislative appropriations for salary increases for the coming fiscal year.

PROPOSED PAY RANGES IN MONTHLY AMOUNTS
EASTERN WASHINGTON STATE COLLEGE
JULY, 1966

STEPS

<u>Range No.</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	
14	207	215	224	234	244	254	Present
1	215	224	234	244	254		Proposed
15	215	224	234	244	254	265	Present
2	224	234	244	254	265		Proposed
16	224	234	244	254	265	277	Present
3	234	244	254	265	277		Proposed
17	234	244	254	265	277	289	Present
4	244	254	265	277	289		Proposed
18	244	254	265	277	289	301	Present
5	254	265	277	289	301		Proposed
19	254	265	277	289	301	315	Present
6	265	277	289	301	315		Proposed
20	265	277	289	301	315	328	Present
7	277	289	301	315	328		Proposed
21	277	289	301	315	328	342	Present
8	289	301	315	328	342		Proposed
22	289	301	315	328	342	358	Present
9	301	315	328	342	358		Proposed
23	301	315	328	342	358	373	Present
10	315	328	342	358	373		Proposed
24	315	328	342	358	373	390	Present
11	328	342	358	373	390		Proposed
25	328	342	358	373	390	407	Present
12	342	358	373	390	407		Proposed
26	342	358	373	390	407	424	Present
13	358	373	390	407	424		Proposed
27	358	373	390	407	424	443	Present
14	373	390	407	424	443		Proposed
28	373	390	407	424	443	462	Present
15	390	407	424	443	462		Proposed
29	390	407	424	443	462	483	Present
16	407	424	443	462	483		Proposed

<u>Range No.</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	
30	407	424	443	462	483	504	Present
17	424	443	462	483	504		Proposed
31	424	443	462	483	504	527	Present
18	443	462	483	504	527		Proposed
32	443	462	483	504	527	550	Present
19	462	483	504	527	550		Proposed
33	462	483	504	527	550	575	Present
20	483	504	527	550	575		Proposed
34	483	504	527	550	575	601	Present
21	504	527	550	575	601		Proposed
35	504	527	550	575	601	627	Present
22	527	550	575	601	627		Proposed
36	527	550	575	601	627	655	Present
23	550	575	601	627	655		Proposed
37	550	575	601	627	655	685	Present
24	575	601	627	655	685		Proposed
38	575	601	627	655	685	715	Present
25	601	627	655	685	715		Proposed
39	601	627	655	685	715	747	Present
26	627	655	685	715	747		Proposed
40	627	655	685	715	747	781	Present
27	655	685	715	747	781		Proposed
41	655	685	715	747	781	816	Prewent
28	685	715	747	781	816		Proposed
42	685	715	747	781	816	853	Present
29	715	747	781	816	853		Proposed
43	715	747	781	816	853	892	Present
30	747	781	816	853	892		Proposed
44	474	781	816	853	892	932	Present
31	781	816	853	892	932		Proposed
45	781	816	853	892	932	974	Present
32	816	853	892	932	974		Proposed
46	816	853	892	932	974	1,018	Present
33	853	892	932	974	1,018		Proposed
47	853	892	932	974	1,018	1,064	Present
34	892	932	974	1,018	1,064		Proposed

EXHIBIT III

With the removal of the dollar amount shown in each of the 6-step ranges as A, it becomes necessary to provide an equitable procedure for adjusting the salaries for employees who have been receiving this amount. Care must be exercised to avoid creating serious inequities between these employees and those with longer service. Agenda item I-3 seeks a fair transition by ensuring that at no time will a person with less service receive more money for work in the same classification than an employee with greater seniority.

<u>Range No.</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	
48	892	932	974	1,018	1,064	1,112	Present
35	932	974	1,018	1,064	1,112		Proposed
49	932	974	1,018	1,064	1,112	1,162	Present
36	974	1,018	1,064	1,112	1,162		Proposed
50	974	1,018	1,064	1,112	1,162	1,215	Present
37	1,018	1,064	1,112	1,162	1,215		Proposed
51	1,018	1,064	1,112	1,162	1,215	1,270	Present
38	1,064	1,112	1,162	1,215	1,270		Proposed
52	1,064	1,112	1,162	1,215	1,270	1,327	Present
39	1,112	1,162	1,215	1,270	1,327		Proposed
53	1,112	1,162	1,215	1,270	1,327	1,377	Present
40	1,162	1,215,	1,270	1,327	1,377		Proposed

EXHIBIT IV

With inclusion of the first step as one in which a year of service is required a problem arises with individuals who have been promoted and under present rules must serve only 6 months before their first increment is due. These persons must be given their increment on July 1, 1966, since in some cases their salaries will be set at the old A step which will no longer exist. In addition it would appear quite arbitrary to add the requirement of another 6 months of service before the first increment is allowed. This is a serious problem since the employee has accepted promotion under the earlier rule.

EXHIBIT V

The action requested in Agenda item I-5 is needed to provide authority for requiring a year of service before the first salary increment is due. Under our present practice new employees or promoted employees are given their first increment at the end of six months.

It is particularly important to note that without this item, new employees would receive a salary increment at the end of a six month period. Such an increment could provide the new employee with a salary greater than other employees who may have served in the classification for a period of nearly a year and a half.

EXHIBIT VI

The attached proposed Salary Ranges for Classified Staff at Eastern Washington State College shows the present entry and top steps for each classification together with the present range number. Under new range number is listed the designation which is recommended to you in Agenda item I-1. Under new salary range is shown the entry and top steps for each range as recommended to you in Agenda item I-2.

Although each new salary item reflects the elimination of the old step A, only those positions which show a higher top salary have actually been adjusted upward.

SALARY RANGES AND MONTHLY RATES
BY CLASS OR POSITION
EASTERN WASHINGTON STATE COLLEGE
July, 1966

Class No.	Class Title	Range No.	Present Salary Range	New Range No.	New Salary Range
<u>Supervisory Positions - 3200</u>					
3202	Cashier III	30	407 - 504	18	443 - 527
3205	Tabulating Equipment Supervisor	37	550 - 685	25	601 - 715
3210	Infirmiry Nursing Supervisor	31	424 - 527	20	483 - 575
3215	Heating Plant Supervisor	36	527 - 655 +7% OT	24	575 - 685 +7%OT
3220	Bldg. Maintenance Foreman	35	504 - 627	23	550 - 655
3225	Grounds Foreman	35	504 - 627 +5% OT	23	550 - 655 +5%OT
3230	Custodial Services Supervisor	29	390 - 483	18	443 - 527
3236	Food Service Supervisor	31	424 - 527	20	483 - 575
3237	Counter & Dining Room Supr.	24	315 - 390	11	328 - 390
3240	Food Production Supervisor	27	358 - 443	16	407 - 483
3245	Head Cook	26	342 - 424	15	390 - 462
3250	Student Union Food Service Mgr.	29	390 - 483	18	443 - 527
<u>Professional Positions - 3300</u>					
3305	Internal Auditor	42	685 - 853	30	747 - 892
3310	Chief Accountant	40	627 - 781	29	715 - 853
3315	Accountant I	35	504 - 627	22	527 - 627
3320	Asst. to Dir. of Physical Plant	40	627 - 781	28	685 - 816
3325	Transcript Evaluator	28	373 - 462	16	407 - 483
3330	Student Union Manager	37	550 - 685	25	601 - 715
3335	Assistant Dietician	35	504 - 627	22	527 - 627
3340	Programmer		504 - 627	22	527 - 627
<u>Technical Positions - 3400</u>					
3405	Staff Nurse	28	373 - 462	17	424 - 504
3410	Electronics Technician	33	462 - 575	22	527 - 627
3415	Printer	36	527 - 655	24	575 - 685
3420	Language Laboratory Asst.	23	301 - 373	10	315 - 373
<u>Office & Clerical Positions - 3500</u>					
3505	Clerk-Typist I	20	265 - 328	07	277 - 328
3506	Registration Clerk I	19	254 - 315	06	265 - 315
3507	Registration Clerk II	22	289 - 358	10	315 - 373
3510	Clerk-Typist II	23	301 - 373	11	328 - 390
3515	Secretary-Steno I	22	289 - 358	10	315 - 373
3520	Secretary-Steno II	25	328 - 407	13	358 - 424
3525	Secretary-Steno III	28	373 - 462	16	407 - 483
3530	Library Assistant I	23	301 - 373	10	315 - 373
3535	Library Assistant II	29	390 - 483	16	407 - 483

Class No.	Class Title	Range No.	Present Salary Range	New Range No.	New Salary Range
-----------	-------------	-----------	----------------------	---------------	------------------

Office & Clerical Positions (cont) - 3500

3540	Warehouseman	30	407 - 504	18	443 - 527
3545	Storeskeeper	23	301 - 373	12	342 - 407
3548	Stores Clerk	21	277 - 342	10	315 - 373
3550	Athletic Equipment Clerk II	27	358 - 443	15	390 - 462
3551	Athletic Equipment Clerk I	22	289 - 358	10	315 - 373
3552	Duplicating Clerk	21	277 - 342	10	315 - 373
3554	Bookkeeping Machine Operator	24	315 - 390	13	358 - 424
3556	Tabulating Equipment Operator	24	315 - 390	13	358 - 424
3558	Key Punch Operator I	21	277 - 342	09	301 - 358
3559	Key Punch Operator II	23	301 - 373	11	328 - 390
3560	Printer's Assistant	22	289 - 358	10	315 - 373
3565	Switchboard Operator	21	277 - 342	10	315 - 373
3570	Cashier I	19	254 - 315	08	289 - 342
3575	Cashier II	25	328 - 407	14	373 - 443
3580	Account Clerk I	22	289 - 358	10	315 - 373
3581	Account Clerk II	25	328 - 407	14	373 - 443
3585	Mail Clerk	23	301 - 373	10	315 - 373
3590	Certification Clerk	26	342 - 424	14	373 - 443

Custodial & Domestic Service Positions - 3700

3705	Housekeeper	19	254 - 315	07	277 - 328
3710	Custodial Worker I	25	328 - 407	13	358 - 424
3715	Custodial Worker II	27	358 - 443	15	390 - 462
3720	Food Service Worker I	17	234 - 289	06	265 - 315
3725	Food Service Worker II	19	254 - 315	08	289 - 342
3730	Cook I	21	277 - 342	10	315 - 373
3735	Cook II	24	315 - 390	13	358 - 424
3740	Baker	24	315 - 390	13	358 - 424

Maintenance & Craftsman Positions - 3800

3805	Truck Driver	27	358 - 443	16	407 - 483
3810	Gardener	29	390 - 483	16	407 - 483
3815	Landscape Gardener	31	424 - 527	18	443 - 527
3821	Utility Man	33	462 - 575	21	504 - 601
3841	Maintenance Mechanic II	34	483 - 601 +5% OT	22	527 - 627+5%OT
3845	Trades Helper	29	390 - 483	17	424 - 504
3850	Groundskeeper	26	342 - 424	15	390 - 462

EXHIBIT VII

As of the date of the preparation of this material administrative approval has not been received to establish the subject positions. If such approval is received by a date which will leave sufficient time for the technical work required, the recommendations will be presented under the Agenda item II.

The department requesting this action points to emergency conditions which make April action necessary. Supplemental information will be forwarded as soon as it is available.

PROGRAMMERNATURE OF WORK

This is moderately difficult work in the programming of completed system studies. Work is performed under general supervision and is reviewed through observation and by results obtained. While the incumbent has no direct supervisory responsibility, his decisions regarding machine programming exert considerable influence on the data processing operation.

ILLUSTRATIVE EXAMPLES OF WORK

Prepares program flow charts and/or decision tables for each program within the system application.

Codes programs in accordance with standard coding techniques and procedural instructions.

Develops appropriate test data to determine program validity.

Analyzes test results to detect technical programming errors or reasons for malfunctions.

Prepares complete narrative for each program detailing his approach.

Prepares operator instructions for each program.

Performs related work as required.

REQUIREMENTS OF WORK

Some knowledge of principles of organization and management. Considerable knowledge of the principles and practices of financial and statistical record keeping and the techniques and procedures for punch card processing.

Ability to analyze complex problems, identify their basic elements, and describe solutions graphically as series of logical steps; prepare clear, complete, concise reports.

DESIRABLE EXPERIENCE AND TRAINING

Completion of a two year vocational training course in electronic data processing or a Bachelor's degree with major course work in a related field and concentrated study in data processing work. Programming and/or accounting machine board wiring experience may be substituted, year for year, for formal training.

11

SPOKANE AND EASTERN
BRANCH OF SEATTLE - FIRST NATIONAL BANK
SPOKANE 10, WASHINGTON



E. A. EDEN
VICE-PRESIDENT

April 18, 1966

Board of Trustees of Eastern Washington
State College, acting for and on behalf
of Eastern Washington State College

Attention: Mr. Fred S. Johns, Comptroller

Gentlemen:

We acknowledge receipt of and refer to letter of April 4, 1966, from Mr. Fred S. Johns, Comptroller of Eastern Washington State College, addressed to the Cheney Branch, Seattle-First National Bank.

We are prepared to provide interim construction financing of \$1,700,000.00 complementary to Department of Housing and Urban Development Agency Project CH-WASH-82(D).

Our bid rate on the alternative forms of proposal set forth in your letter of April 4, 1966, are as follows:

Under Proposal A (monthly loans as required) 3.10% per annum on outstanding balances;

Under Proposal B (lump sum borrowing) 3.10% per annum on outstanding balances.

Our advances of funds to be conditioned on legal requirements for the form and method of financing of the construction being met; and on a refinancing commitment by the Department of Housing and Urban Development; and on adequate provisions for repayment in full to our Bank not later than October 31, 1967.

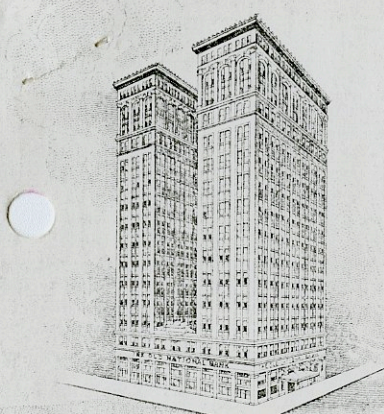
We would also expect to enter into an Interim Financing Loan Agreement with Eastern Washington State College. If the financing were of total initial disbursement nature under Proposal B, some additional provisions might be required specifying the controls over the interim investments and the availability of the invested funds for project purposes as required by the Department of Housing and Urban Development.

We will appreciate being advised the results of your consideration of this submission.

Yours very truly,

Vice President

EAC:mer



MAIN OFFICE

OLD NATIONAL BANK OF WASHINGTON

SPOKANE, WASHINGTON

April 20, 1966

HARRY E. JONES
Vice President

Eastern Washington State College
Cheney
Washington

Attention: Mr. Fred S. Johns, Business Manager

Gentlemen:

We are very pleased to offer interim financing in the amount of \$1,700,000 at an interest rate of 3.23% to the Eastern Washington State College to provide funds for the construction of a women's dormitory under project known as CH-WASH-82(D).

The funds will be available to the College at any time and may be borrowed in a lump sum or if you prefer, we would make the funds available from time to time in accordance with a pre-arranged schedule listed in your letter of April 4, 1966 at the same interest rate.

If a decision to accept our bid on a lump sum basis is made, we offer you our facilities to invest these funds in United States Government securities programmed to correspond with the draw-down schedule.

Our bid is conditioned upon the following:

- (1) Examination and approval of the loan agreement between the Department of Housing and Urban Development and the College, and the Department's letter of commitment when finally issued and accepted.
- (2) Proper resolution from the Board of Regents to borrow from the Bank interim financing funds.
- (3) Such other documents as the Bank and its counsel deem necessary to secure compliance with the loan agreement and commitment.
- (4) An opinion from approved tax counsel for evidence satisfactory to the Bank as to the non-taxability of the interim financing interest as income under the existing United States Internal Revenue Law.

We appreciate very much the invitation to participate in this financing as we are vitally interested in the development and growth of the Eastern Washington State College.

Yours very truly,

H. E. Jones
Vice President



HEJ:h

*what is the
grade point in
education*

G. E. Maier
4-25-1966

*2.25
major
2 pt Gen Ed*

#13

A RATIONALE FOR CHANGING THE REQUIRED GRADE POINT AVERAGE IN A MAJOR
FROM 2.25 TO 2.00

A minimum grade point requirement, whether in a single course, a specific block of courses, a major or total college performance should serve specific purposes. The requirement is usually associated with admission, retention and graduation. These are closely interrelated and have reciprocal effects upon each other and therefore cannot be viewed singly when attempting to evaluate the standards of the institution.

A public system of higher education supported by all the people probably cannot decide for itself which segment of the population or society it will serve. I assume that it is obligated to admit all who can reasonably be expected to perform satisfactorily, retain all who demonstrate satisfactory performance and graduate all who can reasonably be expected to perform in society at the level of graduation (i.e. Associate of Arts, Baccalaureate, Masters, Doctoral Degree). Any excessive restriction of admission, retention or graduation might well be considered a disservice to society.

In the present instance we are attempting to define what is a satisfactory level of achievement in the major. In order to do this it may be desirable to look at some other aspects of the question.

Grades have acquired a common value which is generally accepted at face value. When a college sets a minimum high school grade point average for clear admission, it normally accepts all who meet that requirement without questioning the validity of the grades. The same is true for admitting transfer students from other colleges and to some degree for admitting baccalaureate graduates to graduate school.

The grade of "C" has come to be accepted as a satisfactory grade and in many colleges (including EWSC) cannot be repeated for additional grade points. Now, if the college community generally agrees that a C (2.00) grade represents satisfactory performance but one of the member colleges defines satisfactory performance as being something different they are no longer speaking the same language. Yet a common language is necessary. A precedent which indicates the function of a common language is contained in the following statement: "A transfer student whose transcript from the last college or university he attended indicates he was dropped for low scholarship will not be considered for admission to Eastern." The statement clearly implies minimum performance will be treated as such by EWSC regardless of where any particular institution sets it.

It would probably be generally agreed that most experienced teachers have a fairly well defined subjective criterion of what constitutes minimal

satisfactory performance in their particular course. In high school or undergraduate work in college this is normally translated into a grade of "C" and in graduate work into a grade of "B". The imposition of a minimum 2.25 requirement in the undergraduate major imposes some very real problems because it can't be translated into a specific grade. An instructor can no longer award a grade of C for minimal satisfactory performance, yet a grade of B would be a gross over rating.

Since a 45 credit major is composed of a minimum of 9 grades, it would be quite possible for a minimum of 9 different instructors to evaluate a student's performance to be satisfactory from the initial through the final course of the major, yet to come up with a final rating of unsatisfactory in the major itself.

Since the student has demonstrated minimal satisfactory performance in the specified courses, he can't repeat any of the courses in order to raise his grade point average. There remain only the possibilities of transferring to another college who defines satisfactory achievement differently or transferring to another department which grades differently. In either case, it is still the same person with the same general ability who will be returned to society as a baccalaureate graduate. About all we can do is punish him by making him stay in school longer.

Of course, he is perfectly eligible to transfer to either another college or another department. Departments, however, differ vastly in their grading practices. In the fall of 1965, they varied from an average grade of 2.16 in one department to 3.09 in another, and to illustrate that this practice is not confined to EWSC, I would suggest that you look at the attached prediction chart issued by the Washington Pre-College Testing Program for average grades in each academic area for the combined colleges in the State of Washington.

On the chart the column in which figures are circles represents the average grade. The student has a 50% chance of receiving a higher grade than the one circled and a 50% chance of receiving a lower grade. The starred circled grades indicate the high grading subject areas and the circled grades indicate the low grading areas.

Retaining the 2.25 grade point average required in a major may only result in driving students out of tough majors into easy grading majors and would not necessarily result in turning out a better student or a more employable product. In reality, there is some positive relationship between the toughness of grading by a department and the opportunity for employment afforded graduates of that department.

Probably of greater importance to the individual, to the employer, and to society and other colleges or graduate schools is a practice which honestly and realistically shows what and how well the student has achieved.

GRADE PREDICTION CHART--FORM II--(FOR ALL COLLEGES)

Percentages of students with given predicted grade point averages whose achieved grade point averages placed them in various upper and lower portions of the students in each course area

1 ALL-COLLEGE AVERAGE	11	14	17	19	22	25	27	30	33
2 Anthropology	05	09	14	17	21	25	28	33	37
3 Architecture	10	14	17	20	23	26	29	32	37
4 Art	12	16	19	22	25	28	31	34	38
5 Biology	03	07	12	16	(20)	24	28	33	37
6 Botany	02	07	12	16	(20)	24	28	33	38
7 Business Administration	07	12	16	20	23	26	30	34	39
8 Chemistry	04	08	12	16	(20)	24	28	32	36
9 Drama	08	14	19	24	(28)*	32	37		
10 Economics	04	08	12	16	(20)	24	28	32	36
11 Education	12	16	19	22	25	28	31	34	38
12 Engineering	10	14	17	20	23	26	29	32	36
13 English Composition	11	14	17	19	22	25	27	30	33
14 Far East	13	17	21	25	(28)*	31	35	39	
15 Romance Languages	04	09	14	19	23	27	32	37	
16 Forestry	08	12	16	19	22	25	28	32	36
17 Geography	04	09	13	17	21	25	29	33	38
18 Geology	03	07	12	16	(20)	24	28	33	37
19 History	09	13	17	20	23	26	29	33	37
20 Home Economics	15	19	22	25	(28)*	31	34	37	
21 Journalism	15	19	22	25	(28)*	31	34	37	
22 Mathematics	02	07	12	16	20	24	28	33	38
23 Music	16	20	24	27	(30)**	33	36	40	
24 Nursing	15	19	22	25	(28)*	31	34	37	
25 Pharmacy	05	09	13	16	(20)	24	27	31	35
26 Philosophy	06	10	15	18	22	26	29	34	38
28 Physics	04	09	14	17	21	25	28	33	38
29 Political Science	06	10	15	18	22	26	29	34	39
30 Psychology	05	09	11	17	21	25	28	33	37
31 Sociology	06	10	11	17	21	25	28	32	36
32 Speech	14	18	22	25	(28)*	31	34	38	
33 Zoology	02	07	12	16	(20)	24	28	33	38
34 Accounting	03	07	12	16	(20)	24	28	33	37
35 Astronomy	03	08	14	18	23	28	32	38	
36 Classical Languages	10	15	19	23	27	31	36	40	
37 English Literature	08	12	16	19	22	25	28	32	36
39 German Languages	12	17	21	25	(29)*	33	37		
40 Meteorology & Climatology	03	08	13	17	21	25	29	34	39
41 Microbiology	04	08	13	18	22	26	31	36	40
42 Nutrition (Home Economics)	15	19	23	26	(29)*	32	35	39	
43 Oceanography	04	08	13	18	22	27	31	36	40
44 Public Health	13	17	20	23	26	29	32	35	39
45 Radio and T.V.	12	17	21	24	(28)*	32	35	39	
46 Air Science	08	12	16	19	22	25	28	32	36
47 Military Science	10	14	17	20	23	26	29	32	36
48 Naval Science	13	16	19	21	24	27	29	32	35

Predicted Grade Point Averages--(Decimal Points Omitted)

Upper Tenth	01-	01-	01-	01	05	15	30	50	70
Upper Third	01-	01	05	15	30	50	70	85	95
Upper Half	01	05	15	30	50	70	85	95	99
Upper Two-thirds	05	15	30	50	70	85	95	99	99+
Lowest Tenth	70	50	30	15	05	01	01-	01-	01-

PERCENTAGES

If the report is valid and dependable, others can relay upon it and make valid decisions. I see no disgrace in graduating a student with a cumulative GPA of 2.00 and a cumulative GPA of 2.00 in the major as long as we honestly tell the public that this is what the student is. Whether they want to accept or accept or employ him is their decision to make.

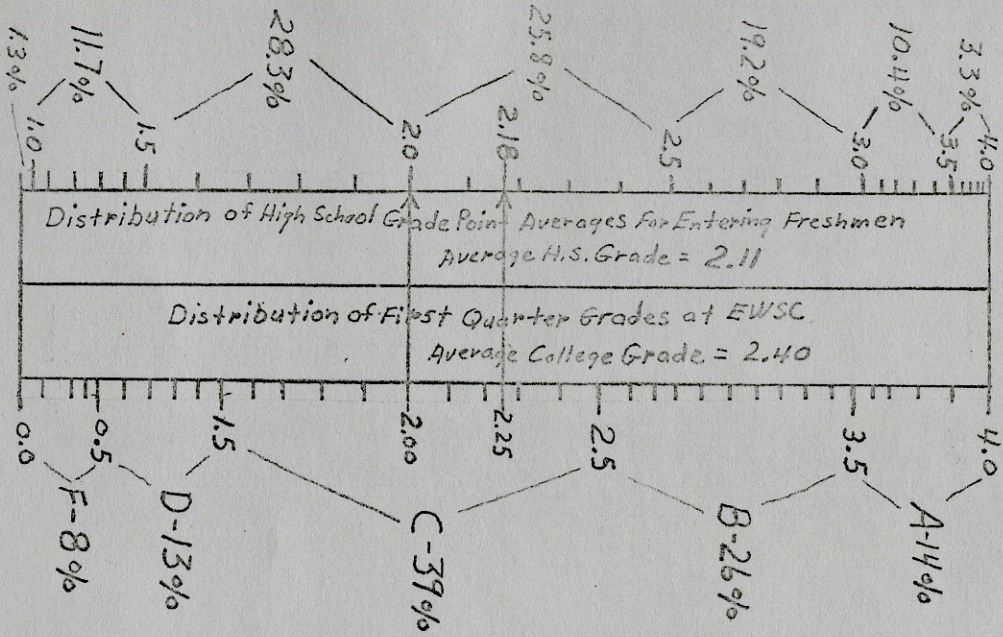
When considering satisfactory standards one needs to look at admission and retention standards as well as graduate standards. The attached chart shows the rapid increase in quality of the entering freshmen and the grading practices of the faculty. One can quickly see that in 1965 an EWSC freshman GPA of 2.00 today is of slightly higher quality than was a 2.25 in 1963, and of considerably higher quality than was a 2.25 in 1958, and that an EWSC freshman GPA of 2.00 in 1963 was of significantly higher quality than was a 2.25 in 1958.

It is significant to note that for many years the only grade point stipulation for graduation from EWSC was the 2.00 cumulative grade point average required for graduation. This, in effect, permitted the student to compensate for underachievement in one area (i.e. General College Requirements, Major Area of Study or Professional Education) by better than average performance in one or two other areas. Thus one could assume that his average performance was satisfactory but no assumption could be made about performance in any specific area. Such a broad general evaluation seemed somewhat inadequate because employers and society could rightfully expect a student with a major in Chemistry to have performed at a minimum satisfactory level in Chemistry, and a student certified as a secondary teacher of English to have performed at a minimal satisfactory level in English.

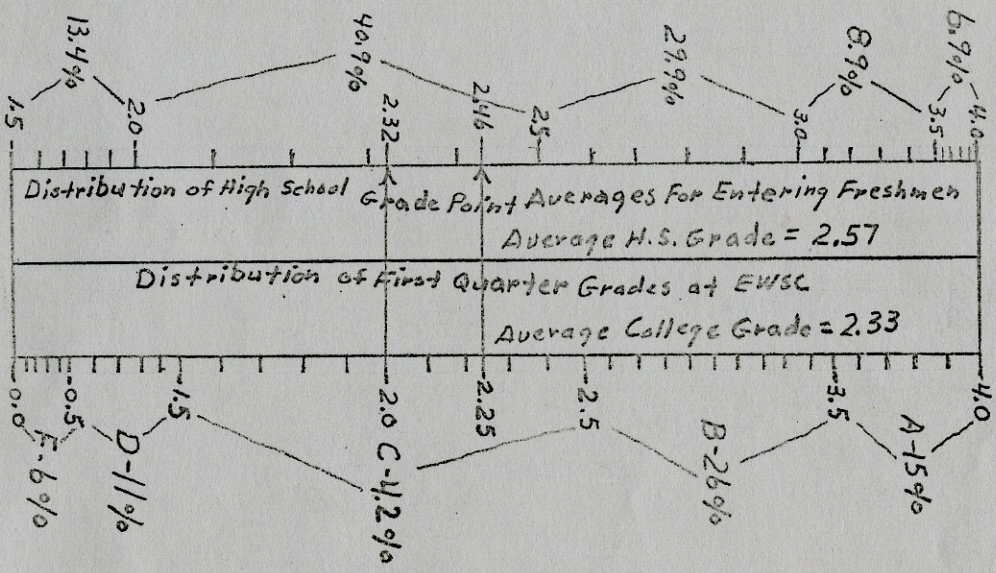
Consequently, in the fall of 1961 the student to be eligible for graduation was required to have a 2.25 minimum cumulative grade point average in his major and a 2.00 minimum cumulative over-all grade point average. This was not entirely satisfactory either because it stressed minimal performance in the major area at the expense of the broader, more general requirements which many believe to be the true function of a college education. Under this requirement, if the student took half of his course work in the major area and maintained the minimum 2.25 grade point average in that area, he could drop to a 1.75 in the remainder of his course work and still graduate with a 2.00 cumulative grade point average. Many believe that the function of a college is not simply to certify, by awarding a baccalaureate degree, that the student is, for example, an adequate accountant, a Business College can do that, but to certify that he is an adequate educated accountant.

In order to resolve the dilemma the Undergraduate Council has recommended that the graduation requirements be changed to read; "The student must have a 2.00 cumulative grade point average in his major and a 2.00 cumulative average for graduation." This regulation, in effect, assures society, and employers that the student performed satisfactorily in his major area, which is the area in which he expects to be employed and that he has performed satisfactorily in broader, more general area of education.

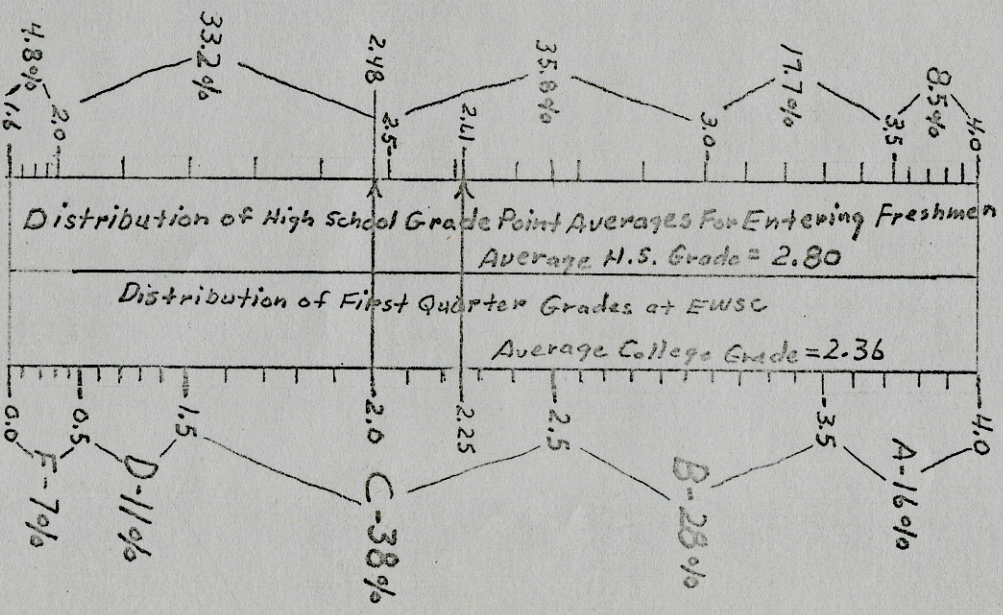
Fall 1958
Freshmen



Fall 1963
Freshmen



Fall 1965
Freshmen



A final question which may be asked is:

"Why shouldn't the student be expected to do better than average in his major which should be his area of special competence and interest?"

In General College Requirements all the students at EWSC are competing with each other for grades. During this early phase roughly the lower 1/3 or at least academically competent are eliminated. The remaining 2/3 don't continue to compete with each other to any great extent. They tend to distribute themselves into areas of special interest and competency and are, therefore, competing for grades with only those who also have a special interest and are relatively competent in that area of study. If the instructor continues to use a standard grading curve, it becomes more difficult to retain an average or above position in the class. If the instructor feels that his grading practice will discourage capable students from continuing in that major, he will, of necessity, alter his grade distribution and if artificially high grade requirements are imposed, alter his grading practices so as to make it possible for those he considers competent to graduate. All that may happen is that the student graduating from EWSC will do so with artificially high grades which may well be open to suspicion and skepticism on the part of graduate schools and employers. It will not necessarily result in graduating better qualified people.

ACT RESEARCH REPORTS

THE RELATIONSHIP BETWEEN
COLLEGE GRADES AND
ADULT ACHIEVEMENT.
A REVIEW OF THE LITERATURE

September, 1965 No. 7

Donald P. Hoyt

Published by Research and Development Division - American College Testing Program
P.O. Box 168, Iowa City, Iowa 52240

SUMMARY

Research on the relationship between college grades and adult achievement is reviewed. The forty-six studies examined were grouped into one of eight categories - - business, teaching, engineering, medicine, scientific research, miscellaneous occupations, studies of eminence, and non-vocational accomplishments.

Although this area of research is plagued by many theoretical, experimental, measurement, and statistical difficulties, present evidence strongly suggests that college grades bear little or no relationship to any measures of adult accomplishment. Consequently, ways to improve the evaluation and selection procedures in higher education are considered.

versity of Michigan, which possesses unexperimental satellite colleges at Flint and Dearborn, now plans to create an experimental subdivision within its College of Liberal Arts, staffed by men dedicated to undergraduate teaching and garnished with researchers ready to study inputs and outcomes. Despite such exceptions, however, the great universities are moving away from the Shimer approach rather than toward it. In pedagogy if not in research, the vogue of interdisciplinary efforts seems to be vanishing and the trend is toward earlier introduction to the academic disciplines. And while the Fund for the Advancement of Education gave Monteith \$750,000 to get started, foundations ordinarily want to back potentially going concerns. They have given little to small, struggling, experimental colleges such as Shimer, or even Bennington. Nor can such colleges raise much money from alumni, in part because they have so few of them and in part because those few they have tend to continue in the less lucrative professions. (When a college is both experimental and for women, it has an even harder time. Most men leave their money to their own colleges, or else to their wives. Wives in turn apparently give the money in memory of their deceased husbands—to *his* college, not their own.)

There is a certain paradox in such financial problems. Both Shimer and the College at Chicago present impressive statistical evidence that their students are better prepared for graduate work in the arts and sciences and in the professions than those who have specialized in particular areas. The College at Chicago proved to its own satisfaction that it was the best possible training

ground for future historians and chemists, yet it never persuaded either group, even in its own institution, that this was the case. That was why it failed, and why Shimer may in the end fail too. Does it follow, as many contend, that academic institutions can only be reformed from the top down? In their consecutive eras of reform, Columbia, Chicago, and Harvard did put general education on the academic map. But without institutionalization in the major graduate schools not even they could keep it there except as a haunting idea. It therefore looks as if the graduate schools in the various academic disciplines control what is regarded as achievement and excellence, and as if these definitions are increasingly immune to influence from outside.

There is also the question of numbers. One of us was recently told by the thoughtful president of a great state university that all the fine little colleges, the Reeds, the Haverfords, the Swarthmores, the Antiochs, made not the slightest difference, and that what really mattered was whether one was going to follow the model of Berkeley in disregarding undergraduates,⁷ or the model of Michigan in trying modestly to do something sensible and sensitive about them. Yet one must still ask: Why is Michigan so concerned? One factor is surely that professors like Theodore Newcomb have taught at Bennington, and have been influenced by the small college experimental ideal. Unknown Shimer has, as yet, no weight in the collective conscience of the academic profession, but perhaps places like it do.

⁷ Again, it must be remembered that these pages were written several years ago. A lot has happened at Berkeley since then! The "Tusman College" is one instance.

► Jacques Barzun, dean of faculties at Columbia University, in describing a typical university faculty meeting, recently said:

It is much nobler to seek out and discuss the "philosophy" behind any proposal. This leads to rhetorical appositives that leave the difficulty standing. Apropos of curriculum, for example, one man will set forth the students' urgent need of "depth"; and many will agree with him, until someone in another corner rises to point out that, as much as the world needs depth, it is essential today to ensure "breadth." After this, the only common ground is furnished by the parliamentarian who reminds the group that the only thing that matters, really, is to uphold "standards." These are seldom defined, but *they are always too low*. The upshot is a pious understanding that "standards" be pushed up once more—the task of Sisyphus, expressed in a resolution that must contain the words "imaginative," "creative," and "thorough."

► "The origins of some of the time-honored practices in higher education do not tend to strengthen our confidence in these practices. Note the profound analysis and study which undergird the widely accepted idea that a college education consists of four years of post-high-school study.

"The main reason for the four-year college course today is that Harvard adopted it in 1636. Harvard adopted it because Cambridge and Oxford had it. Oxford, when started in the middle of the 13th century, adopted it because English parents, who had been sending their sons to Paris to study informally, decided some years earlier that four years of university study would be a reasonable length of time to stay away from home. In this careful, studied, scientific fashion we have concluded that four years constitutes a complete college education."

—Sharvy G. Umbeck, President of Knox College, in *Saturday Review*

Bt agenda file

April 25, 1966

City Council
City of Cheney
609 2nd Street
Cheney, Washington

Attention Mr. Roy Foss, City Clerk

RE: Exchange of Land

Gentlemen:

As we understand the offer extended by the City of Cheney on April 12, 1966 for the exchange of land between the City and the College, the City offered to exchange Lot 10 of the Reservoir Park Addition and Lot 5 of Block 111 of the Second Addition for all of Block 18 of the Reservoir Park Addition. Since the College does not own Lots 9 and 10 of Block 18, we are unable to accept this offer as stated, because we do not feel that we could legally acquire those two lots for the purpose of trading them.

We had been thinking in terms of a straight trade of the College land for the City land, with no cash consideration either way. However, I am authorized by the Board of Trustees to extend the following offer to the City:

In exchange for Block 10 and Lot 5 of Block 111, the College will give the City Lots 1 through 8 in Block 18 and \$6,900.00. The College agrees to remove all structures on Lots 1 through 8 to ground level.

This offer is based on the appraisals made by Mr. Fred Ashley of Spokane which are summarized in the following table:

April 25, 1966

<u>PROPERTY</u>	<u>APPRAISED VALUE</u>	
	<u>Total</u>	<u>Per Sq. Ft.</u>
Block 10	\$12,500	\$.20
Lot 5, Block 111	<u>\$14,400</u>	<u>\$2.00</u>
TOTAL City Property	<u>\$26,900</u>	<u>\$.39</u>
 Lots 1-8, Block 18	<u>\$20,000</u>	<u>\$.40</u>
 NET DIFFERENCE	<u>\$ 6,900</u>	-----

If this offer is acceptable to the City, we will recommend approval of the exchange to the Board of Trustees at their meeting of April 29, 1966.

Very truly yours,

Fred S. Johns
Business Manager
Secretary, Board of Trustees

FSJ:sh

cc: ✓ Dr. Don S. Patterson, President
File

Eastern Washington State College

Intra-College Memorandum

#16 2
1536

TO: Dr. Patterson, President
FROM: Fred S. Johns, Business Manager *FSJ LUTTER*
DATE: April 25, 1966 RE: DORMITORY CAPACITY FOR 1966-67

With the completion of Dressler Hall next fall, we will have dormitory capacity for 1,536 students. This figure assumes that the second floor of Dressler Hall will be used next year for faculty office space and that Anderson Hall will again be set up for 279 students rather than its designed capacity of 198 students. The 1,536 beds would consist of 835 for men and 701 for women. This would mean that we could house 320 more men than we housed last fall and only 91 more women (or only 11 more women if Anderson Hall were restricted to its designed capacity).

With this distribution of total capacity between men's and women's dormitories, it is almost certain that we will have many vacant beds in the men's dorms, and that we will have to turn away applicants for women's housing.

I therefore recommend that consideration be given to using Dressler Hall as a women's dormitory for the 1966-67 year and converting Monroe Hall from women's housing to men's housing for that year. These changes would level out supply and demand for the two types of housing. It would mean that we could eliminate the overcrowding of Anderson Hall and still provide spaces for 145 more women than we housed last fall and 107 more men.

Attached is a copy of a memorandum from Mr. Melhuish detailing the proposed change and a memorandum from Dean Ohrt outlining some of the attendant problems that will have to be faced if the change is made.

FSJ:sh

Enclosures

cc: Board of Trustees
Dr. Glen Maier
Dean B. Ohrt
Mr. Edwin Melhuish
File

Eastern Washington State College

Intra-College Memorandum

TO: Mr. Fred S. Johns, Business Manager

FROM: Edwin H. Melhuish, Director of Housing

DATE: April 14, 1966

RE: Conversion of Graham Dressler
and Monroe Halls

I would recommend that we consider converting Monroe Hall to a men's dormitory and Graham Dressler to a women's dormitory, as we have previously discussed. This recommendation is based on the recent drafting of our young men and the fact that we may be faced with additional housing requests for women.

Last fall, we had seventeen empty beds in the men's residence halls. By adding Monroe, with a capacity of ninety-one beds, this will give us a total of 108 beds for the anticipated increase in male enrollment.

Graham Dressler Hall, when converted to women's housing could be filled as follows:

	342	Bed Capacity of Dressler
Less	91	Move Monroe Hall women into Dressler
	251	Sub Total
Less	79	Overload of Anderson Hall
	172	Sub Total
Less	38	Spaces used as offices
	134	Total space left in Dressler after conversion
Plus	12*	Empty Beds last fall
	145	Total additional spaces for women next fall by converting Dressler to women

* This does not include the overloading of Anderson Hall.

Based on the above figures, it would seem that we would be able to take care of the anticipated increase in the freshman class over last year, plus pick up the influx of any additional enrollment. As the figures are outlined above, it would seem to me that there is a very good possibility that we could come close to filling Graham Dressler Hall. I have based my predictions on past figures that were available to me. I do believe that we would be much better off financially by converting Dressler and Monroe Halls, as outlined. It would seem to me that we may come closer to hitting our target goal of 85% total occupancy by converting than we would if we did not.

This conversion should only be considered as a one year situation, with the possibility that if the need arises, we would reconsider it for a second year.

TO: Dr. Maier

FROM: Betty A. Ohrt, Dean of Women

DATE: April 22, 1966

RE: Dressler Hall plans

After discussing the proposal to convert Dressler Hall to women's housing for a one year period, it appears that we have little choice but to agree that it is an economically sound plan. However, there are factors which we should consider now and be prepared to deal with in the coming year.

A. There will be considerable animosity from the male students since the new tower has been anticipated as a men's living unit since the original planning. Pearce Hall student council have spent considerable time planning toward the co-existence of the towers. A great deal of well planned discussion with student groups regarding the proposed arrangement will be necessary to facilitate a smooth transition.

B. Since this is a temporary and piecemeal arrangement for housing, we will not be able to develop as much local residence loyalty or cohesive feelings within the residence halls for the next two years until everything is again settled into a stable way of life. This will make it even more difficult to implement our plans for increased programming in student services.

C. With men living in Monroe on a temporary and "second hand basis" I expect there will be an increase in physical damage and the number of behavior problems encountered will be increased.

D. Current living groups should be offered the option of moving to the new site in a block if they so desire. Perhaps in this way some continuous feeling of unity may be maintained.

E. We will need some assurance that safety aspects will be taken care of - such as appropriate security for all doors and completed sidewalks, steps, etc., around the building.

It is obvious that a good deal of thinking, discussing and constructive planning will need to take place to enable our living groups to function at the highest level possible under this new arrangement. We are prepared to cooperate to the fullest extent to provide the best possible living situations.

BAO/eb

cc: Dr. Patterson
Mr. Johns
Mr. Melhuish

Eastern Washington State College

Intra-College Memorandum

#16e

TO: Dr. Don S. Patterson, President

FROM: Fred S. Johns, Business Manager *TW for FSJ*

DATE: April 25, 1966 RE: "DIMINISHING" DORMITORY ROOM RATE SCHEDULE

The dormitory occupancy figures for this spring quarter demonstrate the same move-out of students into private housing that we had experienced in previous years. The occupancy rate was 69.3% of capacity, the lowest in recent years. This trend is not unique to Eastern, of course, Several other schools, including the University of Washington, Central and Western have adopted a sliding rental scale in an attempt to diminish the effects of the spring quarter move-out. The plans differ somewhat at each institution, but basically, the idea is to charge more than 1/3 of the annual rate in Fall Quarter and correspondingly less in Spring Quarter. For example, in our newer dormitories, the annual room rental is \$240 and is charged evenly at \$80 per quarter. A typical diminishing rate schedule would take \$50 off of the Spring Quarter rental and apply it to Fall Quarter so that the rent for the three quarters would be \$130 in Fall, \$80 in Winter, and \$30 in Spring. A student moving out into private housing at the end of Fall or Winter Quarter would "leave \$50 on the table." He would be helping to pay for the luxury of building dormitory capacity to satisfy a heavy Fall Quarter demand and having much of it stand idle in Spring Quarter. Since the dormitories must be self-supporting, the rates must be established to cover costs, and under the existing system, the students who stay in the dormitories all year are paying for the over-capacity of Spring Quarter.

Attached is a copy of a memorandum from Mr. Melhuish showing how such a plan might operate.

FSJ:sh

Enclosure

cc: Board of Trustees
Dr. Glen Maier
Mr. Edwin Melhuish
Dean B. Ohrt
File

Eastern Washington State College

Intra-College Memorandum

16 e

TO: Mr. Fred S. Johns, Business Manager

FROM: Edwin H. Melhuish, Director of Housing

DATE: April 14, 1966

RE: Proposed Diminishing Rate
Schedule

	Dressler Pearce		Monroe Senior Sutton		Dryden Anderson	
	Single	Double	Single	Double	Single	Double
Fall Quarter	315.00	290.00	305.00	280.00	315.00	290.00
Winter Quarter	265.00	240.00	255.00	230.00	265.00	240.00
Spring Quarter	<u>215.00</u>	<u>190.00</u>	<u>205.00</u>	<u>180.00</u>	<u>215.00</u>	<u>190.00</u>
TOTAL	795.00	720.00	765.00	690.00	795.00	720.00
Winter Quarter	265.00	240.00	255.00	230.00	265.00	240.00
Spring Quarter	<u>265.00</u>	<u>240.00</u>	<u>255.00</u>	<u>230.00</u>	<u>265.00</u>	<u>240.00</u>
TOTAL	530.00	480.00	510.00	460.00	530.00	480.00

The above rates are the same as last year's, but we have reduced the spring quarter by \$50.00 and added it to the fall quarter.

Students who come into the dormitory winter and spring quarter will pay the regular quarter rate.

The Refund Policy is as follows:

1. In case of emergency such as a prolonged illness, injury or a death, either to the student or in his immediate family.
2. Pro rata refund in the case of a student being called into the military service.
3. Seniors and graduate students graduating at the end of winter quarter will receive a refund if they lived in a residence hall during fall quarter.
4. A student will receive a refund if he is dropped for academic reasons.

350th note

marriage?

If this policy had been in effect last fall, the Housing Fund would have realized \$13,500.00 additional income.

du