

3-24-1977

Board of Trustees Minutes, March 24, 1977

Eastern Washington State College

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Agenda

Board of Trustees
Eastern Washington State College

7:00 p.m., March 24, 1977
Pence Union Building Council Chambers

- I Approval of the Minutes of the January Board of Trustees meeting (Attachment I.)
- II Reports
 - 1. Presidents' Reports
 - 2. Special Reports: Black Education Program
Indian Education Program
- III Old Business
 - A. Policies and Procedures
 - 1. Hiring-In Policy (Attachment III. A. 1.)
- IV New Business
 - A. Building and Planning
 - 1. Fieldhouse Demolition (Attachment IV. A. 1.)
 - 2. Informational Items
 - a. HPERA Fieldhouse Floor Installation (Attachment IV. A. 2. a.)
 - b. Utility Tunnel & Service Extensions (Attachment IV. A. 2. b.)
 - B. Business and Financial
 - 1. Special Course Fee - Summer Quarter (Attachment IV. B. 1.)
 - C. Policies and Procedures
 - 1. Retirement Regulations (Attachment IV. C. 1.)
 - 2. Library Consortium Agreement (Attachment IV. C. 2.)
- V Personnel Actions (Attachment V.)
 - A. Administrative
 - B. Faculty
- VI Election of Board of Trustees Officers

BOARD OF TRUSTEES

Eastern Washington State College

March 24, 1977

The Board of Trustees of Eastern Washington State College held its March meeting on Thursday, March 24, 1977, in the Council Chambers of the Pence Union Building on the Eastern Washington State College campus.

BOARD OF TRUSTEES PRESENT

Mr. Jerome W. Page, Chairperson
Mrs. Frederick Wilson, Jr., Vice-Chairperson
Mr. Bruce McPhaden
Mr. Andrew P. Kelly
Mr. Merle W. Haffner (Mr. Haffner was in attendance, but refrained from voting or participating in any deliberation, because of the legal question surrounding his membership on the Board of Trustees.)

STAFF PRESENT

Dr. H. George Frederickson, President
Dr. Philip R. Marshall, Executive Vice President
Mr. John Lamp, Assistant Attorney General
Mr. Fred S. Johns, Vice President for Business and Management
Dr. Daryl Hagie, Vice President for Student Services
Dr. Raymond Whitfield, Acting Vice President for Academic Affairs
Mr. Kenneth R. Dolan, Secretary to the Board of Trustees
Mr. John Lothspeich, Director of College Relations
Dr. Grant Smith, President of Faculty Organization

PRESS PRESENT

Mr. Hugh Davis, The Spokane Chronicle
Mr. Bob Mims, The Cheney Free Press
Ms. Lorna Dutton, The Spokesman-Review

BUSINESS MEETING

Chairperson Page called the business meeting to order at 7:30 p.m. Mr. Page introduced Mr. Andrew P. Kelly and on behalf of the other members of the Board, welcomed him to the EWSC Board of Trustees.

MINUTES APPROVAL

Motion #3-01-77: "(I move that) the minutes of the January Board of Trustees meeting be approved."

Motion by Mrs. Wilson, seconded by Mr. McPhaden, approved unanimously.

SPECIAL REPORTS

The members of the Board of Trustees have shown keen interest in the minority education program at Eastern Washington State College, and asked to be kept informed of activities and plans in this area. Miss Linda Edward, Acting Director of the Black Education Program, and Mr. Kugie Louis, Director of the Indian Education Program, discussed their programs. Both directors pointed to progress in achieving program goals, and in general, improvement in the quality of service provided and in students attracted to the programs. Each felt that the 1976-77 academic year had brought healthy change and growth and would provide the foundation upon which even more progress would be made in the future in these important programs. (See Attachments A and B.)

BOARD OF TRUSTEES RESOLUTIONS

Upon Motion #3-02-77, made by Mrs. Wilson and seconded by Mr. McPhaden, the Board of Trustees adopted the following resolutions:

Whereas Mr. Ronald E. Robinson served for six years as a member of the Board of Trustees of Eastern Washington State College; and whereas his service was of the highest integrity and in the finest tradition of citizen commitment for the improvement of public higher education; and whereas his dedication and concern for higher education and Eastern Washington State College in particular served as the catalyst for needed change; now, therefore, be it resolved that the Board of Trustees wish to express their individual and collective appreciation for his service on the Board of Trustees.

Whereas Mr. Melvin B. Voorhees served with distinction as a member of the Board of Trustees of Eastern Washington State College from March, 1958 to July, 1969; and whereas his service during these days of growth in the quality and breadth of programs offered by the College required great wisdom and wise counsel; and whereas Mr. Voorhees' service was of the highest integrity and in the finest tradition of citizen involvement and service to higher education; now, therefore, be it resolved that the Board of Trustees wish to express their sympathy for the loss of this valued and respected member of the community.

HIRING-IN POLICY (Agenda Item III. A. 1.)

Motion #3-03-77: "(I move that) the recommended changes to By-Law 401.20.20, covering original appointment salary, be accepted."

Motion by Mr. McPhaden, seconded by Mrs. Wilson, approved unanimously.

FIELDHOUSE DEMOLITION (Agenda Item IV. A. 1.)

Motion #3-04-77: "(I move that) the George Kelp Co. be awarded the demolition contract in the amount of \$21,980 for the demolition of the old Fieldhouse building."

Motion by Mr. McPhaden, seconded by Mr. Kelly, approved unanimously. The Trustees had earlier, upon a telephone vote, approved the demolition contract. This action by the Board is a confirmation of the earlier vote.

SPECIAL COURSE FEES FOR SUMMER QUARTER (Agenda Item IV. B. 1.)

Motion #3-05-77: "(I move that) the proposed special course fees for Summer Quarter activities be approved."

Motion by Mr. McPhaden, seconded by Mrs. Wilson, approved unanimously.

RETIREMENT REGULATIONS (Agenda Item IV. C. 1.)

Motion #3-06-77: "(I move that) the proposed change in Section 405.71.20 of the College By-Laws, which would allow other insurance companies in addition to TIAA-CREF to provide tax-deferred annuities, be approved."

Motion by Mr. McPhaden, seconded by Mrs. Wilson, approved unanimously.

LIBRARY CONSORTIUM AGREEMENT (Agenda Item IV. C. 2.)

Motion #3-07-77: "(I move that) the agreement establishing the Council of Spokane Area Libraries, which includes Eastern Washington State College, Washington State Community College District #17, Spokane Public Library, Spokane County Rural Library District, Gonzaga University and Whitworth College, be approved."

Motion by Mr. McPhaden, seconded by Mrs. Wilson, approved unanimously.

ELECTION OF BOARD OF TRUSTEES OFFICERS

Motion #3-08-77: "(I move that) Mrs. Frederick Wilson, Jr. be appointed Chairman of the Board of Trustees of Eastern Washington State College."

Motion by Mr. McPhaden, seconded by Mr. Kelly, approved unanimously. Mr. McPhaden suggested that the appointment of the Vice-Chairman be delayed until such time as the membership of the Board of Trustees is fully clarified.

EXECUTIVE SESSION

Chairperson Page called an Executive Session at 9:05 p.m. for the purpose of discussing personnel matters. Mr. Page called the meeting back into regular session at 9:35 p.m.

PERSONNEL ACTIONS

Motion #3-09-77: "(I move that) the Personnel Actions, as submitted by the President, be approved."

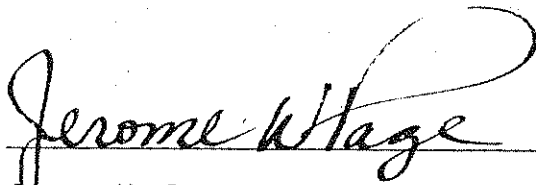
Motion by Mrs. Wilson, seconded by Mr. Kelly, approved unanimously.

NEXT MEETING DATE

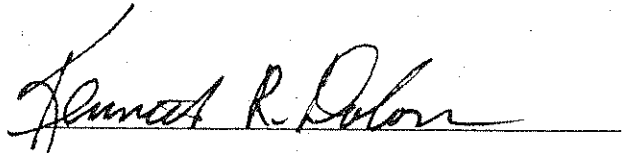
The next meeting date of the Board of Trustees of Eastern Washington State College was set for April 28, 1977 at 7:00 p.m. in the Pence Union Building Council Chambers.

ADJOURNMENT

The meeting was adjourned at 9:40 p.m.



Jerome W. Page
Chairperson, Board of Trustees



Kenneth R. Dolan
Secretary, Board of Trustees

Existing By-Law 401.20.10 (keep as is)

ORIGINAL APPOINTMENT RANK

As a general policy, new appointments will be made at the rank of instructor or assistant professor. A new appointment can be made at the rank of associate professor if the candidate meets the paper qualifications for the rank and the application has the support of the department members. Original appointment of candidates who do not meet the paper qualifications at the rank of associate professor, and all original appointments at the rank of full professor may be approved (upon recommendation of the Faculty Affairs Council) only when the candidates possess outstanding qualifications which are essential for carrying out an effective program.

The following changes are recommended for By-Law 401.20.20 (portions stricken are lined out, new section underlined.)

APPOINTMENT SALARY

The base salary for original regular appointment shall be specifically agreed upon with the candidate and stated in the Letter of Appointment. This figure will reflect consideration of the candidate's combined qualifications of preparation, experience and related accomplishments. ~~Ordinarily the initial salary will be in the lower levels of the salary range for the rank assigned.~~ Ordinarily the initial salary for assistant professor or instructor will be below the middle step of the assistant rank. The initial salary for associate professor and full professor will be below the ceiling of the adjacent lower rank. Any proposed initial appointment salary beyond these steps shall require the support of the department and may be approved (upon recommendation of the Faculty Affairs Council) only when the candidates possess outstanding qualifications which are essential for carrying out an effective program. Every attempt will be made to maintain the relative salary advantage of persons already serving the college, given equivalent qualifications.

Fieldhouse Demolition Contract Award

The Board of Trustees, by telephone vote, approved the award of a demolition contract to George Kelp for the removal of the old fieldhouse building at a cost of \$21,980. Alternate Bid No. 1, in the amount of \$7,470, was offered by Mr. Kelp for the removal of the pool, deck and pool mechanical systems, and to fill the excavation with backfill. The Legislative Budget Committee had earlier directed the College to retain the pool until such time as a final decision was reached on the construction of a new aquatics building. If the new aquatics building is authorized before the demolition contract is complete, or if approval to remove the old pool is granted by the LBC, we would plan to incorporate Bid Alternate No. 1 into the contract by change order.

We recommend that the Board confirm its earlier telephone vote, and that it further authorize the acceptance of Bid Alternate No. 1, at a cost of \$7,470, contingent upon receipt of approval from the proper authorities for the removal of the old pool.

Mr. Kelp has notified us verbally that he intends to employ at least one minority person on this project. We will monitor his activity in this regard.

A summary of the bids received is attached.

BID TABULATION

DEMOLITION

Project No. 91 76 77

Bid Time: 2:00 p.m.

Date: February 2, 1977

Architect: James A. McArther

FIELDHOUSE DEMOLITION/REMOVAL
Eastern Washington State College
Cheney, Washington 99004

Eastern Washington State College
Cheney, Washington, 99004

BID
BOND

BID BOND	CONTRACTOR	BASIC BID	Alternate No. 1		Alternate No. 2		Alternate No. 3		
			+	-	+	-	+	-	
✓	WESTERN REFUSE CO. 180 DAYS	\$28,640 *	+		8848	+	5970		NO BID
✓	GILLINGHAM CONST. CO. 330 DAYS	24,900 ✓	+		6500	+	NO BID		NO BID
✓	SAMUELS SONS 240 DAYS	28,000 3			NO BID		NO BID		NO BID
✓	GEORGE KELP JUNE 10, 1977	21,980 1	+		7470	+	NO BID		NO BID
✓	G. O. LARSON & SONS 150 DAYS	36,168 5	+		14,168	+	6198	+	NO BID
✓	R. W. RHINE, INC. 70 DAYS	50,000 6	+		9000		NO BID		NO BID

HPERA Fieldhouse Floor Installation

Bids will be called about mid-April, 1977 for the synthetic floor surfacing to be installed in the new Fieldhouse. This item was not included in the general construction work because we believe that we can retain more options and better meet the HPERA program needs by specifying and bidding this work. The building will be complete and ready to receive the floor installation by early summer.

We plan to present a bid summary and recommendation for Board consideration at the April meeting of the Board of Trustees.

Utility Tunnel and Service Extensions

The Board of Trustees on May 24, 1976 approved the appointment of Bovay Engineers, Inc., as design engineers for completion of the utility tunnel loop system at EWSC. This project will provide approximately 950 feet of underground concrete utility tunnel with steam, condensate, and chilled water piping, primary and secondary electrical cables, telephone cable racks and auxiliaries.

Design work is completed and bids will be received in mid-April, 1977. We plan to submit a bid summary and recommendation for contract award at the April meeting of the Board of Trustees.

To Dr. H. George Frederickson, President

From Fred S. Johns, Vice President for Business and Management *7V*

Date March 11, 1977

Subject Special Course Fees for 1977 Summer Session

Dr. Chatburn has recommended the following special course fees for the 1977 Summer Session:

Ed 539	Newspaper in the Classroom	\$10 special fee for food services (breakfasts)
Frn 497/539	Inland Empire Culture Inst.	\$259 special fee to cover all costs, including board & room
Ger 497/539		
Spn 497/539		
RPA 497	Advanced Rafting	\$50 special fee to cover transportation to & from the course site
RPA 497	Wilderness Backpacking	\$25 special fee to cover transportation to and from the course site
Ed 597-41	Teacher Effectiveness Training	\$17.50 for special materials

FSJ:kem

memo

EASTERN WASHINGTON STATE COLLEGE - Cheney, Washington 99004

Attachment IV. C. 1.

To Dr. H. George Frederickson, President
From Fred S. Johns, Vice President for Business and Management
Date March 14, 1977
Subject Proposed Amendment of By-Laws Section 405.71.20 (Income Tax Deferral)

It is recommended that Section 405.71.20 of the by-laws be amended as follows (new wording is underlined and deleted wording is lined out):

405.71.20 Income Tax Deferral. As authorized by the Internal Revenue Code an employee may enter into an agreement with the College to reduce the employee's monthly basic salary by the amount of the Retirement System contribution and by a supplemental amount as prescribed in the Internal Revenue Code, and the College shall transmit that amount to purchase retirement annuities in the name of the employee and thereby defer the income tax on the amount until received as benefits. At the option of the employee, such retirement annuities may be purchased from TIAA-CREF or such other insurance company as may be approved by the Vice President for Business and Management, provided that at least twenty-five employees must sign a salary reduction agreement, in a form acceptable to the Vice President for Business and Management, designating a specific insurance company before such insurance company will be approved by the Vice President for Business and Management. Any agreement regarding this section shall be legally binding and irrevocable for both parties while employment continues; provided, however, that after one year from the effective date of the agreement, either party may terminate the agreement; and provided, further, that no more than one agreement for such salary reduction may be made within any taxable year of the employee except to the extent otherwise permitted by the regulations (~~((under-Section-403~~ (b))) of the Internal Revenue Code.

Explanation: Up until now, TIAA-CREF has been the only insurance company which the College has allowed to be designated as the provider of tax deferred annuities (TDA's). Approximately thirty faculty members have indicated their desire to purchase TDA's from Fidelity Union Life Insurance Company, and a representative of another insurance company is currently attempting to sign up the required (by State law) twenty-five employees. The Faculty Retirement and Insurance Committee has interviewed these two insurance representatives, and voted to recommend to the administration that any company that is able to sign up twenty-five employees be recognized by the College as an authorized provider of TDA's. While a wide

Memorandum to Dr. H. George Frederickson

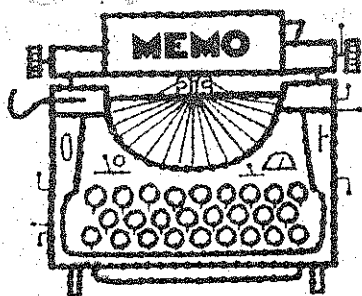
March 14, 1977

Page 2

variety of choices of TDA carriers would be confusing to the individual employee desiring to participate in a TDA program, and would be administratively costly and unwieldy, I feel that the requirement of at least twenty-five participants, and the fact that the majority of employees have already chosen TIAA-CREF, will effectively limit the number of TDA carriers to two or three. The sentence recommended for addition to Section 405.71.20 will permit this option.

The recommendation to delete the reference to Section 403 (b) of the Internal Revenue Code is merely a housekeeping change. Congress recently added a provision dealing with TDA's to Section 415 of the Code. Rather than amend the College regulations every time Congress adds a new section to the Code, I recommend that the entire Code be referenced.

FSJ:kem



Attachment IV. C. 2.

Eastern Washington State College

To: Mr. Fred Johns

From: Charles H. Baumann *CHB*

Date: January 19, 1977

Subject: Consortium Agreement -- Council of Spokane Area Libraries

The enclosed consortium agreement has been too many years in the making. It may become a model for other libraries in the State. The primary purpose is to make the Spokane area libraries more attractive to government and private agencies which provide grants-in-aid, although it may stimulate other activities such as courier service and coordination of collection development. It has already been instrumental in fostering a combined list of periodical volumes held by these and other libraries.

I ask your support in securing approval by the Board of Trustees.

AGREEMENT ESTABLISHING COUNCIL OF SPOKANE AREA LIBRARIES

THIS AGREEMENT, made and entered into this _____ day of _____, 197__, by and between: EASTERN WASHINGTON STATE COLLEGE; WASHINGTON STATE COMMUNITY COLLEGE DISTRICT #17; SPOKANE PUBLIC LIBRARY; SPOKANE COUNTY RURAL LIBRARY DISTRICT; GONZAGA UNIVERSITY OF SPOKANE, WASHINGTON; and WHITWORTH COLLEGE OF SPOKANE, WASHINGTON; all of which, unless specifically designated, shall be referred to hereinafter as "Member Institutions."

WITNESSETH:

WHEREAS, all the Member Institutions identified hereinabove, except for Gonzaga University of Spokane and Whitworth College of Spokane, are public agencies for purposes of RCW Chapter 39.34, the Interlocal Cooperation Act; and

WHEREAS, pursuant to the powers vested in the public agencies by RCW Chapter 39.34, each of them has the authority to enter into an Interlocal Cooperation Agreement with other public agencies in order to provide services that will best accord with their mutual needs; and

WHEREAS, pursuant to the charters of the private institutions: Whitworth College of Spokane and Gonzaga University of Spokane, they are empowered to enter into agreements with public agencies in order to provide services that will best accord with the needs of such private institutions; and

WHEREAS, the public agencies and private agencies that are Member Institutions to this agreement desire to engage in cooperative efforts that will:

- (1) Improve library service at each Member Institution and

for the citizens of the Spokane and Coeur d'Alene metropolitan areas; and

- (2) Provide a means by which the Member Institutions will have access to a wider variety of library materials by more efficiently sharing these resources and reducing needless duplication among the Member Institutions; and
- (3) Provide a means to utilize staff talent and time more efficiently by the sharing of the special skills and facilities possessed by each Member Institution; and
- (4) Through the medium of the Council established by this Agreement, seek cooperative agreements with other institutions, consortia, and public agencies in order to further the objectives of the Member Institutions.

NOW, THEREFORE, in consideration of the premises set forth hereinabove and the covenants and agreements contained hereinafter, the parties hereto agree as follows:

ARTICLE I - DURATION

This Agreement shall be for unlimited duration; provided, however, that if a majority of the Member Institutions wishes to dissolve the Agreement, they may do so by majority vote at a regular meeting of the entire Joint Board of Member Institutions. If any individual Member Institution wishes to discontinue participation in the Council of Spokane Area Libraries, it may do so by submitting a written notice to the Chairman of the Joint Board of Spokane Area Libraries, at least ninety (90) days prior to the time designated by the terminating Member Institution.

ARTICLE II - METHOD OF FINANCING

It is expressly agreed by the Member Institutions that the Council of Spokane Area Libraries created pursuant to Article III of this Agreement shall be funded in a manner to be determined by the Joint Board that shall administer this Agreement. Each Member Institution shall pay, at the minimum, a yearly membership fee of Fifty Dollars (\$50.00). However, if this fee does not cover the costs of the program adopted by the Joint Board for the Council of Spokane Area Libraries, the Joint Board may assess each Member Institution a certain pro rata allocation of the costs of maintaining the Council programs in the manner provided for in Article VIII of this Agreement. Such pro rata share of the expenses of the Council of Spokane Area Libraries shall be allocated among the Member Institutions in order to reimburse the costs and expenses incurred by the Manager of the Council of Spokane Area Libraries in managing and administering the programs adopted by the Joint Board of the Council of Spokane Area Libraries.

It is understood and agreed that the Council of Spokane Area Libraries shall seek and obtain financing through donations from private individuals, groups and foundations, and grants from public agencies available to libraries which participate in consortia of the nature provided for in this agreement. It is further understood and agreed that such funds, when obtained, shall be used to meet any or all of the expenses of administering, managing and operating the programs adopted by the Joint Board of the Council of Spokane Area Libraries.

ARTICLE III - COUNCIL OF SPOKANE AREA LIBRARIES CREATED

It is the purpose of this Agreement to create a consortium to

be known as the Council of Spokane Area Libraries. The chief library officer from each Member Institution, or his or her designate, shall sit on the Joint Board of the Council of Spokane Area Libraries that is created by the terms of this Agreement. It is understood and agreed by and between the parties hereto that the Joint Board of Spokane Area Libraries shall establish and direct the policies to be implemented by the Manager and managing institution of the Council of Spokane Area Libraries in the administration, management and operation of the programs adopted by the Joint Board of the Council of Spokane Area Libraries. It is further understood and agreed that the Manager shall be the chief library officer, or his or her designate, of the managing institution of the Council of Spokane Area Libraries.

ARTICLE IV - RESPONSIBILITIES OF JOINT BOARD OF COUNCIL
OF SPOKANE AREA LIBRARIES

The Joint Board of the Council of Spokane Area Libraries created by Article III of this Agreement shall be deemed the governing board of the Council of Spokane Area Libraries, created by Article III of this Agreement, and shall establish and direct the policies of the Manager, managing institution, and of the Council of Spokane Area Libraries. Accordingly, the Joint Board shall and is hereby authorized to:

- (1) Administer this Agreement and establish the written objectives, policies, programs and evaluations to support the goals set forth in this Agreement.
- (2) Manage the financial affairs of the Council of Spokane Area Libraries by overseeing the actions of the Manager and the managing institution with regard to the management and disbursement of the funds of the Council of

Spokane Area Libraries and by developing written policies and directions concerning the management of the finances of the Council.

- (3) Monitor the progress toward achievement of the objectives of the Council of Spokane Area Libraries, and evaluate the accomplishments of the Council and periodically report its findings to the governing board of each Member Institution.
- (4) Seek, receive, accept, and expend funds received from private and public agencies for the purposes of providing financial support to the programs adopted by the Council of Spokane Area Libraries.
- (5) Promulgate rules and regulations regarding the operation of the Council of Spokane Area Libraries, which shall be binding on the individual Member Institutions during the period of their participation in this Agreement.

It is expressly agreed that the Joint Board shall make its decisions pursuant to a majority vote of the Member Institutions taken at a meeting called by the Chairman of the Joint Board. A quorum for the purpose of conducting official business of the Joint Board of the Council of Spokane Area Libraries shall be two-thirds ($2/3$) of the Member Institutions, and a favorable vote of three-fourths ($3/4$) of those present shall be required for the adoption of any measure presented for consideration by the Joint Board. The Chairman of the Joint Board shall be elected at an annual meeting of the Board, which meeting shall be held in the month of April each year, and the Chairmanship shall rotate among each Member Institution so that each Member Institution may hold the Chairmanship of the

Joint Board before any other Member Institution may again obtain Chairmanship. All meetings of the Joint Board of the Council of Spokane Area Libraries will be conducted in compliance with R.C.W. 42.30 (Washington Open Public Meeting Act).

ARTICLE V - DUTIES AND RESPONSIBILITIES OF MANAGING INSTITUTION

Pursuant to the direction of the Joint Board of the Council of Spokane Area Libraries, the designated Managing Institution shall:

- (1) Manage the affairs of the Council of Spokane Area Libraries pursuant to the objectives, policies and programs established and adopted by the Joint Board.
- (2) Solicit, receive and disburse all funds received from private and public agencies which the Managing Institution obtains for the purposes of operating the Council of Spokane Area Libraries pursuant to the policies, directions and programs adopted by the Joint Board of the Council of Spokane Area Libraries.
- (3) Purchase and maintain all properties acquired with the funds of the Council of Spokane Area Libraries or donated by public or private agencies for the support of the Council of Spokane Area Libraries.
- (4) Manage all of the financial affairs of the Council of Spokane Area Libraries pursuant to the policies and directions established by the Joint Board, including but not limited to:
 - (a) Billing and obtaining remittances from each Member Institution for the cost and expense of conducting the affairs of the Council of Spokane Area Libraries, in accordance with

the pro rata share of each Member Institution in the program or programs of the Council.

(b) Employing all personnel needed to accomplish the programs and responsibilities of the Council of Spokane Area Libraries as established by the Joint Board.

(c) Expend funds and take all other actions necessary to preserve and protect the properties of the Council of Spokane Area Libraries, as directed by the Joint Board.

In lieu of the contribution of its pro rata share and subject to the approval of a majority of the Council, the Managing Institution may credit the costs it sustains as a Managing Institution to the pro rata share of expenses of the Council of Spokane Area Libraries otherwise chargeable to the Managing Institution as a member of the Council. The credit the Managing Institution may deduct for its pro rata share shall not exceed ten percent (10%) of salaries and other direct costs.

The Joint Board of the Council of Spokane Area Libraries shall designate the Managing Institution at each annual meeting by a majority vote of a quorum of the Member Institutions.

It is understood and agreed that Eastern Washington State College shall, initially, be the Managing Institution for the Council of Spokane Area Libraries, and shall be responsible for the administration, management and operation of the affairs of the Council of Spokane Area Libraries created by this Agreement.

ARTICLE VI - NEW MEMBER INSTITUTIONS

New Member Institutions may be added to the Council of

Spokane Area Libraries by a favorable vote of two-thirds (2/3) of the Member Institutions of the Joint Board at that time. The new member shall affix the signature of the appropriate officer of the new Member Institution to the official copies of the Agreement creating the Council of Spokane Area Libraries.

Upon completion of this process, each new Member Institution will be entitled to take one (1) position on the Joint Board, and enjoy all of the rights, privileges, duties and responsibilities of a Member Institution in the Council of Spokane Area Libraries.

ARTICLE VII - DISPOSITION OF FUNDS UPON TERMINATION
BY INDIVIDUAL MEMBER INSTITUTION

A Member Institution choosing to terminate membership in the Council of Spokane Area Libraries shall have a right to a refund of Council operating funds, existing at the date of termination, to which the Member Institution has contributed, to the extent that such funds are uncommitted at the time of termination. Payments shall be remitted to the terminating Member Institution within thirty (30) days of the effective termination date. If, at the time of termination, a Member Institution considers a pro rata refund accorded to him by the Joint Board to be insufficient, he may appeal such allocation per the arbitration procedures provided for in Article IX hereof.

ARTICLE VIII - FINANCING OF THE COUNCIL OF
SPOKANE AREA LIBRARIES

After receiving the recommendation of the Managing Institution, the Joint Board of the Council of Spokane Area Libraries shall adopt a budget for the operation of the Council's programs and functions for the ensuing year. Such budget, which shall take into account each Member Institution's projected participation in the Council

for the ensuing fiscal year, shall be submitted by the Joint Board no later than sixty (60) days prior to obligation or expenditure of any Council funds. Upon adoption of the budget, by majority vote of the Joint Board, the pro rata share of each Member Institution shall become an obligation of that Member Institution for the ensuing fiscal year; provided, however, that if within thirty (30) days after receiving notice of its share of the projected budget a Member Institution advises the Managing Institution that it cannot meet the contributions required of it by the projected budget, such Member Institution may either indicate an unwillingness to support a particular project(s), or it may withdraw from the Council of Spokane Area Libraries by tendering written notice thereof to the Managing Institution. The final budget for the Council must be adopted no later than ten (10) days prior to the commencement of the fiscal year established by the Joint Board of the Council of Spokane Area Libraries. The Council shall then operate within the limits of such budget, except and unless each Member Institution consents to an increase in the pro rata allocation for the purpose of meeting expenditures for special projects, programs, or functions that exceed the adopted budget.

In the course of determining pro rata contributions necessary from each Member Institution for the support of the budget, the Joint Board may take into account the monetary value of any participation by a Member Institution by means of monetary expenditures for goods or services purchased by the Member Institution where the actual costs of the goods and services rendered are directly related to and in support of Council projects, programs, or functions. At the end of the fiscal year, if the Joint Board deems it advisable,

the Joint Board may rebate to any Member Institution those funds expended by such Member Institution, in aid of Council projects, programs, or functions, which were in excess of that Member Institution's obligation to participate in Council projects, programs, and activities.

ARTICLE IX - ARBITRATION

If any Member Institution considers that any assessment levied by the Joint Board, or the Member Institution's share of a proposed budget for an ensuing fiscal year to be excessive, the Joint Board shall be notified by the Member Institution in writing that the amount is disputed, within ten (10) days of the Member Institution's receipt of the assessment or notice of its share of a proposed budget for the ensuing fiscal year. If the Joint Board and the Member Institution cannot then resolve their differences within three (3) days after the Joint Board has received the Member Institution's protest, either party may then request arbitration in accordance with the procedures outlined in RCW Chapter 7.04. The arbitrator shall be one who is mutually selected by both parties; and he shall be selected within no less than twenty (20) days after the parties agree to take the matter to arbitration. After an arbitrator is selected, he shall hold a hearing and render final judgment, which shall be binding upon both parties, within no later than sixty (60) days after the arbitrator has been selected.

ARTICLE X - LIABILITY

Each Member Institution under this Agreement agrees to hold every other Member Institution harmless against any liability caused by the negligent or intentional acts of each member's respective employees or agents which results in injury to any person, or

property damage, or any other harm arising from any negligent or intentional actions that may result from the participation by the Member Institution in the Council of Spokane Area Libraries, as established in this Agreement.

ARTICLE XI - EQUAL OPPORTUNITY EMPLOYMENT STANDARDS

All the Member Institutions affiliated with the Council of Spokane Area Libraries will comply with all provisions in Executive Order No. 10925, 26 F.R. 1977 (March 8, 1961), Executive Order No. 11246, 30 F.R. 12319 (September 28, 1965), and of the Rules, Regulations, and Relevant Orders of the President's Committee on Equal Employment Opportunity created thereby, and RCW Chapter 49.60 (1973), and applicable rules and regulations promulgated by the Washington State Human Rights Commission pursuant to RCW 49.60.120 (1973).

ARTICLE XII - DISPOSITION OF PROPERTY, FUNDS AND SUPPLIES UPON TERMINATION OF AGREEMENT

Termination of this Agreement shall be accomplished by a majority vote of the entire Joint Board of the Council of Spokane Area Libraries. In the event the Joint Board orders termination of the Council of Spokane Area Libraries, then all unused consumable supplies purchased pursuant to this Agreement shall vest in and become the property of the Managing Institution. The Managing Institution shall then dispose of the nonconsumable supplies or other property acquired by the Council of Spokane Area Libraries, in any manner permissible by law, and the proceeds of such liquidation shall be disbursed to the Member Institutions at a rate equal to each Member Institution's pro rata share of its financial and in kind contribution to the Council of Spokane Area Libraries from the time the Council commenced until the time that it was terminated;

provided, however, that in the case of termination prior to the complete liquidation of any grant funds which the Council has received, the liquidation of such unobligated grant funds shall be accomplished in a manner consistent with the terms of the grant.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this day and year first above written.

EASTERN WASHINGTON STATE COLLEGE

Attest:

By: _____

WASHINGTON STATE COMMUNITY COLLEGE
DISTRICT NO. 17

Attest:

By: _____

SPOKANE PUBLIC LIBRARY

Attest:

By: _____

SPOKANE COUNTY RURAL LIBRARY DISTRICT

Attest:

By: _____

GONZAGA UNIVERSITY

Attest:

By: _____

WHITWORTH COLLEGE

Attest:

By: _____

PERSONNEL ACTIONS

A. Administrative

1. Appointment

Green, Isabelle, Director of Alumni Relations (administrative exempt), effective March 21, 1977. Administrative Salary Range 106 - \$14,024 per year.

2. Sick Leave

Showalter, Jan, Secretary to the President, February 1, 1977 to March 31, 1977.

3. Leave of Absence

Showalter, Jan, Secretary to the President; leave without pay from April 1, 1977 to August 31, 1977.

4. Change of Status

Bjork, Lynne, from Secretary III (classified staff) to Secretary to the President (administrative exempt) effective February 1, 1977 to September 1, 1977. Administrative Salary Range 104 - \$11,560 per year.

Harris, Wade, from Director of Computer Services (administrative exempt) to Manager, State Service Center (classified staff), effective March 1, 1977. Salary Range 83 - \$26,676 per year

B. Academic

1. Appointments - Faculty - 1976-77 (Part Time):

Alkire, Wilma J., Substitute Teacher, Campus School, 4-1/2 days between Jan. 28 and Feb. 15. Salary: \$121.50.

Anderson, Anthony H., Visiting Associate Professor of Urban and Regional Planning, Spring Quarter. Salary: \$2,480.

Anton, Jill F., Substitute Teacher, Campus School, February 25. Salary: \$27.

Balli, Maria I., Graduate Fellow in Speech Pathology, Winter and Spring Quarters. Salary: \$2,132.

Banner, Michael C., Graduate Fellow in Mathematics; three-fourths fellowship for Spring Quarter. Salary: \$799.50.

Bates, James E., Associate Prof. of Social Work; services as training consultant, Dept. Social & Health Services project, Feb. 9. Salary: \$150 (grants/contracts funds).

Bell, Donald R., Professor of Applied Psychology; services as training consultant, Dept. Social & Health Services, Jan. 5, 8-9, 11-12 & 15; Feb. 2, 15-16; March 3, 4 & 9. Salary: \$1,706.25 (grants/contracts funds).

Briscoe, Robert H., Assistant Prof. of Business Administration; for services in preparing a computerized mailing list, Fall Quarter. Salary: \$200.

Brucker, Benjamin W., Assistant Prof. of Educa.; supervision of 4-credit course in Lind, Winter Quarter. Salary: \$80.

Appointments - Faculty - 1976-77 (Part Time) - Continued

- Burnham, Kent R., Associate Prof. of Business Educa.; conference leader for Council of Vocational Education, Feb. 26. Salary: \$100 (grants/contracts funds).
- Byrnes, Curtis L., Assistant Prof. of P.E.; 3 credit course in Spokane, Winter Quarter. Salary: \$600.
- Callender, Lynn R., Associate Professor of Educa.; 3 credit course in Spokane, Winter Quarter. Salary: \$600.
- Dalla, Ronald H., Associate Prof. of Math; 5 credit course in Toppenish, Winter Quarter. Salary: \$1,000.
- DeFelice, Albert J., Graduate Fellow in Accounting, Spring Quarter. Salary: \$1,066.
- Dickerson, Joan R., Visiting Assistant Prof. of Educa.; 7 credits, Winter Quarter. Salary: \$1,400.
- Dunn, Helen O., Instructor in Education; 2 credit course in Kennewick (team taught), Oct. 12 to April 18. Salary: \$75.
- Elder, William A., Instructor in Education; 2 credit course in Pasco (team taught), Oct. 12 to April 18. Salary: \$400.
- Engel, Eldon, Associate Prof. of Educa.; 3 credits, Winter Quarter. Salary: \$600.
- Folsom, Michael M., Assistant Prof. of Geog.; 5 credit course in Toppenish, Winter Quarter (team taught). Salary: \$500.
- George, Philip S., Professor of Educa.; 4 credit course in Lind, Winter Quarter. Salary: \$600.
- Hall, Wayne H., Associate Professor of Educa.; supervision of a 4 credit course in Lind; 3 credit course in Moses Lake, Winter Quarter. Salary: \$680.
- Hanke, John E., Professor of Quantitative Analysis; services in Bureau of Business Research, Fall Quarter. Salary: \$100. Preparation of computerized mailing list, Fall Quarter. Salary: \$166.
- Hashmi, Bilal, Assistant Professor of Sociology; 5 credit course in Toppenish, Winter Quarter. Salary: \$1,000.
- Helsing, M. Arlene, Substitute Teacher, Campus School, Jan. 28 and Feb. 25. Salary: \$54.
- Higman, Sandra J., Instructor in English, 10 credits, Winter Quarter. Salary: \$1,637.
- Hornfelt, Archie J., Associate Prof. of Industrial Educa. & Tech.; 4 credits in Spokane, Winter Quarter. Salary: \$800.
- Huggins, Charles L., Lecturer in Urban & Regional Planning; 3 credits, Winter Quarter. Salary: \$880.
- Hughes, Ann L., Instructor in Education; 2 credits in Kennewick, Oct. 12 to April 18 (team taught; 2 sessions). Salary: \$150.
- Hunsaker, Don E., Associate Prof. of Applied Psych.; two Human Communication Workshops at Clark AFB, Philippines, May 7 to 22. Salary: \$1,500 (grants/contracts funds).
- Isch, Stephanie, Instructor in Dental Hygiene, Winter and Spring Quarters. Salary: \$2,800.
- Kass, Henry D., Professor of Government; services as training consultant, Dept. of Social & Health Services project, Feb. 4, 6, 7 through 10, and March 8 through 10. Salary: \$1,350 (grants/contracts funds).
- Kavanaugh, Doug, Instructor in Educa.; 3 credit course in Yakima, Winter Quarter. Salary: \$450.
- Koval, Randy, Instructor in Educa.; 3 credit course in Vancouver, Jan. 10 to 31; 3 credit course in Wenatchee, Jan. 11 to Feb. 22. Salary: \$1,200.
- Lambert, Dale A., Instructor in Educa.; 3 credits in East Wenatchee, Winter Quarter. Salary: \$360.

Appointments - Faculty - 1976-77 (Part Time) - Continued

- Mabee, W. Scott, Assistant Prof. of Applied Psych.; student advising, Jan. 26 to March 2. Salary: \$525.
- Mahoney, Shane, Assistant Prof. of Government; services as training consultant, Dept. Social & Health Services project, Jan. 13-14, Feb. 10-11, March 3-4. Salary: \$900 (grants/contracts funds).
- Malaby, John E., Professor of Psych.; research on Effects of Parental Alcohol Consumption on Offspring, Jan. 3 to Feb. 28. Salary: \$1,200 (grants/contracts funds).
- Maney, James J., Prof. of Educa. & Applied Psych.; site visitations, Human Communications Workshops, March 20 to 25. Salary: \$975.75 (grants/contracts funds).
- Marchant, Carroll B., Associate Prof. of Educa.; 4 credits in Spokane, Winter Quarter. Salary: \$800.
- Martin, Cheryl C., Assistant Prof. of Applied Psych.; student advising, Jan. 26 to March 2. Salary: \$600.
- McDowell, Fran, Instructor in Educa.; 2 credit course in Pasco, Oct. 12 to April 18 (team taught). Salary: \$50.
- McGregor, Wallace, Instructor in Geology; 4 credits in Spokane, Winter Quarter (team taught). Salary: \$400.
- Mitchell, Bruce M., Associate Prof. of Educa.; 3 credits in Colville, Nov. 20 to Dec. 10. Balance of salary: \$40 (previously paid \$580).
- Monasmith, Jim M., Instructor in Educa.; 3 credit course in Colville, Nov. 20 to Dec. 10. Balance of salary: \$20 (previously paid \$490).
- Morgenstern, Robert, Associate Prof. of Applied Psych.; 4 credits in Moses Lake, Jan. 14 to Feb. 25. Salary: \$800.
- Murphy, Mary Ann, Field Coordinator, Child Development Center; svcs. as training consultant, Dept. Social & Health Services project, Feb. 2 and 11. Salary: \$200.30 (grants/contracts funds).
- Odell, William R., Adjunct Professor of Educa.; 1 credit in Moses Lake, Nov. 8 to Dec. 13. Salary: \$200.
- Palmer, Kermit, Professor of Business Educa.; officiating fee for P.E. sports activity, April 13. Salary: \$54.
- Parton, Marguerite S., Professor of Educa., 3 credits in Spokane, Winter Quarter. 3 credit course in North River, Jan. 4 to May 31. Salary: \$319.
- Paul, Fred, Instructor in Educa., 2 credit course in Pasco, Oct. 12 to April 18 (team taught). Salary: \$50.
- Prekeges, Demitrios P., Professor of Math; 1 credit course in Moses Lake, Nov. 16 to Dec. 14. Salary: \$200. Three-credit course in Moses Lake, Jan. 10 to March 14. Salary: \$600.
- Quinn, Robert R., Assistant Prof. of Geography; 5 credits in Toppenish, Jan. 31 to March 22. Salary: \$500.
- Reitsch, Arthur G., Associate Prof. of Accounting & Dec. Sci.; services in Bureau of Business Research, Fall Quarter. Salary: \$100. Preparation of computerized mailing list, Fall Quarter. Salary: \$166.
- Salsbury, Robert E., Jr., Professor of Educa.; 3 credits in Yakima, Jan. 10 to March 7. Salary: \$500.
- Sampson, Dick T., Associate Prof. of Applied Psych.; services as training consultant, Dept. Social & Health Services project, Feb. 15 through 17, and March 14 through 16. Salary: \$1,200 (grants/contracts funds).
- Schroeder, Harry J., Instructor in Speech Pathology & Audiology; 2 credits, Feb. 1 to March 3. Salary: \$400.
- Shreeve, William C., Professor of Educa.; 3 credits in East Wenatchee, Winter Quarter. Salary: \$360.
- Sigler, Gary, Assistant Prof. of Applied Psych.; student advising, Jan. 26 to March 2. Salary: \$525.

Appointments - Faculty - 1976-77 (Part Time) - Continued

Slaughter, Zola Z., Instructor in Educa.; 2 credits in Kennewick, Oct. 12 to April 18 (team taught; 2 sessions). Salary: \$75.
Solomon, Susan L., Associate Prof. of Accounting & Dec. Sci.; services in Bureau of Business Research, Fall Quarter. Salary: \$111.
Sonker, Sunny L., Instructor in Educa.; 2 credits in Kennewick, Oct. 12 to April 18 (team taught; 2 sessions). Salary: \$75.
Stern, Gary A., Assistant Prof. of Psych.; Human Communications Workshop held at Fairchild AFB, April 18 through 29. Salary: \$600 (grants/contracts funds).
Stueckle, Arnold F., Associate Professor of Education; supervision of 4 credit course in Lind, Winter Quarter; 6 credits in Spokane, Winter Quarter. Salary: \$680.
Sullivan, Hugh D., Associate Prof. of Math; 3 credits in Moses Lake, Winter Quarter. Salary: \$600.
Swan, Jack A., Assistant Prof. of Math; 3 credits in Moses Lake, Winter Quarter. Salary: \$600.
Vercryssen, Max, Gymnastic Judge, Jan. 22, Feb. 12 and March 5. Salary: \$48.
Wilkens, Robert F., Associate Prof. of Educa.; 3 credits in Yakima. Balance of salary: \$60 (previously paid \$420).
Wilkerson, Jon, Graduate Fellow in Math, Spring Quarter. Salary: \$1,066.
Wright, Anita L., Graduate Fellow in Speech Path., Spring Quarter. Salary: \$1,066.
Youngs, John W. T., Jr., Associate Prof. of History; development of T.V. History course, Fall Quarter. Salary: \$150 (partial payment).

Appointments - Faculty - 1976-77 (Full Time)

Haight, Myra M., Visiting Assistant Professor of Accounting, Winter and Spring Quarters. Salary: \$8,640.
(B.A., Master's of Business Administration, EWSC. Previous experience: Instructor, Spokane Community College, 1976)

Appointments - Faculty - 1977-78 (Full Time)

Harris, Sarah (Salli) E., Assistant Professor of Dental Hygiene, academic year. Salary: \$12,960 (grant funds).
(B.A., UCLA, M.S. in Dental Hygiene and post-Master's health education program leading to Ed. S. degree at U. of Mich., expected completion in Spring, 1977. Previous experience: 8 years of private practice as a hygienist in California and Michigan; part-time instructor in dental hygiene at Oakland Community College, Union Lake, Mich., Winter and Spring Quarters of 1976-77)

2. Resignations

Hall, Eugene L., Graduate Fellow in Accounting & Decision Science; declined fellowship awarded for Spring Quarter, 1977.
Last, Rose, Assistant Professor of Physical Therapy; resignation effective June 10, 1977.
Sanders, Lavon A., Graduate Fellow in Mathematics; declined fellowship awarded for Spring Quarter, 1977.

3. Sick Leave

Beal, Bruce D., Associate Professor of Art; returned from sick leave January 3, 1977.
Bell, David S., Jr., Associate Professor of Government; sick leave with pay from February 14, 1977 to March 18, 1977.
Fretwell, Loretta N., Professor of Psychology; sick leave with pay, Spring Quarter, 1977.
Lass, Robert N., Professor of English; to return from sick leave March 28, 1977.
Shin, Suk-Han, Assistant Professor of Geography; returned from sick leave February 1, 1977.
Wiley, Don D., Professor of Education; sick leave with pay from October 18, 1976 to November 1, 1976.

4. Leave of Absence

Parsons, Dora Beth, Assistant Professor of P.E.; extension of leave of absence without pay for an additional academic year (1977-78).

5. Salary Change

Corder, Curtis L., Graduate Fellow in Mathematics; salary changed from \$2,665 to \$2,931.50 for academic year 1976-77 because of increased assignment.

6. Change of Status or Continuation of Special Appointment

Behm, Roy K., Professor of Chemistry; resignation from chairmanship of the Department of Chemistry effective June 10, 1977, to return to full-time teaching beginning Fall, 1977.
Boulanger, Norman C., Associate Professor of Drama; appointment as Chairman, Department of Drama, for a two-year term effective September 1, 1977.
Maxson, William L., Professor of Music; reappointment as Chairman, Department of Music, for a three-year term commencing September 1, 1977.

7. Emeritus Rank

Andrews, J. Austin (1954), Professor Emeritus of Music, effective June 10, 1977.
Mercer, Gerald (1954), Professor Emeritus of Education, effective June 30, 1977.

8. Retention of Non-Tenured Faculty for 1977-78

Bates, James E., Associate Professor of Social Work (1975)
Borrero, Michael I., Associate Professor of Social Work (1975)
Dickson, Anne S., Assistant Professor of Physical Therapy (1976)
Dickson, John P., Associate Professor of Marketing (1975)
Dunbar, Ellen A., Associate Professor of Social Work (1976)
Finch, Anita Jo, Assistant Professor of Home Economics (1975)
Gossett, Ruth R., Associate Professor of Social Work (1976)
Horner, William C., Assistant Professor of Social Work (1976)

Retention of Non-Tenured Faculty for 1977-78 (Cont'd.)

McClarin, Judith A., Assistant Professor of Chemistry (1975)
 Millikan, Irene A., Assistant Professor of Education, Campus
 School (1975)
 Morris, Lynne C., Assistant Professor of Social Work (1976)
 Niemann, Joan E., Assistant Professor of Applied Psychology (1976)
 Osorio, Nestor L., Catalog Librarian, Librarian II (Jan. 1976)
 Rowland, J. Herbert, Assistant Professor of German (1975)
 Saylor, Vivian L., Catalog Librarian; Librarian II (Winter 1977)
 Sigler, Gary R., Assistant Professor of Applied Psychology (1975)
 Solomon, Susan L., Associate Professor of Operations Management
 and Decision Science (1975)
 Ward, Lea, Assistant Professor of Radio-TV (1975)

9. <u>Professional Leaves - 1977-78</u>	<u>No. of Quarters</u>
Blanche, Jerry D., Assistant Prof. of Com- munication Studies	1
Bocaz, Sergio H., Assistant Professor of Spanish	1
Bown, Charles C., Associate Professor of Finance	2
Breneman, Gary L., Associate Professor of Chemistry	3
Dors, A. George, Assistant Professor of Math	3
Douglas, John E., Professor of Chemistry	3
Duenow, John A., Associate Professor of Music	1
Edmonds, James J., Professor of Music	1
Fletcher, J. Eugene, Professor of Education and Applied Psychology	1
Geary, John K. M., Assistant Professor of English	1
Gibson, Flash, Assistant Professor of Biology	2
Ross, John A., Assistant Professor of Anthropology	1
Snipes, Katherine W., Associate Professor of English	3
Steele, William K., Assistant Professor of Geology	1
White, Ronald J., Professor of Biology	1
Wynd, William R., Professor of Marketing	1
Yarwood, Edmund, Associate Professor of Russian and English	1
Youngs, J. Wm. T., Jr., Assoc. Professor of History	3
Zyskowski, Martin J., Assistant Professor of Music	1