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Board of Trustees Minutes, April 26, 1979

Eastern Washington University

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Agenda

Board of Trustees Eastern Washington University

April 26, 1979
9 a.m., Pence Union Building Council Chambers

- I. Presidents' Reports
- II. Consent Items
 - A. Approval of the Minutes of the March Board of Trustees Meeting (Attachment II. A.)
- III. Policy Issues
 - A. Business & Financial
 - 1. Special Course Fees - Summer Quarter 1979 (Attachment III. A. 1.)
 - 2. Special Course Fee - Dental Hygiene (Attachment III. A. 2.)
 - 3. Associated Students Supplemental Budget Request for Willow Springs (Attachment III. A. 3.)
 - B. Policies & Procedures
 - 1. Deletion of By-Law 405.20.00, Retirement Rules and Regulations (Attachment III. B. 1.)
 - 2. Proposed Amendments to By-Law 200.00, Board of Trustees (Attachment III. B. 2.)
 - 3. Proposed Amendments to By-Law 310.10.40, University President's Relations to University Governance Bodies (Attachment III. B. 3.)
 - 4. Proposed Amendments to By-Law 402.00, Academic Rights, Duties, and Obligations (Attachment III. B. 4.)
- IV. Information Items
 - A. Academic Planning Exercise (Attachment IV. A.)
 - B. Financial Aid (Attachment IV. B.)
 - C. Staffing Record (Attachment IV. C.)
 - D. Campus Safety
- V. Personnel Actions (Attachment IV.)

The next Board of Trustees meeting will be held on Thursday, May 24, 1979, at 6 p.m. in the Senior Hall Lounge on the EWU campus.

EASTERN WASHINGTON UNIVERSITY

Board of Trustees Minutes April 26, 1979

The Board of Trustees of Eastern Washington University held a regular meeting on Thursday, April 26, 1979, at 8 a.m. in the Pence Union Building Council Chambers.

BOARD OF TRUSTEES PRESENT

Mr. Andrew P. Kelly, Chairman
Mr. Bruce McPhaden, Vice Chairman
Mrs. James Chase
Mr. Fred Enlow
Mrs. Frederick Wilson, Jr.

STAFF PRESENT

Dr. H. George Frederickson, President
Mr. Fred S. Johns, Vice President for Business and Finance
Dr. Katherine S. Sherman, Provost for Academic Affairs
Dr. Daryl Hagie, Provost for Student Services
Mr. Kenneth R. Dolan, Secretary, Board of Trustees
Dr. Patrick Whitehill, President, Faculty Organization
Mr. John Fahey, Director, University Advancement
Mr. Phillip Briggs, Director, Communications Services
Dr. John O'Neill, Dean, School of Social Work & Human Services
Dr. Duane Thompson, Vice Provost for Graduate & Undergraduate Studies
Dr. Wayne Loomis, Director, Facilities Planning
Dr. Vince Stevens, Dean, Division of Health Sciences
Mr. William Shaw, Controller
Ms. Susan Shackette, Director, Financial Aids
Mr. David Saraceno, Assistant Attorney General

MEDIA PRESENT

Mr. Hugh Davis, Spokane Daily Chronicle
Mr. Tom Thrun, Cheney Free Press
Ms. Liz Viall, Easterner

STUDENTS PRESENT

Ms. Melody Lewis, Speaker, Associated Students Legislature

EXECUTIVE SESSION

Chairman Kelly called an executive session at 8 a.m. for the purpose of discussing the evaluation of the President, Dr. H. George Frederickson. He called the meeting back into regular session at 9:20 a.m. (Appendix I.)

BUSINESS MEETING

Chairman Kelly introduced Mrs. James Chase and welcomed her to the Board of Trustees of Eastern Washington University.

Mr. Kelly called the business meeting to order at 9:25 a.m.

MINUTES OF THE MARCH BOARD OF TRUSTEES MEETING, Agenda Item II. A.

Motion #04-01-79: "I move that the minutes of the March Board of Trustees meeting be approved as submitted."

Motion by Enlow, seconded by Wilson, approved unanimously.

POLICY ISSUES

SPECIAL COURSE FEES - SUMMER QUARTER 1979 & DENTAL HYGIENE, Agenda Items III. A. 1. and 2.

Motion #04-02-79: "I move that the special course fees for Summer Quarter 1979 and the Dental Hygiene program be approved."

Motion by McPhaden, seconded by Enlow, approved unanimously.

SUPPLEMENTAL BUDGET REQUEST FOR WILLOW SPRINGS MAGAZINE, Agenda Item III. A. 3.

Motion #04-03-79: "I move that the supplemental budget request for the Willow Springs magazine be approved."

Motion by McPhaden, seconded by Wilson, approved unanimously.

RETIREMENT RULES AND REGULATIONS, BY-LAW 405.20.00, Agenda Item III. B. 1.

Motion #04-04-79: "I move that the request to delete By-Law 405.20.00, Retirement Rules and Regulations, be rejected."

Motion by McPhaden, seconded by Enlow, approved unanimously.

Through this action, the Board of Trustees continues without change the existing By-Law governing retirement rules and regulations.

PROPOSED AMENDMENTS TO THE BY-LAWS, Agenda Items III. B. 2, 3, and 4.

MOTION #04-05-79: "I move that the amendments to By-Laws 200.00, Board of Trustees; 310.10.40, University President's Relations to University Governance Bodies; and 402.00, Academic Rights, Duties, and Obligations, proposed as agenda items III. B. 2, 3, and 4, be rejected. I further move that By-Laws 200.00, Board of Trustees, and 402.00, Academic Rights, Duties, and Obligations, be amended as shown in Appendix II and III."

Motion by Enlow, seconded by McPhaden, approved unanimously.

Chairman Kelly read a statement from the Board of Trustees declaring the Board's position concerning faculty and student access to the Board of Trustees so long as proper procedures are followed. He also stated that with the Agenda Preparation Committee, the elected head of the Faculty Organization and the Associated Students President can bring matters to the attention of the Chairman of the Board of Trustees which they think should have formal Trustee action. (Appendix IV.)

INFORMATION ITEMS

Information items were presented to the Board of Trustees regarding the academic planning exercise, financial aid, Campus Safety, and the EWU staffing record.

EXECUTIVE SESSION

Chairman Kelly called an executive session at 10:55 a.m. for the purpose of discussing personnel matters. He called the meeting back into regular session at 11:40 a.m.

PERSONNEL ACTIONS, Agenda Item V.

Motion #04-06-79: "I move that the personnel actions be approved as submitted."

Motion by Wilson, seconded by Enlow, approved unanimously.

NEXT MEETING DATE

The next regular meeting of the Board of Trustees will be held on Thursday, May 24, 1979, at 9 a.m. in the Senior Hall Lounge on the Eastern Washington University campus.

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ADJOURNMENT

Chairman Kelly adjourned the meeting at 11:45 a.m.

Mr. Andrew P. Kelly
Chairman, Board of Trustees

Mr. Kenneth R. Dolan
Secretary, Board of Trustees

Memo



To: H. G. Frederickson, President
From: Fred S. Johns, Vice President for Business and Finance *FSJ*
Date: April 11, 1979
Subject: Special Course Fees, Summer Quarter 1979

Dr. Yarwood recommends that the Board of Trustees approve special course fees for the 1979 Summer Quarter as listed in his memorandum of March 22, attached.

FSJ:bwv

Attachment

Memo



To: Fred Johns, Vice President - Business and Finance
From: Ed Yarwood, Assistant Provost for Faculty Development & Research
Date: March 22, 1979
Subject: Agenda Items for Board of Trustees

Approval of the Board of Trustees is required for the following special summer course fees:

Art 39601	The Camera	\$25.00 Lab Fee
Art 39601	Negative and Prints	25.00 Lab Fee
Art 39603	Print Photo Design	25.00 Lab Fee
Phy 35001	Elements of Photography	35.00 Lab Fee
RPA 49702	Intro. to Sailing	15.00 Fee
RPA 49703	River Rafting Skill	15.00 Fee
RPA 49704	Intro. to Sailing	15.00 Fee
RPA 49705	Basic Canoeing	15.00 Fee
RPA 49706	Advanced Sailing	15.00 Fee
RPA 49701	Outdoor Program for the Handicapped	15.00 Fee
RPA 54102	Outdoor Program for the Handicapped	15.00 Fee
ED 16101	Driver Ed. Beg. Driver	15.00 Lab Fee
ED 49704	Teacher Effectiveness Training	20.00 Lab Fee
ED 59704	Teacher Effectiveness Training	20.00 Lab Fee
ED 49710	Newspaper in Classroom	15.00 Activity Fee
ED 59710	Newspaper in Classroom	15.00 Activity Fee
ED 49711	Project Learning Tree	20.00 Transportation Fee
ED 59712	Project Learning Tree	20.00 Transportation Fee
ED 497	"Dynamics of Motivation in the Dev. of Cognitive Structure in Reading"	10.00 Cost of Instructor
ED 597	"Dynamics of Motivation in the Dev. of Cognitive Structure in Reading"	10.00 Cost of Instructor

April 26, 1979

Memo



To: Fred Johns, Vice President, Business and Finance
From: Katherine S. Sherman, Provost, Academic Affairs
Date: April 20, 1979
Subject: Dental Hygiene Proposed Special Fees

The Dental Hygiene Department proposes to offer specially organized and intensive courses for graduate hygienists. These courses will compress coursework normally spread across five quarters in our traditional curriculum, into two quarters.

These courses will be designed for graduate hygienists from outside the state who need to prepare for the State Board Licensing Examination in Washington. The Washington exam requires background technical training in the areas of restorative dentistry and local anesthesia; most other states do not require practical training in these areas.

Our Dental Hygiene Department requests approval of a special fee for these graduate students taking this coursework. The department needs to charge a lab, clinic and rental fee of \$75.00 per quarter for certain materials and instruments purchased by the department. The estimated cost to the department of supplies for each of these special students is \$89.25. They will each use equipment costing \$258.30 which will need periodic replacement and repair.

Our regular full-time Dental Hygiene students purchase certain materials and instruments since they will be using them for two years. The cost of purchase is \$250.00 per quarter the first year and \$75.00 per quarter for the second year. The department plans instead to provide instruments and materials to the special students preparing for the State Board examination.

Courses similar to ours for out-of-state hygienists charge higher special fees than the one proposed. University of Washington charges a \$400.00 lab fee and Shoreline Community College a \$250.00 lab fee for such courses.

Memo



To: H. George Frederickson, President
From: Philip R. Marshall, Executive Vice President
Date: April 18, 1979
Subject: Supplement Budget Request for Willow Springs

The supplemental budget request for Willow Springs was approved by the Planning and Budgeting Committee on March 26, 1979, and has been reviewed by Mr. Kelly and Mr. Enlow of the Board of Trustees Budget and Finance Committee. I recommend that the request be placed on the April Board of Trustees agenda.

PRM:js

attachment

Memo



To: KEN DOLAN, Assistant to the President
From: Denver Parmenter, Chairman, Financial Affairs Committee
Date: February 9, 1979
Subject: ADDITIONAL SUPPLEMENTAL BUDGET REQUEST

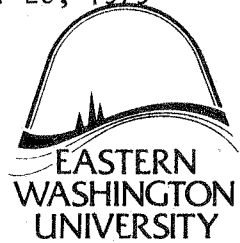
Per our conversation this day, the item below is forwarded for submittal with the other requests going to the February Board meeting. Although this item has not yet been approved by the AS Legislature, I do not anticipate any problem. The item will be discussed at the Monday Legislature meeting.

Willow Springs Magazine..... \$1,700

Thank you again for your cooperation.

cc: Phil Marshall, Executive Vice-President
Daryl Hagie
Ron Weigelt
Kim Wiseman

Memo



To: Board of Trustees
From: Pat Whitehill, Chairman, Academic Senate
Date: February 15, 1979
Subject: Deletion of By-Law 405.20.00

405.20.00 Amendment, Suspension or Discontinuance of Rules and Regulations. Eastern Washington University expects to continue this plan indefinitely, but the right is necessarily reserved to change, suspend or discontinue at any time. No change or suspension will adversely affect the benefits already purchased by the participant and the University's contributions.

It is the feeling of the Insurance and Retirement Committee of the Faculty Affairs Council that this statement in the By-Laws is unnecessary. During the explanation of this By-Law in the Senate, Vice President Fred Johns reported that Eastern was the only four-year institution in our state with such a statement in the By-Laws.

This deletion was approved by the Academic Senate on February 21, 1978.

BY-LAWS 200.00.00

Board of Trustees

200.30.31 All matters placed upon the written agenda shall be transmitted to the Secretary of the Board by the President of the ~~College~~. The President shall transmit to the Board any written recommendations adopted by the Faculty Organization/which are conveyed by the elected head of the Faculty Organization with that request (see 402.10.21) and any written recommendations adopted by the Legislature of the Associated Students ~~which are transmitted by the elected head of the Associated Students with that request~~ (see 700.15.50). The Chairman of the Board, in consultation with the President of the ~~College~~, shall determine in what manner such recommendations shall be presented in the agenda of a regular or special meeting of the Board of Trustees.

200.40.00 Powers and Duties. The eleven itemized general powers and duties listed under RCW 28B.40.120 shall be carried out by the Board in addition to any other powers and duties prescribed by law.

200.50.00 Relationship to the President of the ~~College~~. (See 310.10.30).

200.60.00 Relationship to ~~College~~ Governance Bodies. ~~All substantive recommendations of College governance bodies are subject to approval by the President of the College, who will transmit them to the Board for review or action as he deems appropriate; provided that the elected head of the Faculty Organization may convey to the President written recommendations of the Faculty Organization which shall be presented to the Board of Trustees (see 310.10.40 and 402.10.21).~~ The Board of Trustees may delegate to ~~College~~ governance bodies certain appropriate operating responsibilities, provided that such delegation shall in no way set aside the authority or final responsibility of the President of the ~~College~~, nor the policies or authority of the Board of Trustees itself. All such delegated responsibility may be revoked by the Board of Trustees by action in regular meeting.

University.

and/or the Senate

University, the elected head of the Faculty Organization, and the elected head of the Associated Students,

University.

University

Upon receipt of all substantive recommendations of University governance bodies, and within the next three meetings of the Board of Trustees, the President shall initiate one of the following actions:

1. Approve such recommendations and transmit them to the Board for consideration.
2. Notify the Faculty Organization and/or Senate of recommendations for change.
3. Disapprove the recommendations and notify the Faculty Organization and/or Senate of the reasons for such disapproval.

In the instance of 2 or 3 above, and the failure to reach agreement on the recommendations, the elected head of the Faculty Organization may convey to the President the written recommendations of the Faculty Organization and/or Senate and shall present them to the Trustees for consideration in accordance with procedures described in 200.30.31. (See also 310.10.40 and 402.10.20).

BY-LAWS 310.00.00
Administration

~~310.10.40 Relationship to College Governance Bodies. All
substantive recommendations of College governance bodies
are subject to approval by the President of the College. (See
402.40.21.)~~

(Ref. RCW 28.81.050 and RCW 28.81.110)

University President's Relationship
to University Governance Bodies.

All substantive recommendations of
University governance bodies are
subject to action by the President of
the University in accordance with
procedures described in 200.60.00.
As the chief executive officer of the
University, the President shall
regularly communicate the University
policies and decisions to the Academic
Senate.

BY-LAWS 402.00.00

Academic Rights, Duties, and Obligations

~~402.00.00 Rights, Duties and Obligations:~~

Academic Rights, Duties and
Obligations.

402.10.21 The elected head of the Faculty Organization
~~may~~ consult with the President of the ~~College~~ and convey
to ~~him~~ any written recommendations adopted by the
Faculty Organization/which shall be presented to the Board
of Trustees at its regular or special meeting. /

shall . . . University
the President
and/or the Senate
in accordance with procedures
described in 200.30.31. (See also
200.60.00.)



Memo

To: All Faculty

From: Katherine S. Sherman, Provost for Academic Affairs
Duane G. Thompson, Vice Provost-Graduate and Undergraduate Studies

Date: April 20, 1979

Subject: Academic Planning

This year's academic planning meetings proceeded differently from last year's: more time was devoted to discussion with departments and their Deans; departments showed increased understanding of the issues and pressures, and offered inventive solutions; all sides have grown in awareness of the unique problems of certain departments. The two of us have spent additional time this year working with the Deans to come to decisions on staffing, resources, and curricular directions. The lack of a new biennial budget could be an excuse to delay firming up and publishing these decisions. However, it is necessary to go ahead, on what seems a reasonable assumption: that next year's budget will at least equal this year's, in constant dollars. Eastern may do better than that, but for now a safe assumption is that the number of FTE faculty will remain constant.

This means no repeat of last year's net cut of five positions; however, it also means that a net addition to any department must be balanced by a net subtraction from some other department. Last year Eastern did not replace resigners or retirees in nine departments; four of these positions were refilled by allocating them to growing departments, most of them in professional fields. This year's discussions reveal little room left for such reallocations; cutting positions in most departments would entail abandoning entirely key areas of the curriculum. This year, there are only two departments in which expected vacancies can remain unfilled; there are more than ten departments with demonstrated need for additions. We have no choice on where to allocate one of the available positions: the CPE made approval of our new Master's in Urban and Regional Planning degree last year conditional on addition of an Associate Professor for 1979-80.

The basic principles outlined in previous memos and summarized in Appendix A, underlie the choice of where to make additions. These principles have led to some specific decisions about the general shape of our academic effort:

In recent years, the lion's share of new positions has gone to a few growing professional areas. Net addition of faculty to these professional areas should slow to a trickle. Only two-tenths of a faculty member in Social Work's major core needs to be picked up next year, when grant funds supporting this position cease. Public Administration will be re-working its curriculum next year and may delay any new appointment until 1980-81. Accounting, Dental Hygiene, and Education are expected to stay at their present size. An addition next year to Management and the position promised to Planning essentially complete the program of major faculty expansion in the professional areas.

However, these professional areas can still expand in enrollments, and we do not want to lose that potential. The growing professional areas should be investigating ways to save their professionally trained faculty for courses essential to professional preparation; they can incorporate into the professional majors more content provided by other departments with available faculty. We need to extend to the liberal arts areas in particular benefits from increasing enrollments in these professional areas while relieving some of the pressures on professional faculty. Fine arts, letters, and science already benefit from these professional enrollments through General Education requirements; in addition, most of the growing professional areas have built into their majors some required courses in other departments. These professional areas can ensure that their own advising processes stream students into related areas on more predictable schedules. Most importantly, courses or parts of courses duplicative of those in the less well-enrolled areas must be examined, to locate content areas in the growing professional schools which could be covered by faculty from other departments. By relieving faculty in these professional schools of some curricular chores, we can free them to handle increasing enrollments in their professional core areas. This would result in some agony for many departments. The graduate school system in this country has fostered devotion to one's own discipline first. Unfortunately, proof of that devotion often is expressed as refusal to recognize the possibility of overlap with related disciplines, or refusal to adapt content or take the applied perspective required in professional programs.

Eastern's period of rapid growth and constant adjustments to enrollment swings is closing. The immediate prospect is for controlled stability during which we can, if we work at it, consolidate our gains. Virtually all of our arts, letters, and science departments are fully tenured. Working with a growing professional department to develop new approaches and emphases can increase enrollments and revitalize teaching on both sides.

So far, we have a total of 15.3 faculty positions vacated for next year in the following categories:

Retirers	7.3
Non-renewal of contracts	4.0
Unpaid leaves of absence	<u>4.0</u>
	15.3

Necessary replacements in the department where these vacancies occur total 13.6. This leaves us only 1.7 positions to reallocate. The line-up of departments for these positions follows.

GROUP I

Departments which are not at full strength to cover necessary programs and which consequently will be first in line for new faculty positions, and for replacements for anyone who retires or resigns for 1979-80.

Communication Studies

Communication Studies has grown very fast; the Organization and Mass Communication program in Spokane is one factor, but on-campus enrollments and majors have also increased. The department's present large part-time and overload expenditures are nearly high enough to support a full-time Instructorship for next year; the smallness of the department and the range of its activities justify the need for an additional fully participating faculty member.

Management

Management's enrollments continue to grow, and its highly trained and expensive experienced faculty members frequently must teach introductory courses, as well as working in such outreach activities as the Bureau of Business Research, the Small Business Program, and the Quarterly Business Journal. There are two pressing needs: for a Production Management specialist and for an Instructor to cover some of the lower-division duties and free-up those with advanced specialities for areas where they are needed. Only one of these needs is likely to be met for the coming year.

Urban and Regional Planning

The CPE's approval of the Master's last year was contingent upon our adding to the program an Associate Professor in 1979-80. The first year of the Master's program has gone well; enrollments have met the projections submitted in defense of the degree. The new position is being advertised for; an additional .5 position may be funded by the Student Services budget as a joint appointment with one of the minority education programs.

GROUP II

Departments with strong fully-developed programs, coupled with either a national or regional reputation, or very strong credit hour loads. These departments will be next in line for replacements for 1979-80 for those who retire or resign.

Accounting and Decision Science

Enrollments in ADS remain high. The Ph.D. accountant authorized for this year will be joining the department in September 1979; the department has been authorized to search for an additional Ph.D. accountant to replace an expected retirement at the end of Fall Quarter 1980; that hire will bring the Ph.D. complement within AACSB recommendations, and it is expected that growth in subsequent years would likely be at the Instructor level.

Anthropology/Geography

The new combined department is working well; Anthropology courses in particular are producing the highest SCH-faculty ratio in the University. Staffing for 1979-80 is expected to remain at the present level, but the department has been asked to develop plans with the Northwest Institute of Advanced Studies Board for a major research thrust in Columbia Plateau Studies.

Applied Psychology

The department is in the process of analyzing and reviewing its current programs and has the potential for further development. Exploitation of some areas may be accomplished by joint efforts with other departments, and by increased use of part-time faculty, properly monitored. It is expected that the department will receive replacements for present members who leave at the end of 1978-79.

Biology

Biology numbers among its members outstanding producers of research; it has re-examined its planning mechanisms, scheduling, and resources in order to use them more effectively. The department has been authorized to replace Marion Bacon, who retires this year, with an Assistant Professor with special competence in medical technology.

Chemistry

Chemistry's role as provider of service courses is important; a number of other areas, including psycho-pharmacology, addictions, occupational safety, nutrition, etc. could also be served by an addition to the Chemistry faculty. For next year, however, the scarcity of available faculty positions means that Chemistry is expected to stay at its present size.

Dental Hygiene

Dental Hygiene has set up new admissions methods to ensure a full complement of students in both Junior and Senior classes. It underwent scrutiny not long ago by the professional accreditation body and expects a positive report. The program is assisted by a number of grants, which help to mitigate the high cost of the program. For next year, no additions to the faculty are planned; the department should explore ways to streamline programming so as to use its two teaching sites more fully.

Economics

The role of the Economics Department is twofold; it offers a strong major, both in Cheney and in Spokane; it also provides service courses for Business and other professional programs. The department this year has been doubly hit: by illness and by the inability to find a replacement for a member on unpaid leave at the beginning salary authorized. Next year should find the department at full strength again, engaged with the Government Department in discussions of choices and directions for the Public Administration Program.

Education

Education remains extremely productive and the leader in successful off-campus programming. The department faces a number of changes and challenges for the next year: new CPE off-campus regulations, new SPI guidelines, the establishment of a federally funded Education Center in Spokane, and a projected reorganization of the School of Human Learning and Development. Four retirees this year, plus several openings in the Campus School, give the department the chance to draw in bright new energies without increasing the total number of full-time positions.

Geology

Geology's leadership in research and scholarship continues to be recognized nationally and to be reflected in its grants record. It has continuing need for both a Petroleum Geologist and a technician; although present projections for next year do not provide for either of these additions, serious efforts must be given to meeting these needs at least partly.

Mathematics

Mathematics continues to be an outstanding department and extremely energetic in new program development. Mike Engquist will be on unpaid leave of absence this year and will be replaced. The department's many program activities give a strong claim for additional resources during the next biennium, especially as the computer technology program in Spokane grows.

Physics

Besides fielding the Spokane area's only complete major in Physics, Eastern's department is heavily involved in the planetarium program, other community service activities, and the Photography major. The department includes scholars of whom the University is extremely proud, and the present number of faculty should be maintained. The need for technical assistance and for lower-division laboratory equipment is very real; a modest start toward this perhaps can be made in equipment allocations for next year.

Psychology

Psychology's clinical program is a key one: its staffing is particularly important at the Graduate level. The department is presently assessing future needs and directions for that program. Other program areas potentially attractive to students are also open but cannot be explored because of lack of additional faculty. With a noteworthy commitment to scholarship and a high TU/TSU load, the department remains a strong contender for future staffing additions.

Radio-Television

The department has been searching for a successor to Dr. Hopf and will be interviewing candidates this quarter. This year, the department has borne an especially heavy load, carrying the entire program with reduced teaching staff. The department will be back to its normal size next year and will be able to take advantage of its enrollment potential. The new Production Center directed by Professor Hopf is expected to bring us national attention.

Social Work

The reputation and quality of Eastern's School of Social Work continue to advance; both the Bachelors and the Masters degree won CSWE accreditation, and the School has continued to gain strong grant support. A number of core curricular areas are actually supported by grants; the School has been inventive and active in finding outside monies to spare the common pocketbook. Additional grants from NIMH will add several new faculty members to the School for next year. The number of faculty supported by institutional funds is not expected to increase as long as external funding is available to support the basic program.

Speech Pathology

Speech Pathology's record in placing its students is an index of the high regard in the region for its work. A chief goal is to achieve accreditation by the American Speech and Hearing Association; basically only one thing more is needed: a clinical supervisor. Although present estimates do not permit addition of the clinical supervisor next year, that position must be a strong contender for future allocations.

Theatre

The former Department of Drama has kept up a vigorous schedule of productions this year, and has taken steps to take its classes into Spokane, discussions are underway on a transfer of the classical Dance curriculum and faculty to the Theatre Department. Technical assistance for productions is particularly needed but for next year must continue to be provided on a part-time basis.

GROUP III

The definition of Group III has been changed from last year. Group III departments are those in which at present the number of faculty appears adequate, or more than adequate. Although resigners or retirees in Group III departments would not be automatically replaced for 1979-80, program need and curricular considerations could dictate a replacement.

Art

Active in outreach and community service, the Art Department may be affected by several factors: the General Education revisions, the new Photography major, the new SPI guidelines, and the amount of part-time money available. The department has been developing a fine gallery program and has found good part-time faculty for its newer art areas. It will continue to have some part-time funding, and, hopefully, increased funds for necessary supplies and equipment, to permit quality programming to continue.

Business and Distributive Education

The full partnership of BDE within the Business School has strengthened all three departments in the school. Curricular re-examination and responses to emerging regional needs are revitalizing the department. Concentration of departmental expertise into key areas should continue.

English

English has undertaken an analysis of its program directions and has placed development of a strong technical writing option as its first priority. Because one of its members is taking an unpaid leave of absence next year, it can replace with a second specialist in technical writing, to provide a year's test of the possibilities for expansion.

Government

Government has developed a course and faculty assignment projection model which other departments might well copy. There are growth potentials for Government in the International Studies Program, the Public Administration Program, and possibly in a revised General Education Program. During the next year Government will be engaged with Economics in making key decisions on directions for the Public Administration Program.

History

History enrollments have been increasing this year; the proposed General Education requirements could add still more students. Specific planning by the department will be difficult until the General Education requirements are definitely decided.

Home Economics

Home Economics has developing potential, particularly in the area of nutrition and dietetics. It should examine its various programs and choose a few areas on which to concentrate its resources, in order to take advantage of fields where there is rising interest federally and locally.

Industrial Education and Technology

School insurance regulations and projected school retirements have convinced the department that it should continue to make its first priority the training of Industrial Arts teachers. Enrollments may swing upwards if these factors operate as estimated.

Modern Languages

Modern Languages includes a number of the most highly rated teaching faculty in the University; the department has also created several foreign and overseas programs which are attracting favorable attention to Eastern. The department faces considerable readjustment in programs and faculty, with the partial retirement of two members. It is expected that Russian will become essentially a one-person program; German and French will each become two-person programs, Spanish a three-person program, with one more full-time faculty member split between two or more language areas. The department will also need some part-time assistance next year when one member will be on three-quarters' sabbatical. It is evident that no further cuts in language can be sustained, if we want to continue offering majors in four languages.

Music

The Music Department continues to provide exceptional one-to-one instruction and to be a mainstay of the Spokane Symphony. The full range of instruction, covering instrumental and vocal areas, requires expensive staffing patterns. Two members of the Music Department are retiring this year; one will be replaced by a tenured faculty member returning from unpaid leave; the other will be replaced by an Assistant Professor who will also act as Band Director. The department has recognized that many of its individual instruction areas can be covered by part-time faculty, and some part-time funding will continue.

Philosophy

Decreasing enrollments in Philosophy may be reversed by changes in the General Education requirements. The department is also planning additional courses in Spokane and offerings designed to attract specific interest groups.

Sociology

Although Sociology enrollments have declined somewhat, the department has taken steps to redesign its curriculum around themes which provide the student with some usable expertise and practical skills. The department is to be commended for that step, for its increased vigor in research and scholarship, and for its initiative in creating the Center for Social Research, which can be a good tool for outreach to Spokane and the region.

GROUP IV

Departments whose programs are under discussion because of possible new developments, or departments in which reorganization of sub-units and affiliate programs is under discussion. These will be put in one of the other three groups later.

Criminal Justice

Criminal Justice has been adding majors rapidly; its faculty has worked hard and responsibly to build the program. The SPHERE agreement prevents Criminal Justice from offering courses in Spokane, and the recent CPE off-campus rules make it unprofitable to go ahead with a planned cooperative program in Idaho. These and other factors create uncertainty about long-term directions for the program.

HPERA

Our athletic program has been developing new schedules and different emphasis; its members deserve appreciation for their positive response to new challenges. The Recreation Administration Program has just completed a curricular revamping; Physical Education and its associated programs remain solid in quality and popular with students. The proposed reorganization of the School of Human Learning and Development, as well as the aforementioned activities, put HPERA in a special planning situation.

Public Administration

The Public Administration Program has achieved a measure of success with increasing enrollments and opening of off-campus opportunities. During the coming year, the program will undertake a critical review of the curriculum in relation to the NASPAA standards and should examine the reasons for the low number of graduates; this, plus exploitation of grant potential and strengthened ties with state and national agencies, will provide a profile of the replacement for retiring Professor Hossom, whose slot we expect to fill by 1980-81.

APPENDIX A

The five principles listed in the November 8, 1978, planning memo are:

- 1) That although we cannot overlook a department's student credit hour production, that cannot be the sole measure of a department's worth to Eastern.
- 2) That, because of our size, we cannot afford to maintain comprehensive programs in every discipline but must concentrate on selected areas of excellence in many of our disciplines.
- 3) That departments may receive needed assistance otherwise than by allocation of full-time faculty; we can use exchanges, part-time assistance, grants, and other innovative means.
- 4) That the quality of departments is more important than their size.
- 5) That, with imaginative programming and marketing assistance, all departments, and not merely those with obvious career attractiveness, can increase their enrollments, particularly in courses taught in Spokane.

Eastern Washington University

Student Financial Aid at Eastern Washington University

prepared by: Susan Shackette, Director of Financial Aids

and Bill Shaw, Controller

March, 1979

Fiscal Year 1977-78 Report and projections for Fiscal Years 1978-79 and 1979-80

The following chart indicates the dollar volume, number of students assisted and the utilization rate for the Financial Aid programs during the 1977-78 Fiscal Year:

	NUMBER ASSISTED	AMOUNT AWARDED	PERCENT OF UTILIZATION
National Direct Student Loan	958	\$798,200	100%
Supplemental Educational Opportunity Grant - Initial Year	281	167,870	100%
Supplemental Educational Opportunity Grant - Renewal Year	385	160,863	100%
College Work Study Program	325	238,546	100%
State Work Study Program	42	93,746	100%
Tuition and Fee Waiver	259	111,195	100%
Nursing Loan	65	53,700	76%
Nursing Grant	42	19,250	100%
Basic Educational Opportunity Grant	1,163	892,731	*
State Need Grant	741	315,493	*
In-Service Law Enforcement Education Program	25	12,404	100%
Federal Insured Student Loan	198	261,756	*
Institutional and Non-Institutional Scholarships/Bureau of Indian Affairs/Tribal	205	103,899	*
Emergency Loans	2,370	<u>190,000</u>	*
Total		\$3,419,653	

* Utilization rate cannot be determined. No specific dollar amount is awarded to the institution. The institution draws the amount required for eligible students from the funding agency.

The unduplicated number of students assisted under all programs except Emergency Loans is 1900. This represents approximately 27% of the student body.

Of the aid awarded, 34.5% is in the form of long term, low interest rate loans; 52% is non-repayable grant aid; 10.3% is earned through employment; and 3.2% is scholarships.

Most of our Financial Aid recipients receive a combination of grants, loans or employment. We try to package the various forms of aid in a way which will best meet the needs of each individual student.

1978-79

The dollar volume of the aid programs has increased by approximately \$176,000 this academic year.

At the present, we are involved in several projects including: computer reprogramming so that we can serve our students better and faster; conducting workshops for campus counselors and talent search; visiting high schools to inform prospective students and their parents about Financial Aid and how to apply; and developing a library of local and national private scholarship sources.

1979-80

The passage of the Federal Middle Income Assistance Act will have a large impact on the Financial Aid programs for the 1979-80 academic year. This legislation will affect the following programs:

1. Basic Educational Opportunity Grant

- A. The maximum Basic Grant will increase from the \$1600 to \$1800, thereby increasing the number of eligible recipients.
- B. The program will also be expanded to include students from families with incomes between \$15,000 and \$25,000.
- C. The Congress increased the living allowance from \$1100 to \$3450 as an offset against the income for students who are independent of their parents. This will greatly expand opportunities to receive assistance under this program for independent students.

The Office of Education is predicting that these changes will allow a minimum of a 50% increase in the number of eligible students. This would mean approximately 581 more BEOG recipients at Eastern receiving an additional \$446,000.

2. Supplemental Educational Opportunity Grant

The legislation authorizes an increase in the Supplemental Educational Opportunity Grant program. Eastern will receive an additional \$20,000 in this program.

3. College Work Study Program

The legislation also authorizes approximately a one-third increase in the College Work Study Program. Eastern has been awarded an additional \$216,668 in this program. This is an increase of 118% over the 1978-79 allocation.

4. Federal Insured Student Loan

The legislation removed the \$25,000 income eligibility ceiling on the Federal Insured Student Loan program which will increase the loan activity.

In addition to the increases in aid available due to the Federal laws, the following changes may also increase the availability of aid:

1. The inception of the Higher Education Assistance Authority, a State guarantee agency for the Federal Insured Student Loan Program, is expected by the Council on Postsecondary Education to increase the loan activity in that program by 100% to 200% for the 1979-80 academic year. This could mean an additional \$260,000 to \$523,000 available to Eastern students.
2. We are applying for funds for pre-service law enforcement majors. Funds should be available for this additional program for the 1979-80 academic year.
3. The Council on Postsecondary Education proposed to the legislature a combined increase of 20% for the State Need Grant and State Work Study programs. An increase in these two programs would result in an additional \$82,850 for Eastern students.

Collections & Default Rates

The National Defense/Direct Student Loan Program (NDSL) is a long-term, deferred repayment loan program established in 1958 at institutions of postsecondary education to provide low interest (3 percent) loans to needy students to meet their educational expenses. The money for lending is 90 percent federal and 10 percent institutional funds. In addition, repayments from borrowers go back into the fund to be reloaned.

The federal program (as well as other student loan programs, such as, the Federal Insured Student Loans Program) has received national attention recently due to delinquent repayments. Institutions of postsecondary education and the administrators of these institutions were not equipped to serve as loaning or "banking" agents at the beginning and have taken some time to learn the business. The federal government poured more money into this program and the lending institutions became adept at giving loans. It was not until loans became due that we had to learn to collect outstanding loans, consequently, the delinquent rates have continued to rise.

Eastern has been a participating institution since the inception of the program. At June 30, 1978 the federal government had contributed over \$5 million to Eastern and Eastern had matched with \$574,000. As we have learned to be bankers and collectors, Eastern has developed the high level of professionalism and integrity required in the collection of outstanding loans. During the past several years Eastern implemented a comprehensive loans-accounting system considered one of the best in the nation.

The attached graph reflects Eastern's participation in this program - at June 30, 1978 Eastern had loaned more than \$8.24 million to 7,600 borrowers with \$4.53 million remaining to be repaid.

Also, enclosed is a listing of default rates at June 30, 1977 as published by the Office of Education. This statistical worksheet indicates comparative default rates at state, territorial, and total program. Eastern's default rate of 10% is lower than the Washington average of 11.06% and well below the national average of 16.86%. Our default rate for fiscal year 1978 has dropped to 8.6%.

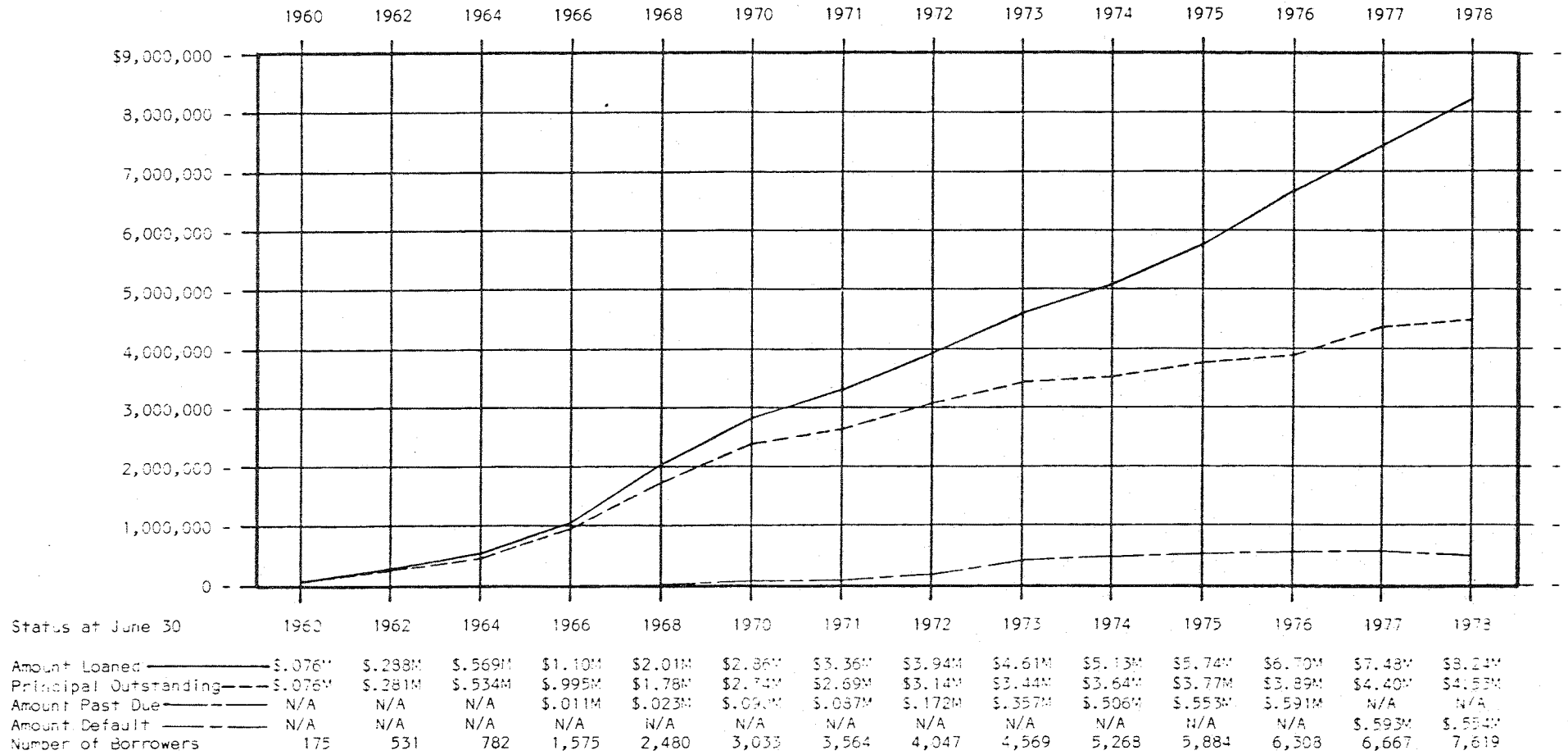
The term default is defined by the Office of Education as:

- (1) the borrower failed to make an installment payment when due, and
- (2) such failure persisted and was not cured either by payment or other appropriate arrangements for 120 days in the case of loans repayable in monthly installments, or for 180 days in the case of loans repayable in less frequent installments.

A simpler definition of default may be considered as:

Any loan that has not had a payment or contact (letter, phone call, or other arrangement) for 180 days past the due date.

EASTERN WASHINGTON UNIVERSITY
NATIONAL DEFENSE/DIRECT STUDENT LOAN PROGRAM



N/A - Not Available

STAFFING RECORD
As of March 31, 1979

Attachment IV. C.
April 26, 1979

	<u>Mar. 31</u> <u>1978</u>	<u>Apr. 30</u> <u>1978</u>	<u>May 31</u> <u>1978</u>	<u>June 30</u> <u>1978</u>	<u>Jul. 31</u> <u>1978</u>	<u>Aug. 31</u> <u>1978</u>	<u>Sept. 30</u> <u>1978</u>	<u>Oct. 31</u> <u>1978</u>	<u>Nov. 30</u> <u>1978</u>	<u>Dec. 31</u> <u>1978</u>	<u>Jan. 31</u> <u>1979</u>	<u>Feb. 28</u> <u>1979</u>	<u>Mar. 31</u> <u>1979</u>
<u>Faculty:</u>													
Teaching	344.2	348.3	347.8	148.2	143.6	13.2	324.7	324.7	326.3	326.8	326.4	326.4	325.9
Non-Teaching	83.7	81.2	78.3	49.5	51.5	42.5	92.9	92.9	95.4	94.5	93.4	93.4	89.1
Total	427.9	429.5	426.1	197.7	195.1	55.7	417.6	417.6	421.7	421.3	419.8	419.8	415.0
<u>Exempt:</u>													
State Funded									66.5	61.5	66.5	66.5	67.5
Grants & CETA									6.0	6.0	7.0	7.0	7.0
Total	77.8	77.8	77.8	79.1	69.1	64.5	69.5	73.5	72.5	67.5	73.5	73.5	74.5
<u>Civil Service:</u>													
State Funded									341.7	341.8	341.3	344.6	349.0
Auxiliary Ent.									44.1	44.6	41.9	43.6	45.2
Grants & Cont.									16.0	16.6	15.9	14.3	14.4
CETA									7.0	7.6	8.0	7.8	7.5
Revolving Fund									40.9	40.9	40.4	41.9	42.2
Total	423.4	427.6	432.0	436.7	438.5	427.6	434.0	446.2	452.7	451.5	447.5	352.2	458.3
<u>Part-Time*:</u>													
Student									207.5	160.5	153.4	207.2	176.1
Non-Student									27.6	27.6	30.7	33.4	35.0
Work Study									76.8	52.2	38.0	74.2	59.8
Total	276.9	258.1	283.8	249.6	248.1	259.0	189.8	291.1	311.9	240.3	222.1	314.8	270.9
GRAND TOTAL	1206.0	1193.0	1219.7	963.1	950.8	806.8	1110.9	1228.4	1258.8	1180.6	1162.9	1260.3	

*Part-time numbers are not defined in the same manner as all the others, therefore, they are not strictly additive.

PERSONNEL ACTIONS

A. Administrative

1. Appointments

Kilgore, Katherine, Coordinator of Student Activities, effective May 23, 1979. Salary: \$13,120 annual.

Tofino, Carlos, Program Assistant - Chicano Education Program (CETA), effective March 29, 1979 to Sept. 30, 1979. Salary: \$703 per month.

2. Resignations

Bryan, James, Director, Auxiliary Enterprises, effective April 13, 1979.

Sanchez, Oscar, Program Assistant - Chicano Education Program (CETA), effective March 28, 1979.

B. Academic

1. Faculty Appointments - 1979-80

Gwynn, Eunice M., Visiting Assistant Professor of Home Economics, academic year; term appointment. Salary: \$15,600. Dr. Gwynn will also serve as Chairman, Department of Home Economics during 1979-80.

(B.A., Nat'l. School of Dietetics of Argentina; M.S. and Ph. D., Cornell U. Previous experience: Supervisor, State Nutrition Program, Inter-American Cooperative Service of Public Health, Cali, Columbia, Aug. 1959 to Jan. 1963; Chief, Nutrition Education Section, Nat'l. Institute of Nutrition, Bogota, Columbia, April 1964 to July 1968; Assistant Professor of Infant Nutrition, School of Nutrition, Nat'l. U. of Columbia, Feb. 1967 to Nov. 1967; Assistant to Chief of Nutrition Team, Harvard-Cornell-Bogota Malnutrition & Mental Development Research Project, Aug. 1968 to Sept. 1970; Professor of Nutrition, School of Medicine, U. Autonoma of Guadalajara, Mexico, Aug. 1974 to July 1975; Visiting Assistant Professor of Home Economics, EWU, Spring 1979)

Warner, Paul D., Visiting Instructor in Economics, academic year; term appointment. Salary: \$12,480.

(B.A., Central Washington U.; M.A., Washington State U.)

2. Change of Status

Rosekrans, Frank M., III - Associate Professor of Psychology; appointment as Chairman, Department of Psychology, for a three-year term beginning September 1, 1979.

3. Leave of Absence (without pay)

Engquist, Michael L., Associate Professor of Mathematics; leave of absence, academic year 1979-80. Dr. Engquist will be required to serve the Fall, Winter, and Spring Quarters of academic year 1980-81 in fulfillment of his 1978-79 Professional Leave Agreement.

Leave of Absence (without pay) - Continued

Hernandez, Santos H., Assistant Professor of Social Work; leave of absence, academic year 1979-80.

Waddington, William L., Professor of English; leave of absence, academic year 1979-80.

4. Return from Sick Leave (with pay)

Fletcher, J. Eugene, Professor of Education and Applied Psychology, on sick leave beginning Jan. 3, 1979; returned to full-time teaching on March 26, 1979.

Young, Shik C., Professor of Economics, on sick leave beginning Jan. 5, 1979; returned to full-time duties on March 26, 1979.

5. Retention of Non-Tenured Faculty and Support Staff for 1979-80

Aston, Gloria J., Visiting Assistant Professor of Education (1978) - Term Contract

Bradwin, Glen E., Athletic Trainer (1976) - Term Contract

Busskohl, Tordis M., Director, Campus Nursery School (1973); Staff Contract

Cogley, John P., Visiting Assistant Professor of Recreation and Park Administration (1978) - Term Contract

Dunn, Susan K., Visiting Assistant Professor of Education (1978) - Term Contract

Fowler, Leonard, Artist in Residence (1975) - Term Contract

Green, Paul J., Visiting Instructor in Recreation and Park Administration (1975) - Term Contract

Gwynn, Douglas B., Visiting Assistant Professor of Sociology (1977), from Term Contract to Probationary Contract; delete Visiting

Higginbotham, Norman A., Visiting Assistant Professor of Physics (1977) - Term Contract

Kelley, William J., Visiting Assistant Professor of Urban and Regional Planning (1978) - Term Contract

Lacerte, Judith G., Visiting Assistant Professor of Social Work (1978) - Term Contract

Leak, Gary K., Instructor in Psychology (1977) - Term Contract

Lebovitz, Herman A., Visiting Associate Professor of Social Work (1978) - Term Contract

Luper, Annise M., Visiting Assistant Professor of Social Work (1978) - Term Contract

Merry, Teri A., Visiting Assistant Professor of Dental Hygiene (1978) - Term Contract

Middleton, Bernard A., Visiting Instructor in Management (1978) - Term Contract

O'Donnell, Eileen, Visiting Instructor in Physical Education (1977) - Term Contract

Opp, Stanley A., Visiting Assistant Professor of Physical Education (1977) - Term Contract

Selover, Sally A., Visiting Assistant Professor of Education (1978) - Term Contract

Snyder, Eunice H., Visiting Assistant Professor of Social Work (1978) - Term Contract

Retention of Non-Tenured Faculty and Support Staff for 1979-80 - Continued

Stege, Kathryn P., Visiting Instructor in English (1978) - Term Contract
Uibel, Howard F., Associate Professor of Recreation and Park Administration
(1977), from Term Contract to Probationary Contract
Webb, Hugh H., from Instructor in Art to Lecturer in Art (1976) - Term
Contract
Wilkins, Sheila L., Visiting Instructor in Physical Education (1977) -
Term Contract
Williams, William C., Visiting Assistant Professor of Psychology (1977) -
Term Contract

6. Promotions - 1979-80

To Professor:

Balabanis, Achilles, Associate Professor of Music
Burnham, Kent R., Associate Professor of Business Education
Craig, James Marvin, Associate Professor of Audiology
Elton, Robert H., Associate Professor of Psychology
Gibbs, Robert E., Associate Professor of Physics
Gohlert, Ernst W., Associate Professor of Government
Gossett, Ruth R., Associate Professor of Social Work
Hamel, Ray O., Associate Professor of Mathematics
Kallem, Donald E., Associate Professor of Physical Education
Solomon, Susan L., Associate Professor of Operations Management and
Decision Science
Soltero, Raymond A., Associate Professor of Biology

To Associate Professor:

Black, James A., Assistant Professor of Recreation and Park Administration
Hashmi, Bilal, Assistant Professor of Sociology
Horner, William C., Assistant Professor of Social Work
Hulpke, John F., Assistant Professor of Management
Ikramuddin, Mohammed, Assistant Professor of Geology
Luther, Joseph N., Assistant Professor of Urban and Regional Planning
Mahoney, Shane E., Assistant Professor of Government
Miller, Barbara S., Assistant Professor of Art
Neils, Allan E., Assistant Professor of Economics

To Visiting Assistant Professor:

Green, Paul J., Visiting Instructor in Recreation and Park Administration

To Librarian III

Remmerde, Barbara L., Reference Librarian; Librarian II