

4-21-1988

Board of Trustees Minutes, April 21, 1988

Eastern Washington University

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Agenda
Eastern Washington University
Board of Trustees
April 21, 1988
EWU Spokane Center, Fourth Floor

- I. Call to Order - Mr. Geraghty
- II. Quorum - Mr. Geraghty
- III. Reports
 - A. Board of Trustees
 - B. Presidents
 - 1. University - Dr. Schilt
 - 2. Faculty Organization - Dr. Ramo
 - 3. Associated Students - Mr. Belden (Attachment III.B.3.)
 - C. University Relations - Ms. Kelly
 - D. Spring Quarter Enrollment - Dr. Borelli
 - E. EWU Spokane - Educational Plans - President's Planning Council (Attachment III.E.)
 - F. Spokane Intercollegiate Research and Technology Center - Dr. Schilt (Attachment III.F.)
 - G. 1989 Operating Budget - Mr. Hartman (Attachment III.G.)
 - 1. General Fund
 - 2. Service Funds
- IV. Action Items
 - A. Minutes of February 18, 1988 Board of Trustees Meeting - Mr. Geraghty (Attachment IV.A.)
 - B. Roof Replacement - Public Works Contract - Mr. Hartman (Attachment IV.B.)
 - C. Electrical System - Public Works Contract Recision - Mr. Hartman (Attachment IV.C.)
 - D. Electrical System - Public Works Contract Award - Mr. Hartman (Attachment IV.D.)

BOT Agenda
4/21/88

- E. Selection of Hearing Examiner - Mr. Geraghty (Attachment IV.E.)*
- F. Approval of Fee Schedule for Hearing Examiner - Mr. Geraghty (Attachment IV.F.)*
- G. Veteran's Tuition and Fee Waiver - Dr. Borelli (Attachment IV.G.)
- H. Transcript Fee - Dr. Borelli (Attachment IV.H.)
- I. Amendments to Associated Students Constitution - Dr. Borelli (Attachment IV.I-J)
- J. Delegation of Authority to Approve Changes in Associated Students Constitution - Dr. Borelli (Attachment IV.I-J)
- V. Information Items
 - A. Grants and Contracts - Dr. Beukema (Attachment V.A.)
 - B. Selection of Architect for Central Services Building Addition - Mr. Hartman (Attachment V.B.)
 - C. Selection of Structural Engineers for Pavilion Floor - Mr. Hartman (Attachment V.C.)
- VI. Trustee Old and New Business
- VII. Executive Session
- VIII. Personnel Actions (Attachment VIII.)*
 - A. Appointments
 - B. Promotion
 - C. Professional Leave
- IX. Adjournment

Minutes
Eastern Washington University
Board of Trustees
April 21, 1988
(As approved 5-19-88)

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JUN 23 1988

EASTERN WASHINGTON UNIVERSITY
CHENEY, WASHINGTON 99004

Board Members Present

Ms. Kathryn Bannai
Mrs. Jean L. Beschel
Mrs. Eleanor E. Chase
Mr. John V. Geraghty, Jr., chair
Mr. Joe W. Jackson
Mr. James L. Kirschbaum
Mr. Michael C. Ormsby

Staff Present

Dr. Phillip S. Beukema, acting vice president and provost,
academic affairs
Dr. Frank L. Borelli, vice president, student services
Dr. Steven B. Christopher, vice provost, academic affairs
Mr. Kenneth R. Dolan, executive assistant to the president
Dr. Marshall Drummond, executive director, information resources
Mr. Russell A. Hartman, vice president, business and finance
Ms. Jane L. Kavanagh, director, annual giving
Ms. Leslie A. Kelly, acting director, university relations
Ms. Ann M. Kienholz, administrative secretary to the president
Mr. Donald G. Manson, business manager, business and finance
Dr. Steven Neiheisel, registrar
Dr. John F. O'Niell, dean, School of Social Work
Mr. Ron Raver, director, athletics
Mr. Patrick C. Rast, president, WFSE
Mr. William J. Shaw, director, financial services
Dr. Duane G. Thompson, special assistant to the president

Faculty Present

Dr. Gregory W. Hawkins, acting dean, Fine Arts
Dr. Elroy C. McDermott, professor, marketing
Dr. Keetjie J. Ramo, president, Faculty Organization
Mr. Jay W. Rea, university archivist
Dr. Hugh D. Sullivan, acting dean, Mathematical Sciences & Tech.

Students Present

Mr. Bill Belden, president, ASEWU
Mr. Mark Hartfield, council position #8
Ms. Lindie Marshall, financial vice president elect
Mr. Greg McNeill
Ms. Christie Peters, council position #2
Ms. Joyce M. Zenner, immediate past president, ASEWU

Media Present

Ms. Ann Rogers, Easterner
Mr. Jim Sparks, Spokesman-Review/Chronicle
Ms. Ruth Teller, Cheney Free Press

Guests Present

Mr. Mike Grant, assistant attorney general

Business Meeting

Mr. Geraghty called the business meeting to order at 9:10 a.m. A quorum was established with all board members present.

Reports

Board of Trustees - Mrs. Beschel

Board members Beschel and Kirschbaum attended a national conference sponsored by the Association of Governing Boards in Washington, DC, in March. Notes from the conference will be sent to board members.

Eastern Washington University was well represented at the YWCA Leadership Luncheon in Spokane on February 26.

The Finance Committee held a meeting on March 24 and reviewed architecture and engineering selection procedures. The new procedures clarify requirements for business enterprises and overall affirmative action requirements.

Mr. Geraghty, on behalf of the board, expressed appreciation to Ms. Zenner for her service as president of the ASEWU. Ms. Zenner was presented gifts from the board and the faculty.

Mr. Jackson reported on President Schilt's visit to the Tri-Cities. Many education, business and alumni leaders were contacted in the area.

University President - Dr. Schilt

Mr. Paul Redmond, CEO, COB and president of Washington Water Power, has agreed to be the 1988 Commencement Speaker. Redmond has been CEO of WWP for six years. He serves on many community and civic boards in the Spokane area including Momentum '88.

The Northwest Association of Schools and Colleges conducted its on-site accreditation review. The team complimented Eastern on the quality of its faculty, students, campus appearance and the quality of preparation for the visit. Board members will receive a summary of the visit.

Faculty Organization - Dr. Ramo

The forum on athletics went well. The senate recently passed a resolution supporting a Phi Beta Kappa Chapter on campus and endorsed the EWU 2000 role and mission statement. The senate is reviewing a policy on telecommunications instruction, which has been reviewed through the council structure. The Faculty Affairs Council is developing a policy for complimentary textbooks. Planning priorities were passed by the senate (see attachment I.).

Associated Students - Mr. Belden

The spring leadership retreat was held and goals were set. Board members are encouraged to attend any ASEWU sponsored activities. (See attachment to the 4/21/88 agenda for full report.)

University Relations - Ms. Kelly

(See attachment II.)

Spring Quarter Enrollment - Dr. Borelli:

(See attachment III.)

EWU Spokane - Educational Plans - President's Planning Council

Dr. Thompson:

The planning council generally supports the content of the draft report, describing the relationship of the university to Spokane and Cheney. A discussion draft was forwarded to student leadership. The facilities issue is unresolved.

Dr. Schilt:

There has not been any interaction between the planning council and the community and other higher education constituencies, because the council wanted to present the report to the board for comment prior to asking for external comments. When the board has approved its direction, a draft will be shared with advisory groups.

Mr. Ormsby:

Regarding facilities needs, the report should address faculty concerns about office space where they may meet with students, as well as the concerns of others, have indicated a need for a bookstore. The report should also include a better definition of library services and should articulate the need for capital support.

Mr. Geraghty:

The plan should include what we are currently spending for services in Spokane as well as the expense of what we are proposing.

Mr. Hartman:

One hundred thousand square feet are being requested. The request and supportive material must be ready for the biennial budget submission in July. [However, in 5/88's report, 200,000 total square feet (125,000 assignable square feet) are being requested.]

Consultants may be brought in to determine such things as square footage and cost per student.

Mrs. Beschel:

Consolidation of our educational offerings into basically one location should be pursued because of the benefits to students and the economy in delivering support services. There could be exceptions because of unused course content, but the locational goal for the majority of classes is one site.

Mr. Geraghty:

Consolidation should be considered wherever possible.

Motion #04-01-88: "I move that the board support the concepts embodied in the plan for educational service in Spokane by the President's Planning Council."

Motion by Mr. Ormsby; seconded by Mrs. Beschel; approved unanimously.

Between now and the May board of trustees meeting, the council should seek more input and feedback ideas and responses from the community including Spokane leadership, faculty, staff and student groups. Thought should be given to consolidation of services in one location, and costs of services and facilities should be estimated.

Spokane Intercollegiate Research and Technology Institute -
Dr. Schilt

The SIRT I is a cooperative effort of Eastern, Gonzaga, the Community Colleges of Spokane and WSU. It is an attempt to improve service and technology education in Spokane. In addition, it is hoped that close interaction with industry will "spin off" new products and develop new industries in Spokane.

Dr. Ramo:

The faculty will not support the institute if additional funding isn't allocated and current resources must be stretched to accommodate it.

Motion #04-02-88: I move that the board approve the concept of the Spokane Intercollegiate Research and Technology Institute and Eastern's participation in the institute."

Motion by Mrs. Beschel; seconded by Mrs. Chase; approved unanimously.

1989 Operating Budget - Mr. Hartman

Preparation of the operating budget for 1988-89 is nearly finished. To balance the academic affairs budget, significant resources have been shifted from non-academic to academic areas. Non-academic areas will have to operate during this biennium with no increases in budget.

We are beginning to develop the budget for the 1989-91 biennium. Fortunately, the Office of Financial Management has simplified the budget process.

Action Items

Minutes of February 18, 1988

Motion #04-03-88: "I move that the minutes of February 18, 1988, be approved as corrected."

Motion by Mr. Kirschbaum; seconded by Mr. Ormsby; approved unanimously.

Roof Replacement - Public Works Contract - Mr. Hartman

The roof replacement is a multi-biennium capital project of approximately \$700,000. It includes roof replacements for Monroe, Senior, Sutton, Anderson and Showalter Halls, and the art and speech buildings in the fine arts complex. Dryden Hall will be included by change order if funds are available. Krueger Sheet Metal Company is the lowest responsible bidder on the project and has an acceptable MWBE participation rate and minority employment record.

Mr. Ormsby abstained from participation as his law firm represents the bidder.

Motion #04-04-88: "I move that we award contract #AE-85-02 to Krueger Sheet Metal Company of Spokane in the amount of \$700,000."

Motion by Mrs. Beschel; seconded by Mr. Jackson; approved unanimously.

Electrical System - Public Works Contract Recision - Mr. Hartman

At the February meeting, the trustees accepted the bid from Sun Environmental for the electrical system renewal capital project. This work includes the replacement, transportation and destruction of PCB transformers. Sun Environmental has declined to execute the contract due to their inability to conform with formal bid specifications, their estimating errors and the availability of subcontractors.

We are retaining Sun Environmental's bid bond to cover the cost of any damage claims.

Upon advice of counsel, no action was taken on the recommendation to rescind this contract.

Electrical System - Public Works Contract Award - Mr. Hartman

Motion #04-05-88: "I move that UNISON Corporation be awarded the contract for electrical system improvements, contract #AE-85-01."

Motion by Mr. Ormsby; seconded by Ms. Bannai; approved unanimously.

Final award of this contract will be contingent upon the recommendation of the attorney general.

Selection of Hearing Examiner and Approval of Fee Schedule - Mr. Geraghty

In response to a grievance filed by Lawrence Kraft, and in accordance with university by-laws, the chair of the senate has submitted three names for the board of trustees' consideration.

Motion #04-06-88: "I move that Dr. Henry-York Steiner be appointed as hearing examiner for the Lawrence Kraft grievance."

Motion by Mr. Ormsby; seconded by Mrs. Chase; approved unanimously.

Motion #04-07-88: "I move that the proposed fee schedule as noted in attachment IV.F. be approved as presented." (See attachment IV.)

Motion by Mr. Jackson; seconded by Mr. Ormsby; approved unanimously.

Mr. Hartman:

Costs are borne equally by the university and the grievant. Under usual university procedures, academic affairs will be

required to cover the university's costs. Mr. Kraft will be billed for his portion of the costs.

Veteran's Tuition and Fee Waiver - Dr. Borelli

Mr. Grant:

Revised Code of Washington (RCW) 28B.35.361 authorizes boards of trustees to exempt from the payment of tuition and fees (except for individual instruction fees) any veterans who have served honorably during periods of war, provided that they have exhausted all other federal benefits and that they were enrolled in a regional institution of higher education on or before October 1, 1977.

Except for CWU, our sister institutions all offer the waiver. Their experience has been that less than ten students will be eligible for the waiver program.

Motion #04-08-88: "I move that the veteran's tuition and fee waiver be approved."

Motion by Mr. Kirschbaum; seconded by Mrs. Beschel; approved unanimously.

Transcript Fee - Dr. Borelli

Under the proposed transcript fee policy, students would receive two free official transcripts at the time of graduation, but would be assessed three dollars for each additional official transcript; unofficial transcripts for on-campus use would continue to be provided to departments for advising purposes without charge.

Motion #04-09-88: "I move that the board authorize a three dollar fee for all official transcripts."

Motion by Mr. Ormsby; seconded by Mr. Jackson; approved unanimously.

Amendments to Associated Students Constitution - Dr. Borelli

The changes to the associated students constitution will result in one associated students general election per year. During the 1988 winter quarter general elections, the students overwhelmingly approved the change.

Motion 04-10-88: "I move that the board ratify the students' action to hold one election per year."

Motion by Mrs. Beschel; seconded by Mr. Ormsby; approved unanimously.

Delegation of Authority to Approve Changes in Associated Students Constitution - Dr. Borelli

It was recommended that the board delegate to the president of the university the authority to implement changes to the associated students constitution. The process by which changes are made would remain as it is; but, instead of submitting the proposed changes to the trustees, the president would act on them. Student leadership is in support of the proposal.

Motion #04-11-88: "I move that the board delegate the authority to approve changes in the associated students constitution to the president."

Motion by Mrs. Beschel; seconded by Ms. Bannai; approved unanimously.

Information Items

Grants and Contracts - Dr. Beukema

The university's grants and contracts figures are higher at EWU than what is found nationally; this is a result of faculty efforts. A long term goal is to increase the number of faculty involved in grant writing and research and, in turn, increase the number of proposals.

Trustee Old and New Business

Mrs. Beschel:

The proposed presidential evaluation procedure calls for an annual workshop to determine if the university is making progress toward reaching its adopted goals. Every third year, it will include an evaluation of the president.

Motion #04-12-88: I move that the board adopt the presidential evaluation procedure as drafted March 10, 1988. (See attachment V.)

Motion by Mrs. Beschel; seconded by Mr. Jackson; approved unanimously.

Executive Session

The board held an executive session from 12:45 to 2:20 p.m.

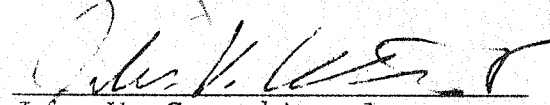
Personnel Actions

Motion #04-13-88: "I move that the personnel actions be approved as amended." (See attachment VI.)

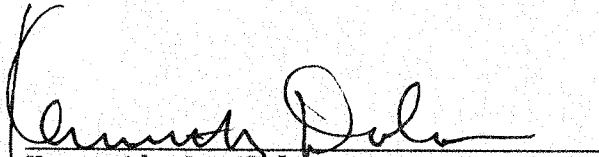
Motion by Mr. Kirschbaum; seconded by Mr. Ormsby; approved unanimously.

Adjournment

The meeting adjourned at 2:23 p.m.



John V. Geraghty, Jr.
Chair



Kenneth R. Dolan
Secretary

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SENATE MATERIAL

87-23

Faculty Planning Priorities

The Senate Rules Committee has condensed the planning priorities identified through various planning exercises to the list that follows. The principles that must guide implementation of these priorities are, first, that high quality education should be the overarching goal of all campus budget decisions; second, that decisions must be made through the process of shared governance; and third, that climate of cultural and intellectual stimulation and excellence should be fostered through extracurricular as well as curricular activities. Given these principles, Rules submits the following prioritized list.

The planning process should result in a plan which

1. insures that faculty salaries and benefits at least match those at equivalent institutions and that annual salary increases automatically include a step plus an adjustment for cost of living (Merit pay should not be considered until these requirements are met. This means that merit pay should be on top of a decent salary schedule, not in place of one);
2. insures that instructional equipment is replaced and upgraded on a routine basis and that adequate supply and instructional support budgets are maintained;
3. maximizes information storage, transfer and retrieval capabilities. (Needs, including those related to the library and to computing, must first be identified and prioritized to ensure an optimum return on investments);
4. provides for continual faculty development (For example, fully funded attendance at conferences, workshops and professional meetings and released time for updating courses);
5. provides for an orderly replacement of retiring faculty that meets the needs of programs and departments. (The average age of the faculty is presently 52, so many retirements are likely to occur during a relatively short period of time.) Salary savings should be recycled into faculty salaries to help accomplish priority #1;
6. enhances the recruitment and retention of students. (basic skills courses should be supported.)



Eastern Washington University

at Cheney and Spokane

REPORT TO BOARD OF TRUSTEES -- APRIL 20, 1988

BECAUSE WE'RE MEETING IN SPOKANE THIS MORNING, I'D LIKE TO TAKE THIS OPPORTUNITY TO FILL YOU IN ON SOME OF THE MORE EXCITING EWU EVENTS IN SPOKANE...

THIS YEAR MARKED THE FIRST TIME THE REGIONAL SPELLING BEE WAS HELD AT THE SPOKANE CENTER. MORE THAN 160 STUDENTS FROM AROUND THE REGION COMPETED IN THE FIRST ROUND OF THE SPELLING BEE, WITH SIX GRADE WINNERS EMERGING FROM THAT LEVEL OF COMPETITION. THIS YEAR'S WINNER, HEATHER WISE FROM KELLOGG, IDAHO, CORRECTLY SPELLED MOZZARELLA TO BECOME THIS REGION'S REPRESENTATIVE IN THE NATIONAL SPELLING BEE IN WASHINGTON D.C.

SPOKANE CENTER DIRECTOR BOB HILLE SAID HE'S HAD NOTHING BUT POSITIVE FEEDBACK FROM PARENTS, STUDENTS AND TEACHERS ON THE ADMINISTRATION OF THE BEE.

UNFORTUNATELY, SOME OF THOSE ELIMINATED TOOK THEIR LOSS HARDER THAN OTHERS. IN THE FINAL SPELL-OFF IN THE FIRST ROUND, WHEN A BOY MISPELLED BENEFICIAL -- I WAS THE JUDGE THAT HAD TO RING THE BELL AND THE LOOK OF DISAPPOINTMENT ON HIS FACE MADE ME FEEL A-W-F-U-L. STILL, THE BEE WAS A LOT OF FUN.

WE ALSO HAD A LOT OF FUN WHEN THE SOVIET STUDENTS VISITED. AFTER A MORNING TELECONFERENCE THAT WAS RECEIVED BY MORE THAN 50 SCHOOLS IN A

UNIVERSITY RELATIONS

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Eastern Washington University is an equal opportunity, affirmative action institution.

FOUR-STATE AREA, THE SOVIET STUDENTS MET WITH THEIR AMERICAN COUNTERPARTS AT AREA HIGH SCHOOLS. THE VISIT RECEIVED GOOD ATTENTION FROM THE MEDIA.

NEXT THURSDAY IS THE DATE SET FOR THE SECOND IN A SERIES OF LECTURES ON REPRODUCTIVE TECHNOLOGY AND ETHICS SPONSORED JOINTLY BY A GRANT FROM GTE, MEDICAL SERVICE CORP. AND EASTERN. DR. ELLEN CLAYTON WILL DISCUSS "THE LAW AND ADVANCES IN TECHNOLOGY: WHO DECIDES HOW WOMEN AND THEIR UNBORN CHILDREN SHALL LIVE." WITH THE BABY M STORY AGAIN MAKING HEADLINES, THIS LECTURE WILL SHED SOME LIGHT ON THE INCREASINGLY COMPLICATED LEGAL RAMIFICATIONS OF ISSUES OF THAT NATURE. WE'VE HAD GOOD RESPONSE BY THE MEDIA TO THE LECTURE SERIES AND NEARLY 100 TURNED OUT FOR THE FIRST LECTURE THAT FEATURED HARVARD GENETICIST DR. RUTH HUBBARD. THE FREE LECTURE WILL BE HELD AT 7:30 P.M. THURSDAY AT CAVANAUGH'S RIVER INN.

THERE'S STILL A WEEK LEFT ON THE STUNNING EXHIBIT OF BRONZE SCULPTURE AT THE SPOKANE OPERA HOUSE. GALLERY DIRECTOR RICHARD TWEDT ORGANIZED A FABULOUS SHOWING OF SOME OF THE COUNTRY'S BEST ARTISTS, WHO WORK OUT OF A FOUNDRY IN WALLA WALLA. IF YOU HAVE YET TO SEE IT, IT IS DEFINITELY WORTH CHECKING OUT, ESPECIALLY THE VENUS ON A SHOVEL.

AN ART EXHIBIT OF AN ENTIRELY DIFFERENT NATURE WILL BE HELD AT THE SPOKANE CENTER MAY 16 THROUGH JULY 1. THE CRIMINAL JUSTICE ART EXHIBITION WILL DRAW ON WORK FROM INMATES IN THIS STATE'S PRISONS, IN A RATHER UNIQUE SHOW. THE SHOW IS JOINTLY SPONSORED BY THE UNIVERSITY AND THE STATE DEPARTMENT OF CORRECTIONS.

THE SPOKANE CENTER HAS BEEN THE SITE OF A NUMBER OF POETRY READINGS RECENTLY. THIS YEAR'S DISTINGUISHED VISITING WRITER IN THE CREATIVE WRITING DEPARTMENT, MADELYN DEFREES, READ FROM SOME OF HER LATEST WORK SEVERAL WEEKS AGO. THIS FRIDAY AT 8 P.M. GRADUATING MASTER'S STUDENTS IN THE CREATIVE WRITING PROGRAM WILL GIVE A READING - AND WELL-KNOWN NOVELIST LYNNE SHARON SCHWARTZ WILL READ FROM HER WORK ON MAY 6 AT 8 P.M. HER NOVELS, PUBLISHED BY HARPER AND ROW, INCLUDE "THE MELTING POT," A NEW RELEASE. DIRECTOR OF THE CREATIVE WRITING PROGRAM URSULA HEGI HAS JUST HAD A BOOK OF SHORT STORIES RELEASED. SHE WILL GIVE A READING FROM "UNEARNED PLEASURES AND OTHER STORIES" ON JUNE 3, BUT BEFORE THAT SHE WILL SIGN COPIES OF HER BOOKS ON MAY 11 AT AUNTIE'S BOOK STORE.

IF YOU'RE LOOKING FOR A TASTY WAY TO BULK UP BEFORE BLOOMSDAY, EASTERN IS SPONSORING AN EAGLE PASTA EXTRAVAGANZA ON APRIL 30. TICKETS ARE \$3.50 AND THE DINNER IS SERVED IN THE CAFETERIA OF THE SPOKANE CENTER FROM 6 UNTIL 8 P.M. THERE WILL ALSO BE LIVE ENTERTAINMENT PROVIDED.

THERE ARE TWO CAMPUS EVENTS THAT I DON'T WANT TO OVERLOOK IN THIS BRIEF REPORT:

NEXT WEEKEND, WHILE EVERYONE ELSE IS BULKING UP ON PASTA FOR THE BLOOMSDAY RUN, NEARLY TWO THOUSAND ELEMENTARY, JUNIOR AND SENIOR HIGH SCHOOL STUDENTS WILL GATHER FOR EASTERN'S ANNUAL YOUNG WRITER'S CONFERENCE. THE EVENT DRAWS NATIONALLY-KNOWN AUTHORS WHO SHARE INSIGHTS WITH THE WOULD-BE NOVELISTS AND POETS. THE RESPONSE TO THE CONFERENCE HAS BEEN TREMENDOUS, AND DIRECTOR MARIANNE NELSON IS EXPECTING EVEN BETTER RESULTS THIS YEAR.

AND FINALLY, THE ANNUAL KILLIN LOBSTER DINNER IS SET FOR MAY 7. THE FOOTBALL SCRIMMAGE IS SET FOR 2 P.M. AND THE DINNER BEGINS AT 5:30 P.M. FOLLOWING A SOCIAL HOUR. A DANCE WILL FOLLOW DINNER. PROCEEDS FROM THE DINNER BENEFIT THE KILLIN SCHOLARSHIP FUND, ACADEMIC SCHOLARSHIPS AWARDED TO THE STATE'S BRIGHTEST STUDENTS. IT'S CERTAINLY A RITE OF SPRING AT EASTERN, AND IT BENEFITS A WORTHY CAUSE.

EASTERN WASHINGTON UNIVERSITY
SPRING ENROLLMENT REPORT

	<u>1988</u>	<u>1987</u>
Headcount	7275	7190
FTE	6536	6250

Enrollment by Category

First Quarter Freshmen	27	37
Transfers	237	331
Continuing Students	6542	6138
Former Students Returning	469	683
Non-Matriculated	0	1

Freshmen	(0-44 Credit Hrs)	1051	950
Sophomores	(45-89 Credit Hrs)	934	1005
Juniors	(90-134 Credits Hrs)	1537	1622
Seniors	(135+ Credit Hrs)	2187	2119
Post-Baccalaureates		947	930
Masters	(Admitted to Prgm)	619	564

Fee Schedule
For Hearing Examiner

As Approved April 21, 1988

Preparation Time: \$25 per hour/maximum of four hours

Hearing: \$200 per day

Preparation of Final Report: \$100 per day/maximum of two days

Presidential Evaluation Procedure
3-10-88
(As Approved 4/21/88)

The board of trustees will informally evaluate the university during an annual workshop, tentatively scheduled for late spring. Workshops are open meetings and will provide an opportunity for constituent input. The focus of the workshop will be to assess the progress Eastern has made toward achieving its goals and whether the goals continue to be appropriate. Every third year, as part of this process, the trustees will include an evaluation of the president, based on his/her role in achieving these university goals and objectives. The evaluation of the president is a personnel matter. Therefore, the portion of the workshop devoted to the presidential evaluation will be in executive session.

The board will announce the scheduled evaluation of the president approximately one month before it is to occur. Various constituent groups will be advised of the evaluation.

The evaluation of the president will be based on his/her effectiveness in meeting university goals. The board will seek constituent input by conducting interviews with (specifically named) representatives of constituent groups and will consider all forms of input it receives during the evaluation period. (It may advise that the constituent groups follow the same procedure in soliciting and receiving information; i.e., through the interview process.) After the president has an opportunity to review and discuss the results of the evaluation with the board, the latter will report on the evaluation at a regular meeting of the board of trustees.

To facilitate the above process, the chair of the board of trustees may appoint a subcommittee of the board or select a consultant to gather constituent information for review with the president in private session.

(In addition, the president has indicated his desire to be accessible, on an on-going basis, to appropriate representatives of constituent groups.)

(The above draft concepts are based on recommendations from the Search consultant, Dr. Bruce Alton; AGB Reports; Dr. John W. Nason's Presidential Assessment; Dr. John Ryan, president emeritus, Indiana University; and from interviews and comments with EWU board members, the president and the faculty president.)

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April 21, 1988

PERSONNEL ACTIONS

Academic

1. Appointments

Birch, Nancy J.; M.B.A., Arizona State University; Assistant Professor of Management Information Systems; 1988-89 academic year; probationary appointment; \$37,250 base salary. If the Ph.D. has not been received, the appointment will be a one-year term contract with a base salary of \$31,250. Mrs. Birch is currently a research assistant at Arizona State University. She expects to complete her dissertation in May of 1988; her topic is "Confidence Intervals on Ratios of Variance Components."

Moleski, Nancy A. (Major); M.B.A., Northwestern University; Assistant Professor of Military Science; effective immediately. Major Moleski also holds a B.S. degree with honors in Public Administration from the University of Arizona and graduated from the Command and General Staff College in December of 1987. She is currently a TRADOC Staff Officer stationed at Ft. Monroe, Virginia.

Ridings, Robert; Ph.D., University of Southern California; Associate Professor of English; 1988-89 academic year; term appointment; \$28,000 base salary. Dr. Ridings received his Ph.D. in English in February of 1977. His qualifying examination areas were: English Literature of the Romantic and Victorian Periods, English Literature of the Renaissance, and English Literature of the Restoration and Eighteenth Century. Dr. Ridings is currently an Associate Professor of English at Wayne State College.

Stewart, Morag I.; M.B.A., Arizona State University; Assistant Professor of Management Information Systems; 1988-89 academic year; probationary appointment; \$39,000 base salary. If the Ph.D. has not been received, the appointment will be a one-year term contract with a base salary of \$33,000. Mrs. Morag is currently a graduate assistant in the Department of Decision and Information Systems at Arizona State University. She expects to complete her dissertation in the spring of 1988; her dissertation topic is "Information Overload in Multicriteria Decisions: An Investigation of a Load-Reduction Strategy."

Timberlake, Beau (Captain); B.S., New York University; Assistant Professor of Military Science; effective fall quarter, 1988. Captain Timberlake is currently the Company Commander of a Transportation unit in Panama and will be obtaining additional military schooling prior to reporting to EWU.

2. Emeritus Rank

George, Philip R. (1968); Professor of Education Emeritus, effective June 10, 1988. Professor George retired in December of 1987 and continues to teach on a part-time basis.

Hornfelt, Archie J. (1961), Professor of Technology Emeritus, effective June 10, 1988. Professor Hornfelt will retire from the University in August of 1988 and will continue teaching on a part-time basis.

Mills, Hubert P. (1970); Professor of Management Emeritus, effective June 10, 1988. Professor Mills will retire from the University in August of 1988.

Schults, Raymond L. (1957); Professor of History Emeritus, effective June 10, 1988. Professor Schults will retire from the University in June of 1988 but will continue teaching on a part-time basis.

Thomas, Grant R. (1964); Professor of Marketing Emeritus, effective June 10, 1988. Professor Thomas will retire from the University on July 1, 1988 but will continue teaching on a part-time basis.

3. Leave of Absence (without pay)

Takahashi, Rita, Associate Professor of Social Work and Human Services, leave of absence (without pay) for the 1988-89 academic year. Professor Takahashi will continue her work in Washington, DC during the academic year.

4. Professional Leaves - 1988-89 Academic Year

Bates, James, Professor of Social Work and Human Services
- three quarters

Baumann, Charles, University Librarian
- two quarters

Breitenfeldt, Dorvan, Professor of Communication Disorders
- one quarter

Bunting, David, Professor of Economics
- three quarters

Cook-Lynn, Elizabeth, Associate Professor of English
- three quarters

Geary, John, Assistant Professor of English
- two quarters

Hartman, Walter, Professor of Business Education
- one quarter

Hashmi, Bilal, Professor of Sociology
- three quarters

Hubbard, Russ, Professor of Education
- three quarters

Ikramuddin, Mohammed, Professor of Geology
- one quarter

April 21, 1988

PERSONNEL ACTIONS

Administrative

1. Resignations

Bailey, Joseph, Assistant Coordinator, Equipment Rental and Outdoor Programs, effective May 15, 1988.

Horgan, Paul, Head Resident, effective June 15, 1988.

Kennedy, Doug, Head Resident, effective June 15, 1988.

Kruse, Sandra, Administrative Secretary to the President, effective April 15, 1988.

2. Non-renewal of Contract

Turkovich, Anthony F., Education Service Coordinator, MCChord AFB, effective June 30, 1988.

3. Reassignments

Chertok, Barbara, Assistant Director of Enrollment Management, effective May 1, 1988. Salary \$29,909 for 12 month contract. Reassignment from Assistant Director of Admissions. Ms. Chertok has been employed at Eastern since October, 1972 and as an Assistant Director since October, 1981. She will be responsible for assisting Mr. Pugh to integrate the advising function with the admissions function and assisting in the overall administration of the new unit.

Pugh, Roger L., Director of Enrollment Management, effective May 1, 1988. Salary: \$43,990 for 12 month contract. Reassignment from Director of Admissions. Mr. Pugh has been the Director of Admissions at Eastern since April, 1985. He will be assuming responsibility for a new unit which incorporates the advising function (General Undergraduate Advising Office) with the Admissions Office.

Whiteside, Al, Director of Purchasing, effective April 22, 1988 with no salary change.

4. Extensions of Appointments

Anderson, Anthony, Director, Institute for Urban and Local Studies, effective April 1, 1988 through June 30, 1988. Salary: \$13,456, 100%.

Barnes, David, Acting Academic Counselor, General Advising, effective March 19, 1988 through March 31, 1988. Salary: \$1595.36/month.

Kolva, Jim, Senior Research Analyst, effective April 1, 1988 through June 30, 1988. Salary: \$8558 (100% time).

McAdams, Richard, Acting Satellite Communications Instructional Producer/Director, Regional Radio-Television Production Center, effective March 1, 1988 through June 30, 1988. Salary: \$1850/month.

Smolen, Darlene, Acting Coordinator, Electronic Media Program Development, Regional Radio-Television Production Center, effective March 1, 1988 through June 30, 1988. Salary: \$2500/month.

5. Percent of Time Change

Kruse, Sandra, Administrative Secretary to the President, effective April 1, 1988 through April 15, 1988 percent changed to 50%. Salary: \$9405 annual base.

Special Faculty

1. Reappointments

Adams, Sondra, Assistant Women's Basketball Coach in Athletics, effective May 1, 1988 through April 30, 1989. Salary: \$15,980 for 11 month contract.

Hofman, Robert, Men's Basketball Coach in Athletics, effective May 1, 1988 through April 30, 1989. Salary: \$35,026 for 11 month contract.

La Bate, Raymond, Assistant Men's Basketball Coach, effective May 1, 1988 through April 30, 1989. Salary: \$9,250 for an 11 month, 50% time contract.

Smithpeters, Bill, Men's Basketball Coach, effective May 1, 1988 through April 30, 1989. Salary: \$31,636 for an 11.5 month contract.

Corrections of October 15, 1987 Personnel Actions

The following individuals were reported as academic employees rather than administrative.

Campion, William, appointment as Associate Dean of the School of Business, \$55,000 (12-month base salary), effective January 1 through June 30, 1988.

Gilmour, Ernest, Acting Vice Provost for Graduate Programs, Academic Affairs, \$48,617 (11-month base salary), effective September 1, 1987 through July 31, 1988.

Smith, Grant, Acting Vice Provost for Undergraduate Programs, Academic Affairs, \$46,900 (11-month base salary), effective September 1, 1987, through July 31, 1988.

The following individual was reported as administrative rather than faculty.

La Bate, Ray, Assistant Basketball Coach, Athletics Department, Business and Finance, \$4,875, effective October 16, 1987, through April 30, 1988, 50% appointment.

Innes, John, Professor of History
- two quarters

Lapoint, Elwyn, Professor of Anthropology
- two quarters

Martin, W. Dean, Professor of Technology
- two quarters

Morgenstern, Robert, Professor of Criminal Justice
- three quarters

Powers, Walter, Professor of Applied Psychology
- one quarter

Quinn, Robert, Professor of Geography
- one quarter

Rich, Robert, Professor of Social Work and Human Services
- one quarter

Saylor, V. Louise, Librarian IV
- one quarter

Snook, James, Professor of Geology
- one quarter

Sublett, Christopher, Professor of Art
- three quarters

Wall, Donald, Professor of English
- two quarters

Yarwood, Edmund, Professor of Russian and English
- one quarter

5. Promotion

Scott, Paulette, Assistant Professor of English, promotion to the rank of Associate Professor of English, effective September 18, 1987. Dr. Scott holds a Ph.D. from Indiana University and has been at EWU since 1983-84. Her promotion is based on a successful appeal via the University grievance procedure.

6. Promotions - 1988-89

To Professor:

Beal, Bruce D., Associate Professor of Art
Cogley, John P., Associate Professor of Recreation and Leisure Services
Denny, Lawrence, Associate Professor of Technology
Keeble, John R., Associate Professor of English

Scott, Stephen H., Associate Professor of Philosophy
Terwische, David, Associate Professor of Radio-Television

To Associate Professor:

Alvin, Barbara, Assistant Professor of Mathematics
Bhuta, Prakash H., Assistant Professor of Biology
Carlberg, Karen A., Assistant Professor of Biology
Kazemek, Francis, Assistant Professor of Education
McCollum, Linda B., Assistant Professor of Geology
Megaard, Susan L., Assistant Professor of Accounting
Schwab, Suzanne M., Assistant Professor of Biology
Winkle, Sally A., Assistant Professor of German

7. Resignations

Bustamante, Diana A. Bohon, Assistant Professor of Chicano Studies, effective
June 10, 1988.

Obregon, Richard R., Assistant Professor of Music, effective June 10, 1988.

Pierce, Martha, Assistant Professor of Art, effective March 18, 1988.

8. Retention of Non-Tenured Faculty - 1988-89

Clark, R. William, Associate Professor of Computer Science
- probationary contract

Conoley, Gillian, Artist-in-Residence, Creative Writing Program
- special faculty appointment

Mager, John, Assistant Professor of Marketing
- probationary contract

B/T (4-21-88)

Enrollment (Borelli)

5% increase in FTE 6250 → 6536

3% " in SpoCent. up to 2552

2700 if count self support

Continuing students up 6138 to 6542

Retention rate up.

Freshman class 950 to 1051

Fall 86 to F87 retention 5% up.

" 85 to F86 " 3% up.

EWU Spokane - Service to Spokane.

Geraghty - What interaction between Plan. Council + the community? Schilt answer - w/ board consent will take to advisory boards & other community

Ormsby - state clearly "capital" need.

Beschel - Definition of "co location."

Schilt - Discussions (interest) now focusing on "consolidation."

G - Have you addressed what HECB wants in June.

B - Focusing on what EWU offers overall?

(JR) - "Open pit" factor for EWU in Spokane

G - Services "to" & "in" Spokane are two different issues.

[Break AS/MO/JG - AS to MO - tell JG our strategy on SLOUIS & Lihoung

Spec. Intercollegiate Res & Tech Inst (Sullivan)

"Research" - "applied research and product development"