Temporary emergency changes in Eastern's by-laws provide the Board of Trustees with the authority to delay certain salaries, if it is necessary to trim the college's financial resources. The Board of Trustees took this action on Friday, June 29th, to prevent the possible need to trim salaries for faculty members who are already on contract.

The change represents a temporary measure which will remain effective for a period of 90 days expiring September 23. During the interim period, the board must again act upon the change to keep it effective and the actions must comply with open hearings and any previous publicity. The BOT passage as provided by the Administrative Procedures Act which contains the by-laws.

By-law changes define a regular full-time contract-year appointment as being "for any of three terms from among the Fall, Winter, Spring quarters and a contiguous Summer assignment equivalent to a quarter in load and salary."

Contract-year appointments which included a summer assignment must be made at the time of signing the Letter of Appointment and any subsequent change in that assignment shall require only the approval of the appointee.

The amendment to the by-laws also include a financial stipulation that the summer salary for a faculty member whose academic contract year includes a summer teaching during the summer session who receive an additional one-third of his contract year salary may be reduced by $7,000.

Several changes were made to the college's financial policies. The emergency section states that "termination of a tenured appointment or a probationary appointment at a salary lower than the notice period provided...because of financial exigency may be effected only under extraordinary circumstances."

The normal period of notification is defined to be "as soon as possible...never less than 12 months."

Notices to second year faculty that the institution could not guarantee them a job after the next academic year were sent out late in May and have since been recalled. Faculty members are relatively assured of a position for the next two academic years unless the bottom would fall out from under the academic market, Marshall stated.

He conceded that the institution may ultimately have to release some faculty members after that period, but pointed to the recent economic recovery in the state and its potential to generate more tax revenue as a possible source of additional funding which could make it unnecessary to release faculty for purely financial reasons.

The amendments to the by-laws were drafted by President Emerson C. Shuck, Marshall, and Fred Johns, Vice-President for Business and Management meeting with faculty members.

He noted also he has heard much about the need for a mascot name stated Any change to the name must be watched closely since it is currently being used as the college is faced with serious fiscal problems, but indicated what the words will mean to athletics. Of the ten varsity sports only the four required to maintain Eastern's athletic status will remain and at that the proposed budgets of the four will have to be cut by $7,000.

Dr. Robert D. Anderson, director of athletics at Eastern, said he realized the college is faced with a lot of areas that will have to be eliminated in the coming year's budget. The six sports which will have to be eliminated were chosen and put into the program at the students' request.

Another program popular with the students which will be cut is the modern dance organization. The chairman of the Spokane Indian tribal council, Alex Sherwood, and Trumped Ronald E. Robinson, Bellevue, Wash., who made the motion at the earlier meeting to abolish the term "savage" said he was not trying to offend the college or Indians. But the unanimity of the faculty members about the name as being "for any of three terms from among the Fall, Winter, Spring quarters and a contiguous Summer assignment equivalent to a quarter in load and salary."

The name should be "Savages" as the name of the school's mascot at the Friday meeting of the Eastern Washington State College student council, the ad hoc committee's decision about the issue was made.

Earlier this month the the students had abolished the term "savage" following testimony by a number of persons that the name was not an honor, but rather a derogatory reference to Native Americans. Among those opposed was the chairman of the Spokane Indian tribal council, Alex Sherwood, and Trustee Ronald E. Robinson, Bellevue, Wash., who made the motion at the earlier meeting toabolish the term. "Savages" was reinstated as the name of the school's mascot at the Friday meeting of the EWSC, according to the chairman of the ad hoc committee's decision about the issue was made.

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The committee is a balanced group with one-third of its members coming from each of the three types of faculty members: full professors; associate professors; and assistant professors or instructors.

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Notices to second year faculty that the institution could not guarantee them a job after the next academic year were sent out late in May and have since been recalled. Faculty members are relatively assured of a position for the next two academic years unless the bottom would fall out from under the academic market, Marshall stated. The proposal was then submitted to the Academic Senate where it was amended and then adopted prior to forwarding to the BOT which took final action Friday.

Enroute to passage, the measures faced opposition from those who believed that it was prepared with too much haste and that it should have gone through the normal channels. The BOT insisted at their special meeting, held June 6, that the amendment be ready for their next scheduled meeting which gave only 17 days to prepare the proposal, Marshall stated.

The change becomes classified as "emergency" and is temporary in nature because required publicity and the open hearings clauses of the Administrative Procedures Act necessary to make the measures permanent were not met.

The academic vice-president speculated that measures will go through the precedent channels prior to being made permanent by BOT action. Another change was set by the Personnel Policies and Merit Committee which consists of nine faculty members appointed by the Faculty Affairs Council.

The BOT's action delays faculty cut

Starting with this issue and continuing in the fall The Easterner will be distributed on Thursdays at all the regular locations.

Advertising must be submitted by Friday prior to publication and all copy including letters to the editor must be turned in by Monday noon.

Next Issue July 13
Selective Cutting

Eastern is facing a financial crisis which could lead to faculty cuts if the Washington state legislature does not come through with dollar figures near the present numbers for the faculty budget.

A continual drop in enrollment over the past several years has led to this dilemma and it appears the solution in the event of fiscal necessity to trim faculty size may be the dismissal of faculty members by length of service.

This comes at a time when a faculty scholar applying to a buyer's market meaning that for the past several years, Eastern has been able to be more selective in regards to whom it appoints to faculty positions than ever before. This steady input of new ideas—a goal accomplished through the continual influx of newer, younger faculty members—becomes staid and cannot remain strong.

Higher learning exist for the purpose of providing an educational atmosphere for its students. Using this criterion, can we justify releasing proficient young professors because they haven't been here as long as some 'dead wood' which we shelter behind tenure status?

We've all had our laughs about the instructor who lectured for 30 years from the same set of notes.

Yet is that so far from reality, when right here at Eastern we experience:

-Sitting in a classroom five hours a week listening to an instructor reading verbatim the passages we understood in our text (which any eighth grader can read) the night before.

-Scribbling blanks on an IBM data card in answer to questions taken from a worn text booklet, a verbatim duplicate of the one we crammed the night before from a five-year-old text file.

-Regrettably an instructor never marks the book for an hour without saying five words to the class.

-Learning an entire class giving daily classtime lectures on how to radicalize our society.

A couple years of attendance here proves to even the sharpest: downhill—what this situation does exist. Chief abusers are tenured teachers; new faculty must produce to gain tenure.

Rationalized by a goal called academic freedom, tenure shields the incompetent and the lazy by granting them immunity to intellectual competition—a prerequisite to an educational atmosphere.

Tenure is an unnecessary system which must be replaced by a system of retention or dismissal based on the basis of academic merit rather than years of service.

Faculty members should be judged on the basis of their contribution to the education of students solicited through regular student evaluation of their instructors.

Dismissal by any means other than poor performance in the classroom does the faculty, the students, the institution and the taxpayer an injustice. . . . B.C.

But Ever So Lightly

After its first vacation in the history of Eastern Washington State College the "Savage" has returned for a stay of unknown length.

Nearly a month ago the Eastern Board of Trustees, without due consideration, dropped the nickname "Savage" and immediately drew objection from every corner. Eastern was to be left without a mascot until the fall and who knows how much longer. A blunder such as that would cause financial and planning headaches plus being disheartening to the mind of the students.

Realizing the gross misjudgement of the situation the BOT, last Friday, reinstated the "Savage". Out of this conflict comes the knowledge that the "Savage" will eventually succumb to minority wishes but will always live in the minds of the students.

The "Savage" walks again but ever so lightly!

Mental Disorder-Growing Concern

But next week, says the board of trustees, the "Savage" will return.

As an Eastern alumnus—a former Savage, as it were—I would like to comment on the controversy over the school's mascot. I hadn't been aware of the controversy until just recently, but according to the newspapers it started when the board of trustees got together with itself and decided to change the mascot because it offended the "sensibilities" of one of the trustees.

Let's assume for a moment that this trustee does have sensibilities and that they were offended. Shall we assume that these trustees should stick to deciding matters of budget and campus development. Matters of school spirit and whoopla are strictly the business of the students. Let the trustees and administration start getting involved in it and you're in for trouble—and very boring trouble at that. Letting the trustees choose the school's mascot makes about as much sense as letting them plan your dances and choose the homecoming queen.

It's obvious that if the mascot is offensive to Indians of the area it should be discarded—that would be simple courtesy. Super-Savage, like all mascots, is a character deliberately inaccurately portrayed in its portrayal for the sake of fun. Students, who own the mascot, and Indians, who might suffer from it, should get together to decide its fate. Then the trustees should be informed of this decision.

I personally always felt there was a certain sweet irony in the mascot in this more enlightened age when people are beginning to realize just who were the "savages" and who the civilized people. Over a hundred years ago Chief Seattle made the mud out of this irony in a speech he gave as he handed his tribe's land over to conquering white men. He said he had been watching as the white man uprooted fences, dammed the rivers, killed more animals then they could eat and scared and littered the land. The Indian, he said, had never thought of these things, then added with mock humility, "But we are just savages, and do not understand the white man's ways."

At least one thing is certain, and that is that whatever negative qualities Super-Savage might represent, they cannot be blamed on real Indians. If historical accuracy is important, I suppose you could keep the name "Savages" but change the mascot to a blue-cad cavalryman with a rifle resting in his arms. Or, if you want to give the trustees a turn, how about changing the name of the teams to the "Legislators" and having as a mascot a fat man with a cigar in his mouth and his hand at his butt. Even better—call the teams the "Trustees" and change the mascot to a horse with his back turned.

In any case, the students should depend on their own instincts in this matter and tell trustees and alum, for that matter—to butt out.

Sincerely,

Bill Simon
Medical Lake, Wash.

Next Issue July 13
The Immobilizer Halts Violators, Towing Charges

Campus Safety Patrol added recently to their collection of crime stoppers a device known only by the name "The Immobilizer." This device, produced by the Rhino Corp, will leave many a violator baffled when he returns to his car for a quick getaway from being illegally parked. The Immobilizer will leave his car stationary when he attempts to invoke the eyes of the campus patrol. Placed on the front wheel this device will prevent the driver from leaving the lot until his citation has been cleared in the Campus Safety Office.

According to Lt. Charles Hag en, the trend is to see enforcement of the problem of paying towing charges. The usual towing rate being $10, this crime stopper will cost a mere $5 to have removed, and $1 for illegal parking.

The Immobilizer is virtually impossible to remove without use of a shop press.

This however does not completely remove the risk of being towed away since only four Immobilizers have yet reported to work at Eastern and cars found in front of fire plugs, sprinkler pipes, and other no parking areas will find it hard to elude the tow truck.

As of this time, the safety patrol began its task of ticketing summer quarter violators.

Boat Trip

(Cont'd. from page 1)

With the water up the gorge.

The Excursion company discounted the price to $60 per person as an advertisement for the 1972 Summer Recreation Program funds are being used to further reduce the cost to students.

The 18-foot jet boat is a safe craft and will be piloted by experienced people who have lived on the Snake River during some of their lives, Murray stated. He pointed out that the Snake River would give the viewers an understanding of the effects dams and construction would have on the river.

Members of the college community in residence in The Hells Canyon Excursion must register and pay the required fees in the Associated Students Office in the PUB prior to July 15, Murray stated.

Tentative plans call for participants to leave from Lewiston, Idaho early Saturday morning; however, Murray stated that if people had no way to get to Lewiston, transportation arrangements could be made by contacting the A.S.

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SOPH SERIES BENEFIT H.S. STUDENTS

The High School Creative Arts Series is one of the several academic programs Eastern is sponsoring this Summer.

Each summer this program is held for two weeks. This year’s program lays emphasis on skills specialization and exploration procedures, said Nancy Annem, Activities Director of the program.

The Director said that the program is for High School students in grades nine through twelve. Students from all over Washington State may participate. This year’s program ends Friday.

Students who participate in the program have the opportunity to utilize facilities not provided in their High Schools and benefit from broader forms of instruction, said Nancy Annem, who has been the program’s director for the last three Summers. Areas of specialization include piano skills for beginning and advanced students, art, drama, music, television, gymnastics, modern dance and debate.

The director, an Aylen Junior High music teacher from Pull man, Washington, has attended the program eight years ago, said the Series is a fantastic program. “It surpasses summer camps for only because of the exploratory portion we strongly recommend the continuation of the program,” she said.

“The program costs $140 for the two weeks for those residing in the Pullman area. More scholarships for the program are needed, to enable those who wish to participate but could not do so for financial reasons. Also, it would be helpful to award more College scholarships,” the director said.
WALT WAGNER AND THE SPOKANE SYMPHONY ORCHESTRA will be the feature of Eastern's first summer quarter concert beginning at 8:15 tonight in the PUB. The performance is the group's second in the Spokane area and immediately precedes a scheduled tour of the East Coast.

Walt Wagner Highlights Tamarack Festival Tonight

The Tamarack Festival this evening will feature the Walt Wagner Trio and the Spokane Symphony Orchestra.

The trio's appearance at 8:15 in the PUB will be a return performance before beginning its tour of major East Coast cities with figure skating champion Peggy Fleming.

Wagner, pianist, attended the University of Washington and the Cornish School in Seattle. He has had sixteen years of classical piano training during which time he studied with Berth Ponce Jacobson and Paul McNeely.

A new drummer, Martelle Singletary, of Seattle, will replace Tom Collier on the drums. The trio, with Wagner on the piano, Singletary on the drums, and Jim Anderson on bass (electric and acoustic) plays a combination of the classics, rock and jazz. An interesting note: Jim Anderson has played bass professionally for 16 years and studied with James Harnett, principal bassist with the Seattle Symphony, for 2½ years.

The program will include popular classics by the orchestra and favorites by the Walt Wagner Trio. In addition the Symphony and the Trio will repeat two works premiered in Spokane last March: Mr. Wagner's composition "Undercurrent" and a special arrangement for Trio and orchestra of Paganini's "Caprice No. 24." Selections on the program will include also; Brahms' Academic Festival Overture, F. Mendelssohn's Piano Concerto No. 1, Strauss, Overture to "The Rat"; Ravel, "Pavane for a Dead Princess"; plus other selections by the Trio.

Wagner will be in the PUB for "Savage" Back (Con't. from page 1) schedule will have to pay a large portion of their own travel expenses, he said.

According to Anderson they hope to present their problem to the Athletic Council, adding he felt there were large inequities in the manner in which student funds were assigned. A total of $114,250 was requested to be allocated from the services and activities fees for 1972-73 compared with $133,837 available for 1971-72.

L. G. Carmody, a trustee from Seattle, said he realized there is often criticism of the athletic allocations—especially because it represents such a large portion of the special student funds.

Teacher Evaluation System To Be Tried This Summer

By Tim Sheffield

The word is out that a long needed public faculty evaluation has been undertaken by the Student Faculty Relations Committee. The EWSC campus has never had a public evaluation of teachers, thus it has until this time been up in the campus grapevine to supply students with information on teachers, methods of teaching, and the quality of education received in a particular class. Usually, however, the information is strictly confidential and the student is not able to evaluate a class or instructor until such time as he or she has enrolled and attended the class. Once this has taken place a student is left with no alternative except to endure the class, hussel with drop-add or withdraw later in the quarter; if the class does not prove satisfactory to his or her personal needs or expectations.

The new program is currently in the developmental stage with John Olp, recently hired under the work study program, the only person working on the instrument and the computer program. Direction and leadership is obtained through Bruce Murray and the preliminary guidelines set forth by the Student Faculty Relations Committee spring quarter. The funds for the program consist of Olp's salary plus matching funds. A tentative formate has been drafted and a computer program to evaluate the form has been devised. The instrument consists of eleven questions with three statements attempting to categorize the student filling out the questionnaire. The four questions deal with the instructor, his or her method, the relevance and quality of the text and the lectures. The evaluation scale for the questions are a one to five rating; one being poor and five being excellent.

One or two departments will be asked to voluntarily cooperate in the end of summer quarter in order that the sample instrument and results may be presented to the Student Legislature in the fall. If approved, a budget will be requested and a benefide attempt made to compile data on all instructors in all departments over the summer. Once compiled these findings will be updated as fast as the budget and size of staff permit.

It is my opinion and the opinion of many instructors that this is a gigantic and favorable step in the correct direction to improve college education. However, there naturally is opposition to the evaluation of the text and size of staff permit.

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