

6-30-2003

## Board of Trustees Minutes, June 30, 2003

Eastern Washington University

Follow this and additional works at: [http://dc.ewu.edu/trustees\\_minutes](http://dc.ewu.edu/trustees_minutes)

---

### Recommended Citation

Board of Trustees Minutes, June 30, 2003 . Board of Trustees Records, University Archives & Special Collections, Eastern Washington University, Cheney, WA. [http://dc.ewu.edu/trustees\\_minutes](http://dc.ewu.edu/trustees_minutes).

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

**EASTERN WASHINGTON UNIVERSITY  
BOARD OF TRUSTEES  
June 30, 2003**

**MINUTES**

**Attendees:**

Mr. Gordon Budke, vice chair  
Mr. Neil McReynolds, chair  
Dr. Mark Mays  
Ms. Kris Mikkelsen  
Ms. Bertha Ortega  
Mr. Paul Tanaka  
Ms. Ines Zozaya-Geist

**Call to Order and Quorum, I. and II.**

Chair McReynolds called the meeting to order at 12:05 p.m. and noted that a quorum was present.

**Executive Session, III.**

Chair McReynolds announced that the Board would adjourn to executive session for purposes authorized in RCW 42.30.110(1): to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee, and to discuss with legal counsel representing the agency matters relating to agency enforcement actions, litigation or potential. The executive session should last one hour and no final action would be taken. The Board would reconvene in open session at about 1:00 p.m.

**Reconvene**

The Board reconvened in open session at 1:05 p.m. Chair McReynolds announced the need to reorder the agenda and have the budget discussion first. President Jordan and Trustee Mikkelsen will attend a meeting at Riverpoint with Governor Locke to discuss the concept of the University District, which involves EWU, WSU and Gonzaga, and development of the property surrounding that area. President Rawlins, Fr. Spitzer and Dr. Jordan will also attend. (Trustee Mikkelsen is a member of the Economic Development Council in Spokane.)

**Action Items, V.**

**Discussion Action Items, V.B.**

**FY 2003-04 Budget, V.B.2.**

- a. 2003-2004 Student Service and Activity Fees Rate
- b. 2003-2004 Tuition Rates
- c. FY04 Operating Budget
- d. FY04 Capital Budget

Vice President Voves went through a PowerPoint presentation on the FY 2003-04 budget. She distributed a handout including all the information to be discussed (attached to the official minutes).

She began with the University Mission, along with Vision 2010 and its four guiding principles. She explained the Ledger 1 biennial base reduction of \$3,003,000 and the administration's plan to use one-time dollars to cover the extra \$677,000 now while giving time for input and planning to take the permanent cut (with this plan to be formulated by December 2003). President Jordan said he was reluctant to make further cuts to the core of our academic programs. We need to assess whether to continue to operate the downtown center, as we are spending close to \$1000 per student in overhead for that building.

Tony Flinn asked how many people would be laid off, total, and Ms. Voves responded that while we can't really give an accurate number, it would probably result in 20 to 30 employees going out the door. Michael Nelson asked how CWU and WWU are handling their cuts, as he has heard they are not planning any layoffs. Ms. Voves responded that each institution is operating under different assumptions and different funding amounts. Tony Flinn asked about the conflict created by shifting faculty effort more toward instruction while encouraging grant applications and activity (which typically lean toward research and service rather than instruction). Provost Levin-Stankevich replied that there are all kinds of outside funding, many of which can enhance instruction and can bring income to the university. President Jordan noted the difference between looking for short-term versus long-term solutions to the budget problems. One solution is the International Student proposal, which if successful could provide additional university income that could go toward a 2% salary increase for faculty effective January 1, 2004, as well as a possible salary compression adjustment (a possible additional 2%). He said the administration is currently planning for this, and will see what revenue is generated fall quarter and what the enrollment projection for winter quarter turns out to be.

***Motion 06-01-03:*** "I move that the Board of Trustees approve a 7% increase in tuition in all categories, as well as a 7% increase in Student Service and Activity fees, for FY 2003-04."

*Motion by Trustee Budke; seconded by Trustee Ortega.*

Trustee Mays noted that the Board does not want to take a tuition increase, but has to in order to deal with the reality of the state's economy.

*The motion carried.*

***Motion 06-02-03:*** "I move the Board of Trustees approve the operating budget for FY 2003-04 as presented."

*Motion by Trustee Mikkelsen; seconded by Trustee Zozaya-Geist*

Trustee Budke noted that Ms. Voves spent an hour on the budget presentation today, but the Board and its committees, as well as the administration, have spent very many hours on this issue.

*The motion carried.*

Vice President Voves explained that the Capital Budget is not available in a bound version yet because we didn't receive the final numbers until last week. It will be distributed by or before the

August meeting. President Jordan noted we are creating a very significant applied science complex by partnering with other state agencies: Cheney Hall, the Washington State Patrol Crime Lab, and the State Archives Building.

***Motion 06-03-03: "I move that the Board of Trustees approve the 2003-2005 Biennial Capital Budget as presented."***

*Motion by Trustee Budke; seconded by Trustee Ortega.*

Chair McReynolds congratulated the administration on the capital budget appropriations received since 1999-01. Trustee Mays noted we have had quality people in the political process: Governors Gardner and Evans have been working for the future of Eastern and the area, and throughout the state.

*The motion carried.*

**5 minute break.**

**Reports, IV.**

**University President's Report, IV.A.**

Provost Levin-Stankevich gave the President's report since President Jordan had to leave.

- Seattle Seahawks summer camp will be held July 14 through August 21 on Eastern's Cheney campus. Seahawk camp staff will begin arriving July 14 and coaches and players will arrive beginning July 21. The first practice and the NFL Experience for kids will begin July 26.
- Eastern's graduating class this year was quite successfully honored in two separate ceremonies on the same day. We have received many positive comments on how smoothly the event. I would like to add my two cents – in that I would like to thank the faculty members in attendance and was pleased with their participation in congratulating the students as they stepped off the stage after receiving their diplomas. He noted the posthumous emeritus status awarded to Dr. Ingeborg Urcia, and also expressed the university's sorrow at the death last week of Dr. David Terwische.
- He welcomed our new ASEWU President, Jason Clerget to the table, as well as Tony Flinn, President of the Faculty Organization, and Michael Nelson, President of Local 931.
- Eastern is waiting to hear from the Governor on the appointment of the next student Board member.
- Dr. Brian Levin-Stankevich has been named provost and vice president for Academic Affairs. His appointment is on today's Board agenda for approval and if approved will be effective July 1. This appointment concludes a search initiated last summer.

- Dean Fritz Erickson has accepted a new position at the University of Wisconsin-Green Bay and will be leaving in mid-July. We wish him the best of luck in his new position. We are finalizing arrangements so that Dr. Philip Snowdon, soon to be retired superintendent of Cheney School District, will serve as interim dean of the College of Education and Human Development as we prepare for and conduct a search, beginning this fall, for a permanent replacement.
- Congratulations to Ron Dalla, vice provost and dean of graduate and undergraduate studies, on receiving The Trustees' Medal.
- Our thoughts are with Dean Dee Martin following her recent surgery.
- He made corrections to the percentages given on the President's report printed in the Board book. The headcount for Summer Session enrollment at the end of the 8<sup>th</sup> week of registration is **3,158**, a 2.1% increase from 3,093 last Summer. Freshmen are up 28.9% while sophomores and post-baccalaureates are down around 10%. Summer student credit hours are at 26,012, a 1.3% decrease from 26,367 last Summer. The average credit load is down to 8.24, a 3.4% decrease from 8.52 last year. Overall – headcount is up but student credit hours are down. Registration is still taking place for courses starting in July as well as for the new Summer Bridge Program for entering freshman. He also introduced Dr. Earl Gibbons, the new Executive Director of the Division of Educational Outreach.
- The University received a copy of the final report of the regular interim evaluation visit to Eastern Washington University that was conducted recently by Dr. Patricia Miltenberger. The report by Dr. Miltenberger and that of the institution was to be considered by the Commission at its June meeting.
- *The Oregonian – Clark County News* – recently published an article talking about Eastern's new part-time master's degree program in social work which was launched June 23 in Vancouver, the first of its kind in Southwest Washington. The program will tackle a myriad of social problems – from dysfunctional relationships to poverty to community conflicts to homelessness.
- President Jordan spoke to Boeing Leadership on June 3, 2003 regarding "Leading Change in Challenging Times" – Guiding principles for leadership, the mission to prepare broadly educated, technologically-proficient, and highly-productive citizens to attain meaningful careers, enrollment funding, and a framework for change and what implications this has for Boeing.
- He also spoke to the Greater Wenatchee Area Technology Alliance leadership on "The New Economy." Moving EWU to the forefront of addressing the educational, high tech employment and applied research needs for the region through the School of Computing and Engineering Sciences and how it creates a curriculum that bridges hardware and software disciplines and meets industry's need for highly skilled, fully integrated technology graduates.
- President Jordan met last week with exchange professor Dr. Evgeny Boyko of the Siberian Academy of Public Administration.

### **Trustees' Reports, IV.B.**

**Academic Affairs Committee, IV.B.1.**

Dr. Mays reported on the special meeting of the committee to discuss program review. Of the 23 undergraduate programs reviewed, it was recommended that 18 continue to be offered, combine 2, bank 2, and discontinue 1. Of the 28 graduate programs reviewed it was recommended that 9 continue, combine 2, bank 1, and discontinue 16. Action will move forward on this in the fall. He emphasized that this was a start, and that some programs never existed while others had no students. Ultimately we will be saving some efficiencies in the university. We also need to look at courses tied to these programs to make sure they're no longer listed. This is a process that demands diligence. He commended what has happened so far, but charged the university with doing more. Provost Levin-Stankevich clarified that the results were of an extraordinary review process. Ron Dalla pointed out that last year the Board approved a program discontinuation policy, so these targeted programs will go through that process fall quarter. This is a lesson for looking at new programs being brought forward—to make sure there is a demand. It is too early to project the savings from these changes yet, but curriculum is where we save money in Academic Affairs.

**Advancement Committee, IV.B.2.**

Trustee Budke reported that the campaign working group met and interviewed prospective consultants for the capital campaign. They have chosen David Wu with Grenzebach Glier and Associates, Inc. He will attend the capital campaign session of the BOT retreat tomorrow.

**Special Reports, IV.C.**

**Diversity Initiative Report, IV.C.1.**

Trustee Zozaya-Geist noted that her full report is printed in the board book. She then introduced the campus climate consultants Penny Edgert and Lynn Baranco who will participate in the campus climate assessment session at the Board retreat tomorrow. The student survey was updated and 300 were returned this time. The Writing on the Wall Project was nominated for and moved forward as an “of the month” award, and Trustee Zozaya-Geist presented the Board with a commemorative framed picture collage. She also gave an update on the diversity initiative grant proposals, and noted that a project to highlight the grants is being planned for October.

Chair McReynolds reported on the Joint Governing Boards meeting on June 10 that he, Mark Mays and Mary Voves attended. The League of Education Voters is reaching out to work with them on education funding. They talked about the impact of various bills passed by the legislature this session. They also discussed whether the group should continue their work, and agreed that a smaller group should meeting more frequently, with an annual meeting of all trustees. Trustee Mays said he is less hopeful in this group being useful in the way he thought it might be, but is hopeful it will continue to help higher education funding issues.

**Presidents' Reports, IV.D.**

Chair McReynolds welcomed the three new presidents and thanked them for submitting written reports for the agenda book.

**Faculty Organization, IV.D.1.**

Dr. Tony Flinn reported on recent Academic Senate actions. They are changing the bylaw requiring number of votes to have the language reflect what they actually do. A resolution regarding the USA Patriot Act was passed unanimously and has been sent on to Laurie Connelly and President Jordan with the hope that they will forward it to the state Senate and House of Representatives. Issues presented and under discussion in the Senate/Council structure include: a review of the senate/council/committee structure in an attempt to streamline it; looking at the President's task forces to see what activities might be brought back into the faculty organization to involve more faculty; working closely with the Provost in developing a new academic strategic plan (he noted the excellent choice in a new Provost, and said the Faculty Organization will be working very closely with him); and they are working on a statement of faculty values to incorporate in or have as addenda to Vision 2010 some faculty beliefs which had been included in the previous vision, e.g. quality and maintenance of rigor and quality in our academic programs..

**Classified Staff Union, IV.D.2.**

Mr. Michael Nelson thanked everyone for the welcome and said he looks forward to working with the Board and administration in an atmosphere that continues to promote systematic and effective employee-employer cooperation; that continues to promote fair and reasonable working conditions; and that continues to promote effective methods for prompt adjustment of differences, misunderstandings and disputes. He added that he is shocked and numb at the number of classified staff that will be touched by the planned reductions for the next biennium. He is surprised to hear about reductions in the 450 fund discussed today, noting that these employees provide very high quality work at a lower price and hopes that they will be allowed to do the work rather than contracting out. Trustee Mays responded that the reductions are not a reflection on the quality, amount or significance of the work of the classified staff. Tony Flinn added his unqualified endorsement and support of Michael's statement and concerns.

**Associated Students, IV.D.3.**

Mr. Jason Clerget reported the council hasn't met yet this summer for their goal-setting session, but they will have a lot of continuity due to many returning members. Also, Brandon Schinzel will work as an executive assistant. Currently they are researching participation in First Night Spokane— student films, student theatre, etc.; they are beginning to work on a Leadership Conference again-- starting early in this year's planning; they are putting the final touches on the STA agreement; and are looking for more diversity projects. They awarded Carl Combs staff of the year for all the support he gives the ASEWU and student body as a whole. Provost Levin-Stankevich noted EWU will be playing GU on New Year's Eve!

**Action Items, V.**

**Consent Action Items, V.A.**

**Minutes of the May 23, 2003 Board of Trustees' Meeting, V.A.1.**

*Motion 06-04-03: "I move that the Board of Trustees approve the minutes of the May 23, 2003, meeting as presented."*

*Motion by Trustee Budke; seconded by Trustee Zozaya-Geist. The motion carried.*

**Discussion Action Items, V.B.**

**Hearing for New WAC: Alcohol Policy, V.B.1.**

Chair McReynolds noted this item would be deferred until the August 22 Board of Trustees meeting because the notice had not been published in a local newspaper.

**Old Business/New Business, VI.**

**Personnel Actions, VII.**

*Motion 06-05-03: "I move that the Board of Trustees approve the personnel actions and addendum as presented."*

*Motion by Trustee Zozaya-Geist; seconded by trustee Ortega. The motion carried.*

**Executive Session, VIII.**

Chair McReynolds announced that the Board would move into executive session for purposes authorized in RCW 42.30.110(1), to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. The executive session would last 2 to 2.5 hours and no final action would be taken. The Board would then recess until the beginning of the retreat tomorrow morning, at which time they would continue their executive session on the same topic from 8:00 – 10:00 a.m. with no final action being taken.

**Reconvene**

The Board reconvened in open session on Wednesday, July 2, 2003, at 12:05 p.m. A quorum was present.

Chair McReynolds reported that the Board had completed the annual evaluation of President Jordan, and it was very successful. His performance payment is based on a series of goals, which have been achieved, so the Board is awarding his incentive bonus for this past year. Looking ahead, the Board is also restructuring the presidential contract for next year. He has done a wonderful job these last five years and has really turned the institution around and gotten it back on track, so they want to ensure that Dr. Jordan continues at Eastern in that leadership role. During tough times you need

strong leaders more so than during good times. They plan to extend his contract for four more years, from June 30, 2004 to June 30, 2008. His incentive pay will be moved into his base compensation, changing his base pay from \$151,418.64 to \$176,418.64. Plus there will be an additional contribution to his deferred compensation account.

***Motion 06-06-03:*** “*I move that President Jordan be awarded the incentive payment for achieving his goals this past year.*”

*Motion by Trustee Budke; seconded by Trustee Ortega. Motion carried.*

***Motion 06-07-03:*** “*I move that the president’s contract be extended through June 30, 2008, that his base pay be increased by the amount of his incentive payment, and that the incentive pay portion of his contract be eliminated. His goals for 2003-2004 will be mutually agreed upon with the Board of Trustees within 60 days of the start of the fiscal year.*”

*Motion by Trustee Mikkelsen; seconded by Trustee Ortega. Motion carried.*

***Motion 06-08-03:*** “*I move that the president’s deferred compensation agreement be amended to reflect an increase of \$25,000 per year.*”

*Motion by Trustee Budke; seconded by Trustee Mikkelsen. Motion carried.*

Trustee Mays noted that President Jordan’s salary, even including the deferred compensation piece, is well within the market range and not excessive. The Board reviewed carefully the range of salaries for Washington and other college and university presidents. He thanked President Jordan for agreeing to accept deferred compensation which reassures the trustees that we’re exercising our fiduciary responsibility over these resources by looking at the value that you offer to the university by providing the longevity of leadership that is so important in higher education.

President Jordan said is appreciated the vote of confidence that the Board has shown in his leadership and that of the senior officers. He envisioned a long-term, ten-year plan when he came to Eastern, and this action takes his employment out that far. It allows him the chance to make the changes he’s been talking about and working toward.

### **Adjournment, IX.**

The meeting of the Board of Trustees adjourned at 12:12 p.m.

---

Neil L. McReynolds  
Chair of the Board

---

Stephen M. Jordan  
Secretary of the Board