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## CWU Faculty Senate Minutes - 05/05/1971

Linda Busch

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MINUTES: Regular Senate Meeting, 5 May 71  
Presiding Officer: Kenneth Harsha, Chairman  
Secretary: Linda Busch

#### ROLL CALL

Senators Present: All senators or their alternates were present except Doris Jakubek and Don Wise.

Others Present: Bill Benson, John Chrismer, Dale Comstock, Bryan Gore, and Edward Harrington.

#### AGENDA CHANGES AND APPROVAL

The chairman stated that the following three letters would be added under "Communications."

1. A letter from Bernard Martin regarding the establishment of a separate program in science education.
2. A letter from Dr. Harrington regarding a screening committee for the new position of Dean of Undergraduate Studies.
3. A letter from Dr. Harrington concerning promotions.

The chairman announced that Dr. Larry Lawrence's letter and motion on election of department chairmen would be discussed under "New Business."

#### APPROVAL OF MINUTES

The minutes of March 3, March 10, March 31, and April 7 were approved as printed and distributed.

#### COMMUNICATIONS

The following communications were received:

1. A letter from Howard Shuman, dated April 2, asking the Senate to accept his resignation as an alternate to the Faculty Senate.
2. A letter from Edward Harrington, dated April 7, regarding possible Senate establishment of an Academic Fairness Committee.
3. A letter from John Green, dated April 14, in which he stated that he felt the recently formulated withdrawal policy was still ambiguous, and that it was being interpreted differently across the campus.
4. A letter from Larry Lawrence, dated April 15, in which he stated that he would like to recommend to the Senate that the college return to the older policy (as represented in the Faculty Handbooks for 1968-69 and earlier) on election of department chairmen, since it allowed for flexibility, negotiation, and shared authority in the selection and tenure of department chairmen. A motion to this effect was attached to his letter.

5. A letter from Bernard Martin, dated April 28, stating that he was initiating the establishment of a separate program in science education to alleviate the problems in budgeting, class scheduling, and advising responsibilities. The science education program would report directly to his office and at the same time maintain close liaison with the science departments.

There was some concern expressed by senators as to whether this was a new program and who would be in charge of the budget. Dr. Harrington stated that this was essentially a paper change that involved no new courses. The budget would be administered by Dr. Martin.

Mr. Harsha stated that the Executive Committee would pursue this matter further.

6. A letter from Edward Harrington, dated April 28, to which was attached a description of the duties of the new "Dean of Undergraduate Studies" (formerly "Assistant Vice President for Academic Affairs"). Dr. Harrington asked the Executive Committee to appoint an appropriate selection committee to review applications for the position. He stated that the task of selecting should be simplified in that the Dean should be someone already on the faculty or in administration at CWSC. He recommended that Dr. Comstock be appointed the non-voting chairman of the committee. Mr. Harsha stated that this matter would be discussed further in the Executive Committee report.
7. A letter from Edward Harrington, dated April 28, in which he stated that it was his intent to bring this year's promotion list to the Board of Trustees on May 15th. If, however, we still do not know the status of our 1971-73 biennial budget by May 15, he felt we must qualify the list with the following stipulations:

"...provided that said promotions shall not be accompanied by salary increases, the same to be determined at a later date in the light of available funds, recognizing that funds may be insufficient to allow salary increases as specified in the Faculty Code, Section VIII, D 2.

If no salary increases are available for promotions this year the faculty on the above promotions list shall have first priority at salary increases when funds are available. Such delayed salary increases will meet the requirements of the Faculty Code, Section VIII, D 2 at the time the funds are available."

Dr. Harrington expressed his hope that it would be unnecessary to use these stipulations and that the promotions could be made as usual according to the Faculty Code.

The chairman stated that Dr. Harrington was present and would comment on his letter.

Dr. Harrington stated that the basic problem was that the Faculty Code stated that if a person is in overlap, he will receive

a minimum of \$100. If he is not in overlap, the Code states that he will move up to the bottom step of the next rank. He stated that we do not as yet know what our budget will be. He commented that the other schools have not run into this difficulty since their promotions and salary increments are separate in their Codes or Handbooks. Dr. Harrington stated that he hoped we could go to the Board of Trustees with a list of people we can promote and give them the salary increases. He recommended that we go ahead with the promotions and hope that the money is available, but that we should include the stipulations.

Mr. Alexander stated that he was concerned with dry promotions for a number of reasons. He could see nothing to be gained by a change in title, except for those persons who might be going on to that list from a status that doesn't lead to tenure; i.e., people who were lecturers who might be moved to a rank. Mr. Alexander commented that he didn't think he would, personally, gain anything by moving to an Associate Professor from an Assistant Professor. He stated that we don't know when such money would be available for promotions. If it was a year or two, the people who were eligible for promotion next year were going to, of necessity, take second rank for the opportunity of promotion with salary increases. If there was just enough money next year for these promotions, and no money for next year, those persons who were to be considered next year would be faced with this problem. He said he thought the history at Central had been that promotions included a minimum one step increase. He said he would rather wait and see if we have the money before making promotions.

Mr. Ladd commented that he failed to see how a person would be a bit worse off if he were promoted without an increase in salary. He wouldn't think it would bring any disadvantage to anyone. A person would know that he had been promoted even if it was dry.

Dr. Harrington stated that there was the alternative of waiting until June, but that enough people had asked him about the status of promotions, to warrant his bringing the promotion list to the Board of Trustees in May.

Mr. Hammond stated that, as he had said before, he would like to see the promotion list before May, but that it was not possible now. Since promotions in the past have not involved a substantial sum of money, Mr. Hammond felt that money could be found for promotions this year, unless the legislature mandated otherwise.

Mr. Harsha stated that the legislature had never really talked about not allowing promotions. They had talked about cost of living increases. He then asked the Senate if it would like to take any action on this matter; if not, Dr. Harrington would proceed with the promotion policy as stated in his letter of April 28.

MOTION NO. 766: Mr. Ladd moved, seconded by Mr. Williams, that the Faculty Senate go on record as favoring Dr. Harrington's suggestions regarding promotions. The motion was voted on and passed, with Messrs. Alexander, Hammond and Richards Opposed, and Messrs. Doi and Leavitt Abstaining.

REPORTS

A. Executive Committee--Mr. Hammond gave the following report.

1. There will be a special Senate meeting on May 26 to elect Senate officers. Nominations will be solicited by the Senate. Presumably, he stated, the people nominated will have been contacted and will serve if elected. The departments should be electing their senators for next year, and a list should be compiled soon.
2. Mr. Hammond reminded the Senate that there will be a Joint Board of Trustees-Senate meeting on May 15. The senators are reminded to submit agenda items to the Senate office.
3. The Committee to Study the Grading System is functioning and met for the first time on April 29.
4. A letter was sent by the Executive Committee to the Code Committee asking prompt consideration of sections of the Code dealing with tenure and summer school. This is being done by the Code Committee.
5. Mr. Hammond stated that Senate members had received a list of suggestions regarding meeting the student credit-hour mix for next fall. He asked senators to send their comments or suggestions on this matter to the Senate office.
6. Mr. Hammond stated that Senate members had received a statement on conflict of interests. He commented that the statement would be placed in the Faculty Handbook next year. Basically, it states that people will be hired on their qualifications and not on whether or not they are members of the same family.
7. The Executive Committee met with Rick Wolfer to discuss the Underprivileged Student Fund. Mr. Hammond stated that if there was no objection, Charles Wright would be appointed to serve as a faculty advisor to that group. There was no objection.
8. Mr. Hammond stated that Steve Fletcher had resigned from the Student Affairs Committee of the Senate.

MOTION NO. 767: Mr. Hammond moved, seconded by Mr. Leavitt, that Cheryl Wright be appointed to replace Steve Fletcher on the Student Affairs Committee. The motion was passed with a unanimous voice vote.

9. Mr. Hammond stated that Senate members had before them a memo from the Executive Committee in which the committee was recommending the following faculty members to serve on the Committee to Screen for a Dean of Undergraduate Studies:

David Anderson	--	Mathematics
Henry Eickhoff	--	Music
Earl Glauert	--	History
Marie Madison	--	Business Ed. & Adm. Mgmt.
Keith Rinehart	--	English
Dan Unruh	--	Education

He further stated that Dale Comstock would be the non-voting chairman of the committee.

MOTION NO. 768: Mr. Hammond moved, seconded by Mr. Purcell, that the above people be appointed as members of the Committee to Screen for a Dean of Undergraduate Studies. The motion was passed with a unanimous voice vote.

Mr. Harsha commented that the faculty members had all agreed to serve on the committee. Two students would be named by ASC or the appropriate body to serve on the committee.

Mr. McGehee asked for an explanation of why this position had been created.

Dr. Harrington stated that Dr. Canedo now held this position. The position was simply being re-titled. He stated that some of the responsibilities of this position would be: 1) yearly updating, revision and academic editing of the Undergraduate Catalog; 2) work with the All-College Curriculum Committee to maintain records of undergraduate course offerings; 3) work with the Admissions, Matriculation, and Graduation Committee to review petitions from students who have graduation problems unrelated to their major, minor or teacher education programs; 4) work with the General Education Committee in reviewing petitions from students who have questions regarding general education course equivalencies. Dr. Harrington stated that the Dean would primarily deal with interdisciplinary-interdepartmental programs. He would like the coordinators or directors of such programs as Interdisciplinary and Honors to report to the Dean of Undergraduate Studies.

Mr. Berry asked if someone less than a Dean could hold this position?

Dr. Harrington said it could be someone less than a Dean. He stated that this position was one that was being used more and more in colleges and universities around the country.

Mr. Berry asked if this person would hold rank and assume the salary of a Dean?

Dr. Harrington stated that this would probably have to be negotiated, based on the person's ability and background. He commented that this position was a very significant one.

10. Mr. Hammond stated that the Senate members had received a memo regarding the Council of Faculty Representatives, proposing the following slate of candidates to serve on the Council:

Position #1 (one year term)

Regular Member

Ken Harsha  
(Bus. Education)

Alternate Member

Charles Stastny  
(Political Science)

Position #2 (two year term)

Regular Member

Beverly Heckart  
(History)

Alternate Member

Jerry Jones  
(Chemistry)

Position #3 (three year term)

Regular Member

Alternate Member

Ken Hammond  
(Geography)

James Nylander  
(Physical Education)

A space was provided on the memo for additional nominations. Mr. Hammond stated that the Senate office had received no additional nominations.

MOTION NO. 769: Mr. Hammond moved, seconded by Mr. Lewis, that the slate of regular and alternate members, as suggested by the Executive Committee, be accepted by the Faculty Senate. The motion was voted on and passed with a unanimous voice vote.

B. Standing Committees

1. Budget Committee--No report at this meeting.
2. Code Committee--Mr. Ringe stated that the Senate secretary was typing, in draft form, the Committee's revisions through the first three-fourths of the Code. He hoped that the complete revision would be out by the end of the month.
3. Curriculum Committee--In Mr. Glauert's absence, Miss Putnam gave the Curriculum Committee's report.

MOTION NO. 770: Miss Putnam moved, seconded by Mr. Hammond, that the Faculty Senate accept the Curriculum Committee's recommendation to pass the ACCC proposals, pages 172 through 189, with the following emendation:

ACCC proposals	Emendation
(A/S) Geography Minor Minor (22 to 24 credits)	(A/S) Geography Minor Minor (20 to 23 credits)

Miss Putnam stated that there was an editorial mistake in the ACCC proposals and the Geography Minor should have read 20 to 23 credits.

There was some discussion as to whether some of the courses contained in the curriculum proposals should be cross listed.

Mr. McGehee felt that if courses were to be treated on a basis of individual merit, the Senate should rescind its prior motion on cross listing courses.

Motion No. 770 was then voted on and carried, with Mr. McGehee and Mr. Ringe Opposed, and Messrs. Berry, Dillard, and Jones Abstaining.

Mr. Ringe stated that each time the Curriculum Committee brings in new courses, the Senate violates a motion that was passed earlier (Motion No. 724: Courses with substantially different content should carry separate titles. Courses with identical titles should be cross listed.) He felt the previous motion (724) should be rescinded.

Mr. Hammond stated that many of the objections raised were probably valid within the letter of it, but not in the spirit of the motion.

Mr. Berry asked if it would be possible for the Curriculum Committee to look through the catalog and bring back recommendations as to how these problems could be solved.

Miss Putnam said she would take Mr. Berry's request as a suggestion to the Curriculum Committee.

4. Personnel Committee--No report at this meeting.

5. Student Affairs Committee-- No report at this meeting.

C. Report from the Chair

Mr. Harsha stated that there was no report from the Chair, except to state that the Council of Faculty Representatives was meeting at the Thunderbird Restaurant in Ellensburg on May 8. Part of the agenda for the meeting had been placed in the Weekly Bulletin. He stated that the Council was considering a second draft of its constitution, which would be distributed to the Senate for ratification, probably at the June meeting.

OLD BUSINESS

There was no Old Business to be discussed.

NEW BUSINESS

Mr. Harsha stated that the senators had received copies of Mr. Lawrence's letter and attached motion on the election of department chairmen.

MOTION NO. 771: Mr. Lawrence moved, seconded by Mr. Lewis, that each department elects its chairman at a meeting presided over by the appropriate Dean, the elections subject to the approval of both that Dean and the Vice President for Academic Affairs. Service is for four year terms, beginning July 1. Chairmen may be re-elected. If a new chairman is to be elected, candidates shall be solicited both from within and without the College. The administration may remove a chairman at any time, following consultation with the department. Faculty members within the department may petition the administration for a review of the chairman's effectiveness at any time.

Mr. Brooks stated that he would urge that the Senate stay away from this type of motion. He thought this motion, which appeared in the Faculty Handbook several years ago, was written for that specific time in the college's history. Departments were very small and chairmen didn't have nearly the responsibility they have today. Since that time an accreditation team evaluating the college stated that our practice of electing department chairmen was bad. Mr. Brooks stated that Otto Jakubek, chairman of the Ad Hoc Committee on Chairmanships and Faculty Handbook, and his committee had interviewed department chairmen, and one of the things that had come out of these meetings was that electing department chairmen was a poor arrangement considering the responsibility they had as chairmen. Mr. Brooks said he



rewrote the statement in the Handbook, and the statement was his statement, slightly altered by Mr. Jakubek and his committee. Mr. Brooks indicated that he was strongly opposed to going back to the old system, which he felt was thoroughly inadequate for department chairmen of today. As far as the Faculty Handbook is concerned, he felt there was some question as to where it comes from. Mr. Brooks stated that the Handbook was the responsibility of the administration. He said that, from time to time, he had asked the Senate for suggestions on the Handbook and for a committee to work with the administration in suggesting revisions. Mr. Brooks stated that if the motion was to pass, he would tend to regard it as a recommendation. He stated that Senate members could talk to Mr. Jakubek to see what he had found out on the subject. He said the motion the Senate had before it made it seem pretty easy to dump a department chairman. He thought the chairmen should have some firmness in their position. He said he strongly endorsed the description presently in the Handbook. He didn't think it was a good idea to return to two and four-year evaluations.

Mr. Harsha then relinquished the chair to Mr. Hammond so that he could respond to Mr. Brooks' comments.

Mr. Harsha stated that, as a member of the Ad Hoc Committee on Chairmanships and Faculty Handbook, he had heard from the department chairmen that they were satisfied with this system (as presented in the motion). There were only three or four who were opposed to the policy. Most of the chairmen felt that being elected by the faculty was not a bad practice at all. Mr. Harsha said he was amazed when he read the description which later appeared in the Handbook. He stated that the two-year election was mostly not agreed to; but, from his recollection, he thought the chairmen liked the four-year elections. This was a way of reinforcing their position as department chairmen.

Mr. Lawrence then read the statement on department chairmen which now appears in the Handbook. He commented that he had heard no criticism of the old policy.

Mr. Lewis stated that what bothered him in the current policy was the unlimited term of the position. He felt there should be periodic checks. He was against having any administrator or faculty not under some kind of review.

Mr. Nylander said he believed one point in favor of this motion was that the way the Handbook is written now, there is really only one way that the department can relieve itself of an unsatisfactory chairman if it is to be initiated by the department, and that is to petition. He said he had seen a couple of departments torn asunder by this, literally rendered to a point where they were not effective for some time. When someone is willing to start a petition, a department is in real trouble. If a department sees problems arising, but it knows the problem can be taken care of in a year or two, there will not be such a morale problem. It will wait until review time for the chairman.

Mr. Dillard, speaking as neither fish nor fowl, said he felt the Senate was probably considering a motion that it could do nothing with. We have been told that we can only recommend. If the Senate felt that the current policy should be changed, he would suggest the Code route.

Mr. McGehee stated that the consequences of the present Handbook are quite repressive to departments. It places the department completely at the mercy of future administrations. It was written, based upon the good will of the people now holding administrative positions. We don't know what the people will be like in the future. The department is on the short end of the stick. The administration of the future will have a free hand to do anything it chooses.

Mr. Lawrence said he didn't want to use confrontation tactics. He hoped we could come to an agreement on this rather than force it into the Code.

Mr. Nylander commented that Mr. Brooks was suggesting that security comes from one direction--the top. Mr. Nylander said he would suggest that the security that comes from the department might be important too. He would think this would be very gratifying to a chairman.

Mr. Brooks said this places department chairmen in extremely difficult positions. Some people have to get that security by taking care of the wishes of the department members that they should not honor. If the chairman was strong, it had been our experience that he didn't stay very long.

Mr. Odell asked Mr. Brooks what assurance there was that a chairman appointed under his recommendation would necessarily have courage?

Mr. Brooks replied that he thought the department had an opportunity to evaluate the chairman. He thought the department chairman must know that he would not be evaluated in two or four years. If we attempt to bring a department chairman in from the outside, it is sometimes difficult to get someone to accept the position, knowing that his position could be terminated in four years. He would be giving up his career somewhere else and his tenure to come here. Mr. Brooks didn't think that the old system of electing chairmen provided the kind of job security needed for effective operation.

Mr. Odell said he understood that Mr. Brooks had said that items in the Faculty Handbook were initially from the administration. Mr. Odell said he was the chairman of the committee that established the Handbook some twenty years ago. It was initiated by the faculty and was basically a document for information. Over the years, all sorts of items have been added by both faculty and administrators. He didn't think there was any criteria in operation that indicated where the source of such items could originate.

Mr. Brooks said that when he arrived at Central in 1961, he could not locate any such Faculty Handbook.

Mr. Benson commented that he wanted to remind everyone that at one particular time the President's position was not too secure. Now we have layers to get through to remove the President. The President doesn't have tenure in his position, why should the chairmen? We have a problem between governance and administration. The faculty should govern themselves and not be administered.

Mr. Hammond said he didn't think a strong chairman would necessarily be voted out. He was in favor of the motion.

Mr. Leavitt commented that one possible problem was when there were a lot of new people in a department when the chairman comes up for re-election. He said this happened in his department, and the new people did vote. It is

possible for someone who had an ax to grind to get to these people. Maybe the Senate could make a stipulation that a faculty member had to be in a department for a certain length of time before being eligible to vote on a chairman's status.

Mr. Lawrence stated that this policy doesn't preclude anything else. He didn't think the Senate had to nail everything down. He thought, perhaps, this could be decided later on.

Mr. Purcell stated that it seemed to him that all the Senate had really done was to elaborate upon the position of the department chairman, because faculty were afraid he needed to be protected from the administration, and the administration felt he should be somehow protected from the faculty. Mr. Purcell said he would be loathe to vote on a policy, part, of which, could be decided on at a later time.

MOTION NO. 772: Mr. Purcell moved, seconded by Mr. Brunner, that Motion No. 771 be tabled. The motion was voted on and defeated by a roll call vote.

Ayes: J. Purcell, D. Dillard, J. Allen, G. Kallienke, A. Ladd, G. Brunner.

Nays: J. Alexander, R. Doi, S. Johnson, K. Harsha, L. Duncan, K. Berry, F. Carlson, L. Lawrence, F. Collins, K. Hammond, D. Ringe, K. Richards, P. Douce', D. Anderson, G. Leavitt, J. Bachrach, J. Nylander, J. Putnam, G. Reed, M. Zwanziger, E. Odell, C. McGehee, A. Lewis, C. Wright.

Abstentions: H. Williams, R. Jones, J. Brooks.

Mr. Harsha stated that discussion would continue on the main motion.

Mr. Zwanziger asked if the motion could be altered by substituting the word "may" for the word "shall" in line 6. Mr. Lawrence agreed, and this change was made in the motion.

After requesting clarification of the change, Mr. Lewis, who had seconded the motion, agreed to the editorial change.

Mr. McGehee said he would like to amend line 4 of the motion. He felt that under some circumstances a two-year term might be better than a four-year term. He wanted the sentence to read: "Service is for two or four year terms." The amendment died for lack of a second.

Mr. McGehee questioned the date "beginning July 1." He asked if this implied that it involved a twelve-month contract.

Mr. Lawrence said it didn't. This was taken from the old statement.

Mr. Berry felt that the date did sound arbitrary. He asked Mr. Lawrence if this date could be left out of the motion. Mr. Lawrence said it could. The phrase "beginning July 1" was removed from the motion.

Motion No. 771 was then voted on and passed with a roll call vote.

Ayes: J. Alexander, R. Doi, S. Johnson, K. Harsha, L. Duncan, H. Williams, K. Berry, F. Carlson, L. Lawrence, F. Collins, K. Hammond, D. Ringe, K. Richards, P. Douce', D. Anderson, G. Leavitt, J. Bachrach, J. Nylander, J. Putnam, G. Reed, M. Zwanziger, E. Odell, C. McGehee, A. Lewis, C. Wright.

Nays: J. Purcell, D. Dillard, G. Kallienke, A. Ladd, G. Brunner.

Abstentions: J. Allen, R. Jones, E. Harrington.

The chairman stated that this recommendation would be forwarded to the administration.

Mr. Harrington stated that the President had had to leave the meeting, but had asked Mr. Harrington to tell the Senate that if the motion passed, he would call a meeting of department chairmen and discuss this matter with them.

Mr. Lewis commented that he had continued to hear rumors that we were going to have an academic reorganization by September. He asked for comments on this matter.

There was considerable discussion relative to academic reorganization of the college. Mr. Harsha said he would ask Drs. Harrington and Purcell to meet with the Executive Committee to discuss this.

#### ADJOURNMENT

The meeting was adjourned at approximately 6:00 p.m.

AGENDA  
FACULTY SENATE MEETING  
4 p.m., Wednesday, May 5, 1971  
Room 123 - Hertz Hall

- I. ROLL CALL
- II. AGENDA CHANGES AND APPROVAL
- III. APPROVAL OF MINUTES, March 3, 10, 31 and April 7
- IV. COMMUNICATIONS
  - 1. Letter from Howard Shaman--resigning from Faculty Senate (alternate position).
  - 2. Letter from Edward Harrington--Academic Fairness Committee.
  - 3. Letter from John Green--Withdrawal Policy.
  - 4. Letter from Larry Lawrence--Election of Department Chairmen (distributed to Faculty Senate).
- V. REPORTS
  - A. Executive Committee
    - 1. Report by Vice Chairman
      - a. Senate election of CWSC faculty members to Council of Faculty Representatives.
      - b. Conflict of Interest Statement.
      - c. Other
  - B. Standing Committees
    - 1. Budget
    - 2. Code
    - 3. Curriculum
      - a. ACCC proposals, pp. 72 thru 186.
    - 4. Personnel
    - 5. Student Affairs
  - C. Report from the Chair.
- VI. OLD BUSINESS
- VII. NEW BUSINESS
- VIII. ADJOURNMENT

VISITORS

PLEASE SIGN THIS SHEET

Faculty Senate Meeting

May 5, 1971

*John Chisner*

*Dale Constock*

*Edward Hauntington*

*Bill Benson*

*Bryan Gore*

Com  
CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON  
98926

April 2, 1971

TO: Dr. Kenneth Harsha, President, Faculty Senate

FROM: Howard Shuman *HS*

Please accept my resignation as an alternate to the Faculty Senate. As you know, I have resigned my position as Director of College Relations, as of June 30.

I feel it would be to the benefit of the Senate if a replacement for me was chosen at this time instead of waiting until next Fall.

HS/ks

Pam  
CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON  
98926

April 7, 1971

Dr. Kenneth Harsha  
Chairman, Faculty Senate  
Campus

Dear Dr. Harsha:

Since my arrival at Central I have had several students visit my office to inquire about the possibility of establishing an "Academic Fairness Committee." Such a committee would review cases where students felt that the grade they received in a class was not equitable.

Inasmuch as this is a matter for the Faculty Senate, I am enclosing two letters I have received suggesting such a committee. I have also asked other students to contact you directly on the matter.

Personally I am in favor of establishing an "Academic Fairness Committee." If the Senate is in agreement I would be happy to meet with the appropriate committee(s) to express my ideas on "Fairness Committees."

Cordially,



Edward J. Harrington  
Vice President for Academic Affairs

jm

enclosures - 2



February 15, 1970

Dr. Harrington  
Vice President, C.M.S.C.  
Third floor, Barge Hall

Dear Sir:

I am writing this letter to bring to your attention an incident of unfair grading procedures in which I was involved. Fall quarter I had a five hour class in which the grade was to be determined by the results of two midterms, a final, and the average score of weekly quizzes. The professor made it clear throughout the quarter that he was a hard grader. He also bragged that in classes and the lowest grade point average in his department. On his first two tests I scored well above the average and my quiz score average was also above average. Before the final exam I asked the professor where I stood at that point. He told me that I had a solid "B". On my final I scored eight points above the mean for the test. For my final grade, I received a C+. When I returned from the quarter break I approached the professor in his office to find out why I had received the grade that I did. He told me that he did not have the information. A second visit to his office brought a similar reply from him.

I have talked to many people about this, but there seems to be no one available who is willing and/or able to offer me any assistance. The purpose of this letter is not to criticize the professor for I was offered and took the opportunity to do this in a class evaluation that he took in his class. The purpose is to bring your attention to the fact that there exists no facility to aid students in protecting themselves from unfair grading procedures. I believe that this professor graded me unfairly and I refuse to continue to accept this kind of treatment.

Respectfully yours,

FEB 9 1971

VICE PRESIDENT

January 22, 1971

To Whom It May Concern:

I would like to suggest that a review board be established to consider grievances concerning grading procedures. The purpose of this committee would be to determine whether or not unfair grading practices have been used by a professor and also to take action to assure that the student receives a grade that realistically reflects the work he has done. Hopefully, this would also prevent similar practices in the future.

A recent experience has led me to believe that there are no direct means of rectifying a grading injustice. My experience has further led me to believe that no matter how unfair a grade may be, even to persons in positions superior to an instructor, no action is taken.

I suggest that a committee be formed to insure that there will be a place where students may take grievances and that teachers will be asked to justify their grading procedures.

It is my understanding that a committee, somewhat similar to that which I am suggesting was formed and has recently lapsed due to lack of use. It is my contention that if such a committee is reformed even once every two years, its existence is still justified. I strongly feel that this avenue of action must always be open to students to insure that they are evaluated fairly. Otherwise, unfair grading practices may be carried on quarter after quarter and the offender is not compelled to answer to anyone for his conduct.

Your careful consideration of this matter will be appreciated by myself, as well as future students who encounter similar problems and wish to have them justly dealt with.

Thank you.

CENTRAL WASHINGTON STATE COLLEGE

DEAN OF EDUCATION

ELLENSBURG, WASHINGTON

98926

April 14, 1971

Dr. Kenneth K. Harsha  
Chairman, Faculty Senate  
Central Washington State College

Dear Ken:

Recently your letter concerning withdrawal has come to my attention. Please do not consider this a reprimand but merely an effort to illustrate the amazing ambiguity of the recently formulated withdrawal policy.

Recently I sent my department chairmen a memo quoting the withdrawal policy and asking them to adhere to it. At a subsequent meeting of the chairmen, the policy was discussed. Interestingly enough, the interpretation of the policy by my chairmen ranged from that of permitting students to withdraw until the last day of instruction to that of permitting no student to withdraw after drop-add day. There is similar disagreement concerning the meaning of the policy among administrators at the deans' level, and I'm reasonably sure that students generally interpret the policy to mean that a student may withdraw for any reason until the final day of instruction. One of the words in the policy that is responsible for the range of interpretations is the word, extenuating. I quote below the meaning of the word, extenuate:

"1, to offer excuses for; as, he sought to extenuate his fault; make less blamable; 2, to diminish; 3, to underrate ...  
Syn. mitigate, lessen, soften." (The Winston Dictionary, The John C. Winston Co., 1942, p. 343.)

Thus, this completely ambiguous policy seems to make everything legal--except withdrawal during final weeks--makes all interpretations possible and makes the Senate and the administration ridiculous for their ineptness in clearly expressing the intended meaning of the policy. I realize that college professors are not noted as paragons of clarity in verbal expression, but it seems to me that we could state the policy in such simple language as, "students may withdraw until the final day of instruction," or "students may not withdraw after drop-add day."

Dr. Kenneth K. Harsha  
April 14, 1971  
Page Two

I realize that both the Deans' Council and the Senate have been adequately "hassled" about this policy, but I am loathe to permit it to remain in its present ambiguous form.

Sincerely,

A handwritten signature in cursive script, appearing to read "John A. Green".

John A. Green  
Dean of Education

JAG/bjc

cc: Executive Committee

CENTRAL WASHINGTON STATE COLLEGE

DEPARTMENT OF ENGLISH

ELLENSBURG, WASHINGTON

98926

April 15, 1971

Kenneth Harsha, Chairman  
Faculty Senate  
Central Washington State College

Dear Ken:

At the first meeting of the Faculty Senate this year, considerable surprise and concern were expressed about radical changes that had been introduced into the new Faculty Handbook in the provisions governing selection and tenure of department chairmen. Formal discussion was deferred, however, pending a final report from the Ad Hoc Committee on Departmental Chairmanships and Faculty Handbook. The press of other business since then has also prevented us from returning to consideration of the new policy. But further delay seems inadvisable to me: I should not like to see the year nor my service to the Senate come to an end without our having taken some sort of action on this issue.

I have no desire to get involved in discussion of the manner in which this policy change was effected. For myself, rather than suspect bad faith and hidden motives behind an apparently arbitrary action, I can accept as explanation a combination of pressures of time, inadequate machinery and channels of communication, and the simple necessity of making and implementing decisions. Furthermore, when the Ad Hoc Committee brings in its report, the Senate should be able to preclude recurrence of this kind of problem by fixing lines of responsibility and authority for the Faculty Handbook. At the moment, I'm concerned only with the undesirability of the new policy itself.

Under the altered provisions, a chairman is no longer elected by his department, nor does he serve a stipulated term. This is contrary both to the recommendations of the AAUP-AGB Joint Statement on the Governance of Colleges and Universities and to the policy in force here at Central for the past eight years or more. In effect, the chairman is separated from his department, in terms of responsibility and perhaps identity, and becomes a representative of the administration. Yet, however wrong this seems to me, the other extreme might prove equally unacceptable; and I therefore would

Ken Harsha  
Page 2  
April 51, 1971

not argue for complete departmental autonomy. Instead, I would recommend that we return to the older policy (as represented in the Faculty Handbooks for 1968-69 and earlier), since it allows for flexibility, negotiation, and shared authority in the selection and tenure of department chairmen.

I respectfully request that this item be placed on the Faculty Senate agenda at the first possible date, at which time I will introduce the attached motion.

Sincerely,



Larry L. Lawrence  
Associate Professor of  
English

That the following statement, to appear in subsequent issues of the Faculty Handbook, constitute College policy on the selection and tenure of department chairmen:

"Each department elects its chairman at a meeting presided over by the appropriate Dean, the elections subject to the approval of both that Dean and the Vice-President for Academic Affairs. Service is for four year terms, beginning July 1. Chairmen may be re-elected. If a new chairman is to be elected, candidates shall be solicited both from within and without the College. The administration may remove a chairman at any time, following consultation with the department. Faculty members within the department may petition the administration for a review of the chairman's effectiveness at any time."

CENTRAL WASHINGTON STATE COLLEGE

DEAN OF ARTS AND SCIENCES

ELLENSBURG, WASHINGTON

98926

April 28, 1971

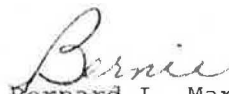
Dr. Kenneth Harsha, Chairman  
Faculty Senate  
Campus

Dear Dr. Harsha:

Following recent discussions with the Departments of Biology and Chemistry and the faculty involved in teaching science education, I am initiating the establishment of a separate program in science education to alleviate the problems in budgeting, class scheduling, and advising responsibilities. The science education program will report directly to this office and at the same time maintain close liaison with the science departments. This procedure will enable the science education program to overcome some of the obstacles which have been placed in the way of its continued development.

I request that you inform the members of your committee of this action.

Sincerely yours,



Bernard L. Martin  
Dean of Arts and Sciences

lg

cc Dr. Schliesman, Chairman  
Teacher Education Committee



CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON  
98926

April 29, 1971

Dr. Kenneth Harsha  
Chairman, Faculty Senate  
Central Washington State College  
Campus

Dear Dr. Harsha:

Attached please find a description of the duties of the new "Dean of Undergraduate Studies" (formerly "Assistant Vice President for Academic Affairs"). Would you and the Executive Committee of the Senate please appoint an appropriate selection committee to review applications for the position? As I have indicated the task of "selecting" should be simplified in that the Dean should be someone already on the faculty or in administration at CWSC.

May I recommend that Dr. Comstock be appointed the non-voting chairman of the committee?

Once the committee is established I would be happy to meet with them to review their charge.

Sincerely,



Edward J. Harrington  
Vice President for Academic Affairs

jm

cc: Dr. Brooks

enclosure - 1

CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON  
98926

Vice President for Academic Affairs

April 29, 1971

Deans and Department Chairmen  
Central Washington State College  
Campus

Colleagues:

As you know, Dr. Anthony Canedo has elected to return to teaching effective September 1, 1971. I am very sorry to see him leave; he has done an excellent job; replacing him will be most difficult.

In considering the duties Dr. Canedo has performed during the 1970-71 academic year and the duties I wish his replacement to assume, I feel that the title "Assistant Vice President for Academic Affairs" is not altogether appropriate. Therefore, with the concurrence of President Brooks, I am retitling the existing position "Dean of Undergraduate Studies."

The Dean of Undergraduate Studies will assume, among others, the following responsibilities:

1. yearly updating, revision and academic editing of the Undergraduate Catalog (General Catalog);
2. in conjunction with the General Education Committee, the review of petitions from students who have questions regarding general education course equivalencies;
3. in conjunction with the Admissions, Matriculation and Graduation Committee, the review of petitions from students who have graduation problems unrelated to their major, minor or teacher education programs;
4. in conjunction with the All-College Curriculum Committee, the maintenance of permanent records of undergraduate course offerings.

In addition, it is my plan to have the coordinators or directors of such programs as Interdisciplinary and Honors report to the Dean of Undergraduate Studies. (My rationale is that programs that involve students from both Arts

Deans and Department Chairmen  
4/29/71

Page - 2

and Sciences and Education should not have their directors or coordinators reporting to either the Dean of Arts and Sciences or the Dean of Education.)

The Dean of Undergraduate Studies will be heavily involved in coordinating the new interdepartmental major. The Dean should also serve as a reference person in the development of other new undergraduate curricula.

In sum, the new Dean will be a busy person!

It is essential that the new Dean be a member of our present faculty or administration. The Dean of Undergraduate Studies must know this campus, its faculty and its programs well. Accordingly, I am asking Dr. Harsha and the Executive Committee of the Faculty Senate to set up a selection committee immediately. My hope is to make the appointment in June and for the new Dean to assume office on September 1, 1971.

Please inform your faculty of this position. Interested faculty should make their interest known by means of a letter to me. Nominations from chairmen or others will also be gratefully accepted. In turn, I will send the names of all candidates to the selection committee for their consideration.

Thank you for your cooperation in this matter. If you or others have questions regarding this position please call me at 3-1401.

Cordially,



Edward J. Harrington  
Vice President for Academic Affairs

jm

cc: Dr. Brooks  
Dr. Harsha

CENTRAL WASHINGTON STATE COLLEGE

ELLENSBURG, WASHINGTON  
98926

April 28, 1971

Dr. Kenneth Harsha  
Chairman, Faculty Senate  
Campus

Dear Dr. Harsha:

It is my intent to bring this year's promotion list to the Board of Trustees on May 15th. If, however, we still do not know the status of our 1971-73 biennial budget by May 15 I feel we must qualify the list with the following stipulations:

"...provided that said promotions shall not be accompanied by salary increases, the same to be determined at a later date in the light of available funds, recognizing that funds may be insufficient to allow salary increases as specified in the Faculty Code, Section VIII, D 2.

If no salary increases are available for promotions this year the faculty on the above promotions list shall have first priority at salary increases when funds are available. Such delayed salary increases will meet the requirements of the Faculty Code, Section VIII, D 2 at the time the funds are available."

Please let me emphasize my hope that it will be unnecessary to use these stipulations and that the promotions can be made as usual according to the Faculty Code.

Your reaction to my plan will be appreciated.

Sincerely,



Edward J. Harrington  
Vice President for Academic Affairs

jm

cc: Dr. Brooks  
Dean Green  
Dean Martin

**M E M O R A N D U M**

**TO: Faculty Senate**  
**FROM: Faculty Senate Executive Committee**  
**DATE: May 5, 1971**  
**RE: Screening Committee for Undergraduate Dean**

The Vice President for Academic Affairs has asked the Faculty Senate Executive Committee to name a screening committee for the position of Dean of Undergraduate Studies. The Executive Committee, in a special meeting last Friday, selected the following faculty members to serve, subject, of course, to Faculty Senate confirmation:

Dave Anderson	--	Mathematics
Henry Eickhoff	--	Music
Earl Glauert	--	History
Marie Madison	--	Business Ed. & Adm. Mgmt.
Keith Rinehart	--	English
Dan Unruh	--	Education

The screening committee will have, in addition to the six faculty members, two student members selected by ASC. The committee will be chaired by Dr. Dale Comstock, Dean of Graduate Studies, in a non-voting capacity.

MEMORANDUM

TO: Faculty Senate

FROM: Executive Committee

RE: Membership on the Council of Faculty Representatives

The Executive Committee feels that the Senate should name three regular members and three alternate members to the Council of Faculty Representatives as soon as possible. In order to expedite this process, the Executive Committee is proposing the following slate of candidates.

Position #1 (one year term)

Regular Member

Ken Harsha  
(Bus. Education)

Alternate Member

Charles Stastny  
(Political Science)

Additional Nominations

----- reg.  
----- alt.

Position #2 (two year term)

Regular Member

Beverly Heckart  
(History)

Alternate Member

Jerry Jones  
(Chemistry)

Additional Nominations

----- reg.  
----- alt.

Position #3 (three year term)

Regular Member

Ken Hammond  
(Geography)

Alternate Member

James Nylander  
(Physical Ed.)

Additional Nominations

----- reg.  
----- alt.

The Executive Committee's slate of nominees includes faculty members who have been serving either in a temporary capacity on the Council of Faculty Representatives or whose names have been submitted to the Council on Higher Education for possible membership on the Council's forthcoming Advisory Committee. The slate, as proposed, should provide continuity with the Council of Faculty Representatives as it is currently constituted and offer at least some cross membership between the CFR and the CHE's Advisory Committee.

Please examine the proposed slate of nominees and be prepared to take action on this at the May 5 meeting of the Faculty Senate. The Executive Committee's slate is only a suggestion; space has been provided for additional nominees.

**MEMORANDUM**

**TO: Faculty Senate**  
**FROM: Senate Curriculum Committee**  
**DATE: May 5, 1971**  
**RE: All-College Curriculum Committee Proposals**

The Senate Curriculum Committee recommends passage of the ACCC proposals, pages 172 through 189, with the following emendation.

ACCC proposals	Emendation
(A/S) Geography Minor Minor (22 to 24 credits)	(A/S) Geography Minor Minor (20 to 23 credits)

ROLL CALL VOTE

Motion No. 771

<u>Senator</u>	25 AYE	5 NAY	3 ABSTAIN	
Don Wise				Howard Shuman
John Purcell		✓		
David Dillard		✓		App Legg
John Allen			✓	Robert Harris
James Alexander	✓			Marco Bicchieri
Richard Doi	✓			James Sahlstrand
Glen Clark	✓			Sheldon Johnson
Kenneth Harsha	✓			Earl Synnes
Leonard Duncan	✓			Ted Bowen
Harold Williams	✓			Gordon Galbraith
Kenneth Berry	✓			Alan Bergstrom
Doris Jakubek				Jim Parsley
Frank Carlson	✓			Bill Floyd
Larry Lawrence	✓			Donald King
Frank Collins	✓			Robert Benton
Ilda Easterling		✓		Gerhard Kallienke
Kenneth Hammond	✓			Joel Address
Don Ringe	✓			Steven Farkas
Earl Glauert	✓			Kent Richards
Pearl Douce	✓			Wesley Adams
Robert Jones			✓	Charles Vlcek
David Anderson	✓			Frederick Lister
Gordon Leavitt	✓			John DeMerchant
Chester Keller	✓			Jay Bachrach
James Nylander	✓			Betty Hileman
Jean Putnam	✓			Everett Irish
Arthur Ladd		✓		Bryan Gore
Gerald Reed	✓			James Klahn
Larry Sparks	✓			Max Zwanziger
Elwyn Odell	✓			Robert Yee
Charles McGehee	✓			Frank Sessions
Albert Lewis	✓			Katherine Egan
Steve Fletcher				
Owen Shadle		✓		Gerald Brunner
Mike Reid				
James Brooks			✓	Edward Harrington
Cheryl Wright	✓			



ROLL CALL VOTE

*Motion No. 772*

<u>Senator</u>	6 AYE	24 NAY	3 ABSTAIN	
Don Wise				Howard Shuman
John Purcell	✓			
David Dillard	✓			App Legg
John Allen	✓			Robert Harris
James Alexander		✓		Marco Bigchieri
Richard Doi		✓		James Sahlstrand
Glen Clark		✓		Sheldon Johnson
Kenneth Harsha		✓		Earl Synnes
Leonard Duncan		✓		Ted Bowen
Harold Williams			✓	Gordon Galbraith
Kenneth Berry		✓		Alan Bergstrom
Doris Jakubek				Jim Parsley
Frank Carlson		✓		Bill Floyd
Larry Lawrence		✓		Donald King
Frank Collins		✓		Robert Benton
Ilda Easterling	✓			Gerhard Kallienke
Kenneth Hammond		✓		Joel Address
Don Ringe		✓		Steven Farkas
Earl Glauert		✓		Kent Richards
Pearl Douce		✓		Wesley Adams
Robert Jones			✓	Charles Vlcek
David Anderson		✓		Frederick Lister
Gordon Leavitt		✓		John DeMerchant
Chester Keller		✓		Jay Bachrach
James Nylander		✓		Betty Hileman
Jean Putnam		✓		Everett Irish
Arthur Ladd	✓			Bryan Gore
Gerald Reed		✓		James Klahn
Larry Sparks		✓		Max Zwanziger
Elwyn Odell		✓		Robert Yee
Charles McGehee		✓		Frank Sessions
Albert Lewis		✓		Katherine Egan
Steve Fletcher				
Owen Shadle	✓			Gerald Brunner
Mike Reid				
James Brooks			✓	Edward Harrington
Cheryl Wright		✓		