

10-20-1999

## CWU Faculty Senate Minutes - 10/20/1999

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MINUTES

CENTRAL WASHINGTON UNIVERSITY

FACULTY SENATE REGULAR MEETING MINUTES: October 20, 1999

<http://www.cwu.edu/~fsenate>

Presiding Officer: Linda S. Beath

Recording Secretary: Nancy Bradshaw

Meeting was called to order at 3:10 p.m.

ROLL CALL:

Senators: All Senators or their Alternates were present except Benson, Cocheba, DeVietti, Kurtz, Lewis, Mustain, Olivero, Owens, Stacy, and Thyfault.

Visitors: Toni Čuljak, David Dauwalder, Lad Holden, Robert McGowan, Barbara Radke, and Roy Savoian.

CHANGES TO AND APPROVAL OF AGENDA: MOTION NO. 3254 (Passed) Chair Beath moved approval of the agenda that after amendment was approved: "Move Agenda Item No. VI. 4. Roger Fouts: Update on Presidential Search to Agenda Item No. V."

APPROVAL OF MINUTES: The minutes of the October 6, 1999, Faculty Senate meeting were approved with the following change "add to motion no. 3248, No. 6, and include other schools/colleges in this review."

COMMUNICATIONS: (Available for viewing in the Senate Office or distribution on request) No communications.

UPDATE ON PRESIDENTIAL SEARCH - Roger Fouts: Roger Fouts, Chair of the Presidential Search Committee, presented an update on the presidential search. He reported that the search committee has received 68 applications and that their next step will be to select candidates to participate in telephone interviews, reevaluate and scale the number of candidates to five or six for interviews with the search committee. After this process, the committee send final recommendations to the Board of Trustees.

Dr. Fouts encouraged Senators to review selection criteria on the web page at <http://www.cwu.edu/psc.html>. He also stressed the importance of faculty participation in the campus community interview process. There will be evaluation forms for personnel to complete after interviewing each candidate and that the Board of Trustees is actively seeking feedback from the various groups university-wide. A suggestion was made to have some committee members visit the campuses of the finalists. Dr. Fouts will take this issue back to the committee for discussion.

In conclusion, Dr. Fouts stated that this search committee has been outstanding and has put Central, in its broadest sense of the meaning, first.

REPORTS:

A. ACTION ITEMS:

Chair: Motion No. 3255: (Passed) Faculty Senate Standing Committee Appointments: Chair Beath proposed a motion that was adopted: "Replace James Eubanks with Todd Schaefer on the Faculty Senate Code Committee. Replace Minerva Caples with Timothy Dittmer on the Faculty Senate Personnel Committee."

Code Committee: Motion No. 3256 (Passed): Beverly Heckart, on behalf of the Faculty Senate Code Committee, proposed the following motion and after substitution and debate was adopted:

"12.15 Faculty Grievance

The faculty grievance committee shall consist of, three (3) faculty members who shall elect their own chair. At least three (3) and not more than six (6) alternate members shall also be elected, at the same time and in the same manner as the regular members, and be possessed of the same powers and subject to the same restrictions as regular members. Alternate members shall serve in the place of regular members in, the event that a regular member, prior to any hearing or consideration of an issue, disqualifies himself or herself for any reason, resigns or is otherwise unable to serve as a functioning member of the faculty grievance committee. The order of service of alternate members shall be determined by the chair of the committee."

**Rationale:** The Faculty Grievance Committee asked for this alteration of the Faculty Code in order to increase the availability of faculty able to hear grievances. Under the procedures outlined in the Code, the processing of grievances is under a very tight time-line. In order to facilitate meeting due dates and avoiding possible conflict of interest issues (for example, faculty on the grievance committee do not participate in grievances originating from their own departments), the grievance committee would like the flexibility of having more faculty available to process grievances

**Curriculum Committee: Motion No. 3257 (Passed) Addition of MS PEHLS, Emphasis in Addictionology:** Toni Čuljak, on behalf of the Curriculum Committee, proposed a motion that was adopted: "Change the word emphasis back to specialization in motion no. 3252 of the October 6, 1999 Faculty Senate meeting, to be consistent with the terminology in the Curriculum Policies and Procedures Manual making the title MS PEHLS, Specialization in Addictionology."

**Motion No. 3258 (Tabled) Addition of BS Leisure Services, Specialization in Tourism Management:** Toni Čuljak, on behalf of the Curriculum Committee, proposed a motion that after debate was tabled: "The addition of BS Leisure Services, Specialization in Tourism Management."

**Discussion:** The School of Business and Economics expressed concerns regarding the AACSB accreditation standards and asked for extra time to review the proposal.

**Motion No. 3259 (Tabled) Addition of BS Leisure Services, Specialization in Recreation Management:** Toni Čuljak, on behalf of the Curriculum Committee, proposed a motion that after debate was tabled: "The addition of BS Leisure Services, Specialization in Recreation Management."

**Discussion:** The School of Business and Economics expressed concerns regarding the AACSB accreditation standards and asked for extra time to review the proposal. Also, a request was made to have answers for the following when the motion is taken from the table: designate which courses in the proposal are new and which are existing, include credit load for each course and why this program is proposed as a Bachelor of Science instead of a Bachelor of Arts.

**Motion No. 3260 (Tabled) Addition of Vocational-Technical Education Competency Certificate Program:** Toni Čuljak, on behalf of the Curriculum Committee, proposed a motion that after debate was tabled: "The addition of Vocational-Technical Education Competency Certificate Program."

## B. DISCUSSION ITEMS:

### 1. CHAIR

Chair Beath thanked the twenty-seven faculty, members of the Executive Committee, and Chairs of the Senate Standing Committees who met with the Board of Trustee members on Thursday, October 14. She reported that she met with Trustees the following day as they reflected over what they learned from these

meetings. Two things that they discussed were the concern over our academic nature and focus of Central's mission that needs to be reaffirmed and the obvious need for resources for faculty development and research.

Chair Beath reminded Senators that the university is beginning to work on developing the supplemental budget and that one of the requests is for monies to assist in faculty recruitment and retention. She believes that this is an attempt to continue focusing on addressing issues of faculty salaries at Central.

Chair Beath reported that there are concerns regarding Central's efforts at student recruitment and retention and enrollment figures that Central's budget was based upon. She further reported that the number of freshman fall quarter was high, but there is a reduction in the number of returning students, specifically students at the sophomore and junior levels. She also informed Senators that they will be asked for assistance in helping to retain and recruit students because this issue is perceived to be the key in helping to maintain Central's balanced budget.

2. **CHAIR ELECT** - The Chair Elect reported that the Public Affairs Committee is developing a faculty legislative agenda and asked Senators for their input. A Senator suggested that the committee read the NASC self-study, particularly standard four, which addresses a variety of faculty issues.
3. **PRESIDENT** - President Norton reminded Senators that the NASC evaluation team was currently on campus and asked them to assist them in this process anyway that they could. He also noted that Central's self-study represents a tremendous amount of work on the part of many people and is deeply indebted to everyone. He particularly thanked Libby Street for providing leadership and coordination of this project.
4. **SENATE CONCERNS** - A Senator noted that there were no members of the NASC evaluation team present at the Faculty Senate meeting. The Chair explained that when the team was being introduced upon their arrival at Central, Central personnel were asked to be flexible because evaluators had the option of changing their schedule as needed. It was also noted that the Faculty Senate Executive Committee met with two evaluators earlier in the day.

A concern was expressed of the possible effects that the passage of I-695 may have on Central Washington University. The President announced that there has been a great deal of concern at all the universities in the state regarding this issue, but most of the institutions are waiting for the outcome of the election before commenting. It was suggested to create an informational panel to discuss issues and outcomes on both sides.

Morris Uebelacker stated that at the last Faculty Senate meeting he asked what steps were being taken to address faculty salaries, specifically merit and compression. Chair Beath answered by stating that due to the Faculty Code changes last spring, the Faculty Senate is charged to conduct a faculty salary equity study every biennium which goes into the report for the biennial budget. The Chair further stated that there is a meeting scheduled to begin addressing this issue scheduled for Monday, November 1, with members of last year's Budget Committee, a member of the Ad Hoc Salary Equity Committee, a member of the Personnel Committee and Mark Lundgren, Director of Institutional Research, to begin discussing how to complete this first study. She also stated that she believed the Senate should broaden equity issues and not just study faculty salaries because salary compression and inversion are still issues that do not fall into equity issues. Morris Uebelacker was invited to attend this meeting.

Chair Beath reported that the Faculty Senate Executive Committee has discussed formulating another Senate standing committee that would address two studies. One year the committee would conduct the faculty salary equity study and the other year the committee would conduct the faculty evaluation of administrators.

On another issue, Morris Uebelacker expressed concerns regarding the Code changes that mandate reimbursing faculty for supervising cooperative education students. He reported that Geography and Land Studies may need to close programs because of this change. He would like to explore other alternatives to address this issue.

Beverly Heckart used this time to present the Code Committee report. In reference to the questions regarding section 7.20 of the Faculty Code, she explained that when the Code Committee negotiated this issue with the Provost, the committee agreed with the Provost that this would be a year of transition and that departments would encounter some problems. The Code Committee has begun to draw some interpretations that might ease departments through this transition. The Code Committee has also met with the summer school coordinator to address some of the problems that are rising with respect to compensating faculty for thesis credits supervised in the summer. The committee is scheduled to meet with the dean that the Provost has appointed to assist in this transition. The committee has also solicited data from Mark Lundgren that describes the dimensions of the problem.

Dr. Heckart went on to say that the second thing with respect to salaries is that the Budget Committee recommends what the level of the pay scale should be and whether or not the Senate should begin to address the minimum and maximum salary steps for each rank. The Code Committee will work this year on the overall salary policy and develop a way to make it possible for all faculty to move up the salary scale rather than getting stuck at one step. Several members of the committee will be meeting with individuals who are well informed in this area and present different models to the Code committee.

Todd Schaeffer said that one reason he joined the Code Committee was because of the issues Beverly Heckart was outlining. He stated that the reality is that faculty are very badly paid at Central and the big problem is faculty cannot move up the pay scale.

5. **STUDENT REPORT** - Josh Kilen reported that the Department of Foreign Languages will be offering a course in American Sign Language by spring quarter.

Josh Kilen also reported that he is currently reviewing the University 100 course for possible changes to help it run more efficiently. He explained that he did not want to step on faculty toes regarding teaching, but that he is overall trying to give it some credit.

6. **FACULTY SENATE STANDING COMMITTEE REPORTS:**

**Council of Faculty Representatives** - Lad Holden presented a report on the Council of Faculty Representatives meeting he attended at Washington State University on October 15. He stated that the group discussed accountability measures and came to consensus that most universities would like to see the measures become more qualitative instead of quantitative.

The representatives also met with Senator Larry Sheahan, State Senator for the 9<sup>th</sup> Legislative District. Senator Sheahan shared with the representatives that he was against I-695 not because of higher education issues but because the transportation bill passed in the last referendum may

be eliminated as a result of the passage of I-695. He also advised representatives that higher education institutions could work most effectively with legislators through their alumni from legislator's districts and explained that the legislature talks about issues in business terms, so when people representing higher education have issues with the legislature, it would be more effective for these groups to use business terms in lobbying for extra funding.

The group also met with Larry Ganders, Governmental Relations representative from Washington State University. He stated that Washington State University's legislative agenda is first emergent capital needs and then recruitment and retention funds. Lad Holden reported that after talking to Martha Lindley, Central Washington University's governmental relations representative, Central's agenda is the same, first emergent capital needs and then recruitment and retention. He also explained that Central miscalculated self-insurance costs in last year's budget that must be addressed in this year's budget. Larry Ganders also agreed with Senator Sheahan regarding the importance of how to discuss issues with the legislature.

**ACADEMIC AFFAIRS COMMITTEE** - no report

**BUDGET COMMITTEE** - no report

**CODE COMMITTEE** - no further report

**CURRICULUM COMMITTEE** - no further report

**PERSONNEL COMMITTEE** - no report

**PUBLIC AFFAIRS COMMITTEE** - Josh Nelson revisited the faculty salary issue and stated that when he met with members of the NASC accreditation team they stated that Central's self-study indicates that faculty salaries at Central Washington University, compared to peer institutions, is at the 14<sup>th</sup> percentile and that administrative salaries at Central Washington University are at the 30<sup>th</sup> percentile. The members believe that this creates a very volatile situation.

Vice Chair Nelson yielded the remainder of his time to Robert Fordan who discussed the possibility of faculty members becoming community television producers by presenting their work on Channel 2, Ellensburg Community Television. It was decided that a faculty-wide E-mail will be sent asking if there are faculty interested in providing some programming for the Ellensburg Community Television.

**OLD BUSINESS:**

**Motion No. 3253A (Passed)** Toni Čuljak, on behalf of the Faculty Senate Curriculum Committee, proposed a motion that was approved: "Take from the table Motion No. 3253, Deletion of BS Military Science."

**Motion No. 3253 (Passed)** After discussion, tabled Motion No. 3253 was approved.

**NEW BUSINESS:** No new business.

**ADJOURNMENT:** The meeting adjourned at 4:45 p.m.

\*\*\*NEXT REGULAR FACULTY SENATE MEETING: November 3, 1999\*\*\*

**BARGE 412**

**FACULTY SENATE REGULAR MEETING**

**3:10 p.m., Wednesday, October 20, 1999**

**BARGE 412**

**AGENDA**

**I. ROLL CALL**

**II. MOTION No. 3254: CHANGES TO AND APPROVAL OF AGENDA**

**III. APPROVAL OF MINUTES - October 6, 1999**

**IV. COMMUNICATIONS**

**V. REPORTS/ACTION ITEMS (20 Minutes)**  
*→ moved here. Agenda was amended.*

**Chair:**

**Motion No. 3255: Faculty Senate Standing Committee Appointments (Exhibit A) *Passed.***

**Code Committee: *Substitute motion.***

**Motion No. 3256 Code Revision: Faculty Grievance Committee (Exhibit B) -**

**Curriculum Committee:**

**Motion No. 3257: Addition of MS PEHLS, Specialization in Addictionology-Change title back to specialization from emphasis to be consistent with the terminology in the Curriculum Policies & Procedures Manual. *Passed***

**Motion No. 3258: Addition of BS Leisure Services Specialization in Tourism Management (Exhibit C) -**

**Motion No. 3259: Addition of BS Leisure Services Specialization in Recreation Management (Exhibit D)**

**Motion No. 3260: Addition of Vocational-Technical Education Competency Certificate Program (Exhibit E)**

**VI. REPORTS/DISCUSSION ITEMS**

**1. CHAIR (10 Minutes)**

**2. CHAIR ELECT (10 Minutes)**

**3. PRESIDENT (10 Minutes)**

**4. Roger Fouts - Update on Presidential Search (10 Minutes)**

**5. SENATE CONCERNS (15 Minutes)**

**6. STUDENT REPORT**

**7. SENATE COMMITTEES (10 Minutes)**

**Council of Faculty Representatives - Lad Holden**

**Academic Affairs Committee - Susan Donahoe**

**Budget Committee**

**Code Committee - Beverly Heckart**

**Curriculum Committee - Toni Čuljak**

**Personnel Committee**

**Public Affairs Committee - Josh Nelson**

**VII. NEW BUSINESS**

**VIII. OLD BUSINESS (5 Minutes)**

**Tabled Motion 3253: Deletion of BS Military Science**

**IX. ADJOURNMENT**

**\*\*\*NEXT REGULAR SENATE MEETING: November 3, 1999\*\*\***

**BARGE 412**

## Exhibit A

### *Faculty Senate Code Committee* *Replace James Eubanks*

Todd Schaefer

### *Faculty Senate Personnel Committee* *Replace Minerva Caples*

Timothy Dittmer

## Exhibit B

### Code Amendment

The Faculty Grievance Committee asked for this alteration of the Faculty Code in order to increase the availability of faculty able to hear grievances. Under the procedures outlined in the Code, the processing of grievances is under a very tight timeline. In order to facilitate meeting due dates and avoiding possible conflict of interest issues (for example, faculty on the grievance committee do not participate in grievances originating from their own departments), the grievance committee would like the flexibility of having more faculty available to process grievances.

### 12.15 Faculty Grievance

The faculty grievance committee shall consist of, three (3) faculty members who shall elect their own chair. ~~Three (3)~~ Six (6) alternate members shall also be elected, at the same time and in the same manner as the regular members, and be possessed of the same powers and subject to the same restrictions as regular members. Alternate members shall serve in the place of regular members in, the event that a regular member, prior to any hearing or consideration of an issue, disqualifies himself or herself for any reason, resigns or is otherwise unable to serve as a functioning member of the faculty grievance committee. The order of service of alternate members shall be determined by the chair of the committee.

## Exhibit C

**ADDITION:** Bachelor of Science  
Leisure Services  
Specialization in Tourism Management

### Tourism Facts:

Travel and tourism is the nation's largest services export industry, third largest retail sales industry and one of America's largest employers. Tourism is in fact the first, second or third largest employer in 32 states. Tourism is one of the top industries in Washington. Approximately one out of every 17 U.S. residents is employed due to the patronage of travelers to and within the U.S. Travel and tourism provides more than 684,000 executive level jobs. The U.S. receives the larger share of the world tourism market: approximately 16.1% (\$75 billion per year). The tourism industry shows no sign of decline.

### Identifying A Need:

There is a need for qualified tourism professionals in a variety of sectors within the industry. Central Washington University is one of a very few Tourism Management programs in the Pacific Northwest. The new Tourism Management specialization was designed to reflect the needs of students interested in the tourism industry as well as



professional management needs and industry needs.

Currently the Leisure Services program has 60-65 majors (over half) interested in specializing in Tourism Management. Job placement of students from this type of emphasis has been extraordinary with a placement rate of almost 100%. There is an ongoing demand for well educated tourism management professionals. The new Tourism Management specialization will prepare students to:

- 1) Develop, market, and manage the businesses that provide quality products and services for the increasing number of leisure and business travelers.
- 2) Develop and manage the large variety of businesses which provide, supply and support the tourism businesses.
- 3) Develop and manage the public and nonprofit infrastructure elements which enable the tourism industry to function.
- 4) Research and develop plans which guide governments, agencies, and businesses in providing tourism related products and services which provide the greatest benefits to the tourist and destination community. These plans also preclude or mitigate the harmful impacts which are often associated with unplanned tourism development.
- 5) Develop and provide a quality educational environment in which persons can learn and develop the needed communication, technological and critical thinking skills demanded by the cutting edge and future tourism profession. Today's students are tomorrow's tourism leaders.

#### Courses in BS Leisure Services - Specialization in Tourism Management

LES 271	Introduction to Tourism
LES 292	Practicum
LES 325	Public Relations in Leisure Services
LES 371	Tourism Essentials
LES 373a	Supervision in the Hospitality Industry
LES 373b	Strategic Marketing in Hospitality
LES 374	Applied Technology in Tourism
LES 375	Career Development and Communication in Tourism
LES 419	Applied Research
LES 420	Research Analysis
LES 471	Planning and Development of Tourism
LES 490	Cooperative Education
HRM 381	Management of Human Resources
BUS 241	Legal Environment of Business
ACCT 301	Financial Accounting Analysis

Dept. approved electives (15 cr.)

#### Exhibit D

**ADDITION:** Bachelor of Science  
Leisure Services  
Specialization in Recreation Management

This program specialization addition is related to the division of the Leisure Services Program into two distinct areas of specialization. They are "Recreation Management" and "Tourism Management."

The Recreation Management specialization prepares professionals for supervisory and administrative careers with city, county or state parks and recreation departments, YMCA's Boys and Girls Clubs, armed forces recreation, university recreation and intramural sports programs, fitness and racquet clubs, camping and outdoor recreation, and employee recreation services including specializations working with specific programs and populations.

#### Courses in BS Leisure Services - Specialization in Recreation Management

LES 201	Introduction to Recreation Management
LES 221	Community Recreation Leadership
LES 292	Practicum
LES 321	Program Supervision
LES 480	Community Recreation Management
LES 483	Budget and Finance in Recreation Management
LES 484	Legal Liability and Risk Management
LES 490	Cooperative Education
ADMG 101	Computer Applications
MGT 380	Organizational Management
MGT 381	Management of Human Resources
PE 245	First Aid

Select from the following:

Psych 205 Psychology of Adjustment (or)  
Psych 314 Human Development and the Learner  
(Population specific psychology/sociology courses may be substituted with approval of the academic advisor for Recreation Management)

Advisor approved electives (24 credits)

#### Exhibit E

**ADDITION:** Type 2 Certificate Program  
Occupational Education Dept.  
Vocational-Technical Education Competency Certificate Program

The Competency Block Program is designed for individuals with business or industry experience who are seeking an initial vocational teacher certificate under Plan 2 guidelines. Participants meet approximately one a month between September and June at a regional center. The instruction each session will center on one or more of the competencies identified within each course. The methods and activities for instruction will include:

- Traditional activities such as lecture, discussion, demonstration and guest speakers.
- Practical activities such as simulations, small group/cooperative learning and role-playing.
- Field-based activities such as exhibits, displays, and practicums.
- Computer technology activities such as multimedia, presentation software, and the use of the Internet.

Students will develop a portfolio to document their progress as they master the course competencies. Final grades will be issued in June 2000, and will be based on class participation, oral and written communications, and portfolio presentation.

*Strike as kindly amendment*

Courses in Certificate Program - Vocational-Technical Education Competency Cert. Program

OCED 310      Block 1 Vocational Teaching Methods  
Occupational Analysis  
Course Organization and Curriculum Design  
General and Specific Safety  
1st year Practicum

OCED 311      Block 2 Coordination Techniques for Cooperative Education  
History and Philosophy of Vocational Education  
Student and Professional Leadership Development  
Advanced Curriculum Design  
School Law and Issues related to Abuse  
2nd year Practicum

3204

### 12.15 Faculty Grievance Committee--Composition

The faculty grievance committee shall consist of three (3) faculty members who shall elect their own chair. At least three (3) and not more than six (6) alternate members shall also be elected, at the same time and in the same manner as the regular members, and be possessed of the same powers and subject to the same restrictions as regular members. Alternate members shall serve in the place of regular members in the event that a regular member, prior to any hearing or consideration of an issue, disqualifies himself or herself for any reason, resigns or is otherwise unable to serve as a functioning member of the faculty grievance committee. The order of service of alternate members shall be determined by the chair of the committee.

ROLL CALL 1999-00 (Print 3)  
FACULTY SENATE MEETING: 10/20/99

ADAMSON, Karen  
 ALSOSZATAI-PETHEO, John  
 BAXTER, Louise *Alternate*  
 BEAGHAN, Jim  
 BEATH, Linda  
 BENSON, William  
 BRAUNSTEIN, Michael  
 KURTZ, Martha  
 CAPLES, Minerva  
 COCHEBA, Don  
 DeVIETTI, Terry  
 ELY, Lisa (Gone Fall Quarter)  
 FORDAN, Robert  
 GAMON, Ken  
 GRAY, Loretta  
 GUNN, Gerald  
 HAWKINS, Jim  
 LI, Cheyang  
 KAMINSKI, Walter  
 KILEN, Josh  
 LEWIS, Keith  
 POLISHOOK, Mark  
 MONSON, Luetta  
 MUSTAIN, Wendy  
 NETHERY, Vince  
 NELSON, Joshua  
 NGALAMULUME, Kalala  
 OWENS, Patrick  
 RICHMOND, Lynn  
 ROBERTS, Connie  
 SCHAEFER, Todd  
 SCHWING, James  
 SOLIZ, Jean resigned  
 SPENCER, Andrew  
 STACY, Gerald  
 THYFAULT, Alberta  
 TU, Charlie  
 UBELACKER, Morris  
 WILLIAMS, Wendy  
 WYATT, Marla

HOLTFRETER, Robert  
 FUENTES, Agustin  
 RAUBESON, Linda - *Senator*  
 Vacant  
 BOWMAN, Andrea  
 DUGAN, Jack  
 PALMQUIST, Bruce  
 ARRINGTON, Jane  
 DONAHOE, Susan  
 GHOSH, Koushik  
 COLLINS, James "Fuji"  
 GAZIS, Carey  
 GARRETT, Roger  
 HARPER, James  
 POWELL, Joe  
 FAIRBURN, Wayne  
 VASEK, Cheri  
 HOOD, Webster  
 HOLDEN, Lad  
  
 BACH, Glen  
 GAUSE, Tom  
 WOODCOCK, Don  
 D'ACQUISTO, Leo  
 Vacant  
 LEFKOWITZ, Natalie  
 HECKART, Beverly  
 CANNASCATO, Daniel  
 BRADLEY, James  
 BERTELSON, Cathy  
 WIRTH, Rex  
 DONAHUE, Barry  
 OLIVERO, Michael  
 SNEDEKER, Jeff  
 ABDALLA, Laila  
 BUTTERFIELD, Carol  
  
 ALWIN, John  
 PENICK, Jeff  
 SCHACTLER, Carolyn

*Philips, Richard*

Date: October 20, 1999

**VISITOR SIGN-IN SHEET**

LAD HOLDEN

ROY SAVOIAN

DAVID DAUWALDER

Tom Culyak

BRAD RAE

**Please sign your name and return sheet to Faculty Senate secretary directly after the meeting.**

**Thank you.**