

MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE

Thursday, September 19, 1974
The Evergreen State College Campus
Daniel J. Evans Library, Room 3112

The meeting was called to order by Chairman Dixon at 10:35 AM.

Trustees Present: Thomas Dixon
Herbert D. Hadley
Halvor M. Halvorson
Trueman L. Schmidt
Janet P. Tourtellotte

Staff Present: Judy Annis, Information Officer
Robert Carr, Director of State College & University
Business Affairs
Dean Clabaugh, Administrative Vice President
Les Eldridge, Assistant to the President
Rita Grace, Recording Secretary
Ed Kormondy, Vice President and Provost
Charles McCann, President
John Moss, Director of Auxiliary Services
Dick Nichols, Director of Public Information
Don Von Volkenburg, Program Assistant, Development Office

Others Present: Beth Felker, Cooper Point Journal
Bill Hirshman, Cooper Point Journal
Diane Hucks, Cooper Point Journal
Alice Watts, Daily Olympian
April West, Non-White Coalition

Mrs. Tourtellotte suggested corrections to pages 2 and 3 of the minutes of the August 15, 1974 meeting as follows:

Page 2: Motion 74-50 passed (not failed)
Motion 74-51 add "to permit further discussion."

Page 3: Second paragraph "Mr. Dixon (and possibly Mrs. Tourtellotte)"

Motion
74-53

Mrs. Tourtellotte moved acceptance of the minutes of the August 15, 1974 meeting as circulated and subsequently corrected. Seconded by Mr. Hadley and passed.

BID AWARDS - Action

Mr. McCann recommended formal approval of two contracts.

Motion
74-54

Mr. Halvorson moved approval of award of contracts to low bidders as follows:

| | | |
|----------------------------|--------------------------------|----------|
| Day Care Center remodeling | Dahl Enterprises Tacoma | \$16,850 |
| Parkway signs | Popich & Chris Sign Co Seattle | 19,586 |

Seconded by Mr. Schmidt and passed.

PLANT OPERATIONS STORES - Action

Mr. Clabaugh recommended transferring \$10,000 from unbudgeted local general fund money to the plant operations stores fund for investment in inventory.

Motion
74-55

Mr. Halvorson moved approval to transfer \$10,000 from 149 - Local General Fund to 440 - Stores (Plant Operation) to provide additional working capital for current operations. Seconded by Mr. Hadley and passed.

SALARY REQUEST FOR 1975-77 BIENNIUM - Action

Mr. McCann and Mr. Carr related the recent history of faculty salary increase funding. In 1971-72, an absolute freeze; in 1972-73, 3 percent; in 1973-74, 11 percent for state colleges (5 percent of that had to be taken out of institutional operating funds thereby reducing the amount of tools the faculty had to do their jobs with); in 1974-75, no funds appropriated. Since the late 1950s a seven-state salary survey has been employed for purposes of comparison (Oregon, California, Michigan, Indiana, Illinois, Minnesota, Wisconsin), and at the present time, Evergreen is 6.18 percent behind the average of the seven states. Mr. McCann recommended Board approval of requesting catch-up and keep-up factors for 1975-77 faculty salaries.

Motion
74-56

Mr. Hadley moved that Evergreen request a percentage increase required to equal the seven-state average of 6.18 percent and a 1975-76 keep-up which is the normal request of 7 percent, totaling 13.18 percent in the first year of the biennium, and in the second year of the biennium an additional 7 percent increase.

Mr. Hadley pointed out that these proposed increases will not keep up with the cost of living as it's now going, and he noted also that the total percentage requested is the smallest of any institution.

Seconded by Mrs. Tourtellotte and passed.

REPORTS - Discussion

Mr. McCann reported on Evergreen's 1975-77 budget hearing with the Governor, the Seminar Building dedication/open house, and a Main Event Management school held on campus for about 30 Evergreeners in management positions September 9 - 13.

Mr. Kormondy reported on anticipated enrollment, tenth day enrollment, and minority enrollment.

Mr. Clabaugh reported on auxiliary services: housing, food service, and bookstore, commenting that he feels very positive about all three. He predicted that the food service and bookstore will probably break even, and possibly show a profit, and expects improvement in the housing situation with increased enrollment.

OTHER BUSINESS

Mr. Hadley requested discussion at the October Board meeting of contracted studies, faculty terminations, rotation of dean policy, evaluation from outside the educational community, and Evergreen's relationship with high schools.

DATE OF NEXT MEETING AND ADJOURNMENT

The Board set October 17 as the date for the next meeting.

The meeting adjourned at 12:15 PM.


THOMAS DIXON, Chairman


MRS. NEAL TOURTELLOTTE, Secretary

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The Evergreen State College

September 13, 1974

DEAR TRUSTEES:

According to the measurements commonly agreed upon by the Governor, Legislature, and senior institutions of higher education, the salaries in the senior institutions will have fallen seriously behind and a restoration of them must be our principal effort in this next legislature.

Here's the way the situation looks as a minimum:

PROPOSED FACULTY SALARY INCREASES FOR 1975-77

| Institution | Estimated Average 1974-75 | Estimated Weighted Average at Percentage Increase 7 State Rate Required to Equal | | 1975-76 Keep Up | Total for 1976-77 | |
|-------------|---------------------------------|---|----------------------|--------------------|-------------------|---------|
| | | 1974-75 | Average 7 State Rate | | 1975-76 | Keep Up |
| UW | \$17,150 | \$19,042 | 11.1% | 7.0% | 18.1% | 7.0% |
| WSU | 16,002 | 18,256 | 14.1% | 7.0% | 21.1% | 7.0% |
| CWSC | 14,592 | 16,632 | 13.98% | 7.0% | 20.98% | 7.0% |
| EWSC | 14,909 | 16,803 | 12.70% | 7.0% | 19.70% | 7.0% |
| TESC | 15,674 | 16,642 | 6.18% | 7.0% | 13.18% | 7.0% |
| WWSC | 14,771 | 16,720 | 13.19% | 7.0% | 20.19% | 7.0% |

Our several requests to the Governor and the legislature will not be uniform in terms of percentage increases since the institutions' average faculty salaries are not totally equal. We intend that each institution will request the percent necessary to equal the average of the seven state survey. In addition, we shall all request an additional 7 percent for each year of the biennium.

What we're talking about here is, of course, a lifting to an "average", which, in other contexts, means "mediocre." Even this minimum, however, has been arrived at only after much discussion with the Council of Faculty Representatives concerning the usefulness of the seven-state survey compared to other well-known surveys, such as AAUP's. The presidents concluded, however, that an attempt to switch to a new comparison base would be untimely, possibly resulting in obscuring the major issue. The faculty representatives may accept this minimum but are restive, and understandably so, with the presidents' suggesting the likely 7 percent keep-up factor in the face of inflation, and also the many long-term contracts recently of at least 10 percent per year.

Soon after the Board meets, the presidents will need to get the support of the Council on Higher Education and then the Governor--all of this to be done very soon since the institutional budget hearings with the Governor are already under way and the Governor will be putting his budget request together in the next six weeks. It would be a great help if I could have your formal approval of our request at this next Board meeting.

Recently the presidents, the chairmen of the Boards of Regents and Trustees, and principal legislators met on this salary issue at Port Ludlow. The regents and trustees were in unanimous agreement. The legislators, naturally, couldn't commit themselves but understood the problem and advised that we would really need to make a massive effort.

Sincerely,

Charles J. McCanh
President

CJM:cw

figures for instructors have been omitted from most tables and can be ignored in Table 4 for all practical purposes as there were only 18 individuals holding this rank on the five campuses. TESC has no provision for faculty rank and hence shows only where institutional averages are reported.

Recent History of Funding

In spite of concerted efforts by the faculty and administration of the six institutions, their recent history of accomplishment is a dismal one. Although the reasons for failure are many, the simple record of legislative appropriations action conveys the stark reality of the situation for the following academic years:

- 1971-72 - an absolute freeze on actual faculty salaries. Other state employees had schedules frozen, thus enabling incremental movement. Faculty promotions funded from internal sources.
- 1972-73 - Approximately 3% appropriated increase.
- 1973-74 - 11% increase for state college salaries, 13% for universities, with 5 and 7% respectively funded through reprioritization of instructional budget.
- 1974-75 - No funds appropriated for salary increases.

A slightly different history is garnered from the percentage changes reported in Table 2. These figures indicate variations of actual increases slightly different from that of the appropriations record. These variations reflect differences in actual application on the individual campuses, differences caused through effect of promotions, resignations and new hirings, and use of appropriated funds for fringe benefits.

Requests to the 1975 Legislative Session

As no formal position has yet been taken by either the Council of Faculty Representatives or its Salary Task Force, the following must be recognized as tentative and unofficial. The Task Force is scheduled to meet early in September and the Council later in the month. Firm recommendations should come out of these two meetings.

Goals. Previous requests for appropriations have been based upon the general goals of catch-up (with the seven-state average) and keep-up. The last formal statement of the CFR, in November of 1973, cited these goals in slightly modified form: (1) catching up with the average salary of the seven-state comparison group; and (2) adjusting for changes in the cost-of-living index. These goals were developed explicitly as the basis for appropriation requests to the 1974 special session and will probably be modified for future requests.

Seven-state average. There seems to be increasing disenchantment among Washington faculty with the use of the seven-state average as a goal. This is to be based upon: (1) sensitivity to the relative decline of income for faculty as an employment category in relation to other employee groups; (2) awareness that the seven-state comparison group is apparently slipping in relation to the national standard; and (3) recognition that achievement of the previous year's average would leave a substantial gap between the new average and the achieved position.