MINUTES OF REGULAR MEETING OF THE  
STATE BOARD OF HIGHER EDUCATION HELD  
APRIL 19, 1985

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STATE BOARD OF HIGHER EDUCATION
MINUTES OF REGULAR MEETING HELD IN
OREGON ROOM, COLLEGE CENTER,
WESTERN OREGON STATE COLLEGE,
MONMOUTH, OREGON

April 19, 1985

Meeting #523

A regular meeting of the State Board of Higher Education was held in the
Oregon Room, College Center, Western Oregon State College, Monmouth,
Oregon.

ROLL CALL

The meeting was called to order at 10:30 a.m., April 19, 1985, by the
President of the Board, Mr. Louis B. Perry, and on roll call the following
answered present:

Mr. John W. Alttucker
Mr. Alvin R. Batiste
Mr. Gene Chao
Mr. Terrence A. Clark
Mrs. Harriett J. Flanagan

Mr. Edward C. Harms, Jr.
Mr. Richard F. Hensley
Mrs. Janet S. Nelson
Miss Linda L. Wailing
Mr. Louis B. Perry

Absent: Mr. Petersen was absent due to illness.

OTHERS PRESENT

Centralized Activities--Chancellor William E. Davis; Secretary Wilma L.
Foster; Clarethel Kahananui, Acting Vice Chancellor for Academic Affairs;
W. T. Lemman, Vice Chancellor for Administration; Wil Post, Vice Chancellor
for Public Affairs; Clifford V. Smith, Jr., Director of CASEERI; Davis
Quenzer, Associate Vice Chancellor for Budget and Fiscal Policies; R. S.
Perry, Associate Vice Chancellor for Administration and Planning Services;
Larry Pierce, Executive Assistant to the Chancellor; Ross Hall, Controller;
Joe Sicotte, Associate Vice Chancellor for Personnel Services; J. Richard
Pizzo, Assistant Vice Chancellor for Student Services; Kay Juran, Assistant
Vice Chancellor for Public Affairs; Melinda Grier, Compliance Officer; Art
Mancl, Director, Campus and Building Planning; James Payne, Assistant in
Student Services; Sally Lopez, Assistant to Director of CASEERI; Tim Marsh,
Information Director.

Oregon State University--President John V. Byrne; T. D. Parsons, Vice President
for Administration; Stefan Bloomfield, Assistant to the President; Pat Wells,
Curriculum Coordinator; Daniel Duarte, Director, CAMP; Ron Cameron, President,
Faculty Senate.

University of Oregon--President Paul Olum; Richard J. Hill, Provost; Dan
Williams, Vice President for Administration.

Oregon Health Sciences University--President Leonard Laster; J. T. McGill,
Vice President; Carol Lindeman, Dean, School of Nursing; Steve Bauer,
Executive Assistant to the President; Ralph Tuomi, Assistant Vice President;
Nancy Madsen, Associate Hospital Director, University Hospital.

Portland State University--President Joseph Blumel; Margaret J. Dobson,
Executive Vice President; Roger Edginton, Interim Vice President for
Finance and Administration; W. C. Neland, Director, Physical Plant;
Orchilia Forbes, Vice President for Student Affairs; Herb Cawthorne, Head,
Office of Special Services; Linda Gerber, Director, Educational Opportunity
Program.

Eastern Oregon State College--President David Gilbert; James Hottois, Dean
of Academic Affairs; James Lundy, Dean of Administration.

Oregon Institute of Technology--President Larry Blake; William W. Smith,
Dean of Academic Affairs; John Smith, Dean of Administration; Pearl Juris,
Acting Director, Nursing Department.
Southern Oregon State College--Ronald Bolstad, Dean of Administration; Ernest E. Ettlich, Dean of Academic Affairs.

Western Oregon State College--President Richard Meyers; Bill Cowart, Provost; William Neifert, Dean of Administration; Ramona Karnes, Coordinator of Student Activities.

Others--Chris Tamarin, Account Executive, Higher Education, Pacific Northwest Bell; R. Duncan Fordyce, Vice President, The Common Fund; Dave Proehl, Senate Chairman, Associated Students, Western Oregon State College; Brian Boquist, President, Associated Students, Western Oregon State College; Sandra Stone, Assistant Executive Director, Oregon State Board of Nursing; T. K. Olson, Executive Director, Oregon Educational Coordinating Commission; Dale Hess, Staff Member, Oregon Educational Coordinating Commission.

MINUTES APPROVED

The Board dispensed with the reading of the minutes of the last regular meeting held on March 15, 1985, and approved them as previously distributed. The following voted in favor: Directors Alltucker, Batiste, Chao, Clark, Harms, Hensley, Walling, and Perry. Those voting no: None. Directors Flanagan and Nelson were absent from the meeting at this time.

Mr. Perry indicated that representatives of the Oregon Health Sciences University needed to return to Portland in connection with an accreditation visit to that institution. For that reason, the order of the agenda items would be revised.

Baccalaureate Nursing Education in Oregon

Staff Report to the Committee

The Committee presented a "white paper" on baccalaureate degree nursing education in Oregon, prepared under the direction of the deans and directors of the State System's nursing education programs. The full report, entitled "Baccalaureate Nursing Education in Oregon," is on file in the Board's Office.

The dramatic, major shifts in the delivery of health care now underway in Oregon and the nation have had greater impact perhaps on nursing than on any other health profession.

This impact, as experienced in the marketplace, calls for urgent examination of nursing education curricula, the clinical facilities required by these curricula, numbers of graduates needed, location of the programs, access for both beginning students and advanced students, and administrative organization.

The contents of this report have been shared with the two independent schools of nursing preparing baccalaureate degree graduates, the University of Portland and Linfield-Good Samaritan. It is expected that both the schools will participate in studies leading to a coordinated plan for baccalaureate degree nursing education in Oregon.

At present some 295 students are graduated each year with bachelor of science degrees in nursing, 115 from the independent schools and 160 from state-supported programs (105 from Oregon Health Sciences University on its Portland and La Grande campuses, 20 from Southern Oregon State College, and a projected 35 from Oregon Institute of Technology beginning June 1986).

Projections of supply and demand for nursing personnel, taking into account numbers of graduates, changes in the marketplace, exits and entries into employment, migration, and other known factors impacting the supply-demand balance, shown in Table 4 on p. 11 of the full report, forecast an active supply of baccalaureate-prepared nurses in Oregon in 1990 of 6,750, to meet a full-time-equivalent need ranging from 8,000 (low projection) to 11,610 (high projection).
Interviews with hospital employers of nurses in Oregon, reported on p. 7 of the full document, indicate that Oregon may already have a shortage in baccalaureate-prepared nurses. This conclusion is supported by letters from two nursing home employers, from different regions of the state, pp. 12-14 of the report.

Nursing education is expensive, requiring extensive clinical experience sometimes on a one-to-one student-teacher ratio. The increased scope and complexities of nursing care described in the report appear to require significant changes in the curriculum, which will be reflected in changes in clinical facilities needed to prepare the student nurse, and in staffing requirements.

Careful planning is necessary if institutions preparing baccalaureate degree nurses are to use resources of the state efficiently and wisely in meeting the need for their graduates.

The paper presented to the Committee is a proposal to undertake such a study. It is anticipated that a report can be ready for consideration by the Board by early fall 1985, a schedule which provides time to incorporate any changes necessary into the Board's 1987-1989 biennial budget request.

Staff Recommendation to the Committee

It was recommended that the Board accept the report and direct its staff to proceed with the study of baccalaureate nursing education in Oregon with the purpose of bringing to the Board a state-wide plan for baccalaureate nursing education for consideration at a fall 1985 meeting.

Discussion and Recommendation by the Committee

Mrs. Kahananui introduced representatives from the institutions who were present to participate in the report on baccalaureate nursing education in Oregon. President Blake and Pearl Juris, Acting Director of the Nursing Program, were present from Oregon Institute of Technology. Dean Ernest Ettlich represented Southern Oregon State College in the absence of the head of the nursing program there. President Laster, Dean Lindeman, and Nancy Madsen were in attendance from the Oregon Health Sciences University.

Mrs. Kahananui stated that the nursing profession and the whole question of nursing service had been receiving attention in the Legislature and in the media with respect to questions concerning the licensure of nursing. She said the report did not address the questions with respect to licensure because the schools of nursing could not resolve, and were not responsible for resolving, questions of licensure. This matter is the responsibility of the Legislature because licensure is for the protection of the public in establishing a minimum standard for safe nursing practice. The responsibility has been placed by the Legislature on the State Board of Nursing. This concern is expressed in HB 2928, which deals with the need to review the scope of nursing practice and the licensure of nursing. The bill directs the State Board of Nursing to bring to the next Legislative Assembly a plan for a study addressing the current and future scope of nursing practice, nursing educational needs, and the responsibilities for providing nursing education. Mrs. Kahananui said the report before the Committee was not addressing problems of licensure. Graduates of State System institutions are not facing problems of licensure, and it is a long-standing policy of the Board of Higher Education that its graduates meet whatever standards are existing in the public domain for accreditation and licensure and pass whatever examinations are required.

Mrs. Kahananui then reviewed the concerns stated in the report with respect to supply and demand for nursing personnel, the changes in training requirements and nursing responsibilities, and how these factors affect the baccalaureate program. At the same time, there must be articulation between the two-year
programs and the four-year baccalaureate programs because many of the graduates from two-year programs may wish to enter a baccalaureate degree program. She said it is urgent to review and revise the State System curriculum in light of the employment situation so that graduates are prepared for the positions they will have.

President Laster said the profession of nursing was not an isolated concept and the school of nursing was not an entity apart. The patient wants care from a person who is at the very cutting edge of the current state of the science of health care but who brings compassion and caring in the exercise of that role. In the healing arts today, there is a convergence of conflict between expertise and natural insight and between scientific skill and training and compassion. There is also a conflict between cost and quality. Society cannot afford to provide service in excess of need, because money is not available.

President Laster said the State System had an obligation to maintain a leadership role in relation to all of these conflicts and to take creative and innovative steps to balance these issues appropriately to maintain the scientific basis of nursing, the educational basis, and to foster the compassion and caring that should accompany nursing.

Dean Lindeman said it had seemed the discussion with respect to coordinating the plan for baccalaureate education would be a fairly straight-forward, simple issue but it obviously had taken on some other dimensions. Nevertheless, it is important that planning for nursing education respond to the demands of society and that there be a leadership role as agents of social change. Within baccalaureate education, there have been substantial changes in the employment setting so that it is critical to look at the baccalaureate programs in the State System to be certain they meet the demands of the employment situation. She said she was concerned with a larger aspect of nursing care that deals with the ethical issues of health care. With limited nursing personnel, nurses must make decisions with respect to which patients will receive care. These decisions in terms of rationing nursing services require a great deal of maturity and a great deal of knowledge in order to fulfill those responsibilities.

Dean Lindeman said nursing today needs a very different education than in the past. The standards for the State System programs must be determined to insure that they are quality programs. The request is for authorization to develop a plan to address these issues.

During the discussion, it was stated that Oregon Institute of Technology and Southern Oregon State College had participated in the preparation of the report and that the issues were discussed with Linfield and the University of Portland. The private institutions were very supportive of the activity but did not assist in writing the report.

In response to a question from Mr. Batiste concerning the development of a plan for the State of Oregon, Dean Lindeman said the request was to develop a plan to clarify what the State System responsibilities should be in terms of the needs of Oregon. This involves more in the way of articulation across the State System campuses than determining the direction for the entire state. The plan, therefore, will be prepared and brought to the Board of Higher Education for approval.

Mr. Batiste commented that this plan then would not appear to exclude planning for other existing training programs, but would only address the bachelor of science in nursing issue.

President Laster said the nursing profession is in transition and the question is the appropriate posture for the State System in terms of its relationship to its perception of the transition in that profession.
In response to further questions from Mr. Batiste concerning the focus of the proposed report, Dean Lindeman stated that it was not intended to comment in the report on the issues pertaining to the associate degree graduates and their educational preparation. The State System report would address issues which should be reviewed to assure that the graduates from State System schools are meeting the needs of society today. Curriculum changes and standards for those programs need review, and this will be the focus of the report.

Mr. Perry then asked whether the satellite arrangement, which apparently has worked well between the Oregon Health Sciences University and Eastern Oregon State College, would be appropriate at other institutions. Dean Lindeman said that would be one of the questions which should be considered.

President Laster added that integration works best by the personal growth of the relationships of the parties concerned and those relationships might vary among the institutions.

Mrs. Flanagan said there was an emotional aspect to the issues under consideration which needed to be separated from the facts. She said her contacts with citizens who have called her have revealed a concern with the statement that the practice of professional nursing requires a minimum of the baccalaureate degree in nursing. This position has been perceived as the policy of the Board of Higher Education.

Dean Lindeman said the key word in that statement is "professional" and reflects the position taken by all of the nursing organizations. The Oregon Health Sciences University is agreeing with the national sentiment that for professional practice the requirement must be the baccalaureate degree. It is in agreement with the position taken by the National League of Nurses which accredits the School of Nursing at the Oregon Health Sciences University.

Mrs. Nelson commented that baccalaureate nurses presently are located to a large degree in the I-5 corridor. Community hospitals and other organizations that require nursing staff are doing without any large number of the baccalaureate nurses because they will not come to the smaller communities. If authorization were given to formulate a plan, consideration must be given to the fact that raising the standards to four years would require some time and must offer access to placebound students who do not have the financial resources to go elsewhere.

Dean Lindeman said there was a real concern with access. She said there was another factor involved in that it is no longer assumed that a nurse can be prepared adequately any place where there is a hospital. Nursing requires experiences above and beyond being in a hospital setting. For quality programs and quality graduates, the issue of what critical mass of clinical resources are really necessary to produce that graduate must be considered. It will be possible then to find some balance between the needed resources and the means of insuring access and distribution across the state.

Miss Walling questioned whether a study of the marketplace could be incorporated in the report without reviewing the need for nurses who do not have baccalaureate degrees.

Dean Lindeman said there have been efforts to identify what nurses at various levels of training could and should be doing when they are in practice. There is some assessment of the number of baccalaureate people who will be needed, given two levels of nursing practice.

Ms. Juris commented that the professional nursing organizations had met for some time under the sponsorship of the Oregon Nurses Association and had identified competencies for both the technical and professional nurses.
Ms. Madsen said hospital nursing administrators recognized the need for a transition period but the hospitals need the best educated nurses they can possibly get, because a great deal is being required of nurses in the work situation.

Ms. Juris said the health care settings in the rural areas are asking for the baccalaureate nurses because they are capable of so much more in any nursing situation in terms of independent decision-making.

Mrs. Nelson said she did not question that at all but there was a practical problem of getting baccalaureate nurses to come to the smaller communities. She then asked whether team nursing or primary care nursing was likely to be the approach used in the future.

Ms. Madsen said primary care nursing, where the nurse has the total patient care, appears to be the better model for the future because the patient is served better by someone who knows the total history and health care plan for that patient.

Mr. Harms asked whether those testifying had a position on HB 2928 which relates to requiring the Oregon State Board of Nursing to present to the next Legislature a plan for a study addressing the current and future scope of nursing practice, educational needs, and the responsibility for providing nursing education. In addition, Mr. Harms asked whether that legislation was viewed as being inconsistent with the recommendation being made to the Committee and the Board.

President Blake said the proposal before the Committee and the Board did not address the political issue of entry care. It proposes consideration of baccalaureate nursing programs only. The concerns reflected in the legislation and the other comments are political issues and not educational issues. The State System institutions will respond appropriately to whatever happens to the entry level in the future, but this report will deal with the baccalaureate training and will not be inconsistent with whatever happens to the pending legislation.

Mr. Harms pointed out that with a few exceptions the State Board of Higher Education is educating people who have a baccalaureate degree, not just in nursing, but in all professional fields and the other courses provided in the State System. It is, therefore, logical for the Board to review its programs leading to a baccalaureate degree in nursing.

Dean Etlich commented that it is not only the external pressures which make this review imperative. There are two new directors of nursing who will want to organize their programs appropriately. He said Southern Oregon State College has tried a number of experimental approaches to deal with the issue of training nurses in their own locale so that they will remain there as baccalaureate nurses. There are substantial differences in the situation now and six years ago. Many of the issues involved have nothing to do with the pending legislation but relate to how nursing education is delivered at the baccalaureate level within the State System.

Mr. Batiste said the comments would seem to indicate a restructuring of the health care and the ratio of the professionals and paraprofessionals. The pending legislation appears to caution against changes prior to the preparation of a master planning study, while at the same time the study proposed for Board approval would be dealing with similar issues on the basis of certain assumptions stated during the presentation by the staff. Mr. Batiste said if the proposed study did not impinge upon nurses with other degrees who are being licensed in the nursing profession, he would be receptive to the request. However, if the intent were to impinge upon other sectors and adopt a new structure and scope of responsibilities for the whole nursing industry on a statewide plan, he did not have enough information to make a decision on such a massive proposal.
President Laster said the Board was not being requested to redesign the pattern of nursing care. The proposed study would be an examination, as in every intellectual and academic activity, of what is occurring in the nursing care situations and what is a prudent position for the State System in designing its own educational programs in relation to the requirements. The intent is not to prescribe the licensure and credentials for the state nor to specify the appropriate ratio of professionals and paraprofessionals. The question is what kind of educational system is needed to fill the nursing requirements of patients as nursing care becomes more complex. Additional questions emerge from those educational decisions, such as those related to access in more remote areas.

President Laster said that in considering the state and its decisions on some of the political and economic consequences of various decisions, the staff would have opinions which he believed would be worth hearing. However, no one would presume to impose those opinions. Nevertheless, it is time for the State System as a group to consider its role in the educational process and return to the Board with the results of that study.

Dean Lindeman said she had attended the hearing on the legislation and was part of the group which met afterwards to reach a compromise that could be supported by all nursing groups. That compromise is the plan for a plan and proposes that perhaps by 1990 it might be possible to deal with the licensure issues. She said she saw no problems with the HB 2328 that was provided to the Board. It maintains the authority of the Board of Nursing, makes a timetable explicit, and clarifies who will be involved in the planning. She also said she saw no conflict between the legislation and the request to the Board because there are issues regarding curriculum, coordination of existing nursing programs in the State System, and other matters that will never be addressed by the state planning group.

Mr. Harms suggested changing the word "statewide" to "systemwide" plan, and there was no objection.

Mr. Harms moved that the Committee recommend approval of the staff recommendation that the Board accept the report and direct the staff to proceed with the study of baccalaureate nursing education in Oregon with the purpose of bringing to the Board a systemwide plan for baccalaureate nursing education for consideration at a fall 1985 meeting. The motion was made, he said, with the clear understanding that the acceptance of the report and the direction given to the staff for the study was in no way intended to usurp or interfere with the prerogatives of the Board of Nursing with regard to licensure with or the position of the Legislature in this matter. The motion was seconded by Mrs. Flanagan.

Miss Walling said she would need further information on the roles of nursing now and in the future before she could approve the motion.

Mr. Batiste inquired whether the study would address the roles of nursing in the future. Dean Lindeman said it was assumed the current role for baccalaureate nurses would be the future role, based on what baccalaureate prepared nurses should be doing.

President Laster said the request for approval was simply for people to consider the issues together and produce a draft report for Board consideration. It would be expected that it would include background information on the nursing profession. Any questions remaining after the draft document has been prepared could be referred for response in a subsequent document.

There was a brief further discussion about the movement of the associate degree nurse into the baccalaureate degree program to facilitate access to that upward mobility for those who might wish to seek the additional training.

Mrs. Flanagan moved to amend the motion to state that the plan should include recommendations developed in cooperation with the community college programs to facilitate movement of the graduates of these programs into baccalaureate programs. The motion was seconded and adopted.
The Committee then recommended approval of the motion by Mr. Harms as amended. Miss Walling abstained from voting.

Board Discussion and Action

President Laster indicated that the proposal before the Board was the announcement of an intent and a request for approval for the components of the State System who are concerned with nursing education to examine as completely as possible the trends that are occurring in the delivery of health care generally, the impact of these trends on the nursing profession, the demands for different kinds of skill within the profession, and the nature of an appropriate response of the educational systems to these changes. The group would be concerned primarily with the responsibilities of the State System which relate to baccalaureate nursing and the development of a plan for the State System's approach to baccalaureate education in nursing, with consideration of the environment in which this is occurring. Dean Lindeman concurred in the description of the proposal.

Ms. Madsen said her colleagues throughout the state have indicated clearly that more baccalaureate nurses are needed in both the rural and urban centers. They are attempting to define their interests and needs and to communicate them to the nursing educators.

Mrs. Flanagan commented briefly on the extent of the Committee discussion. She said the Committee had explored thoroughly the relationship of the proposed study to the one specified in HB 2928. The latter directs the Board of Nursing to submit a study plan to the 1987 Legislative Assembly. It was made clear after repeated questioning, she said, that the study being proposed would not address the issue of licensure of nurses in the State of Oregon and there would be no conflict between these two studies.

Mrs. Flanagan said the Committee recommended that the Board accept the report and direct its staff to proceed with the study of baccalaureate nursing education in Oregon with the purpose of bringing to the Board a systemwide plan for nursing education, with a clear understanding that acceptance of the report and the direction of the study was in no way intended to usurp or interfere with the prerogatives of the Board of Nursing and the legislative action. The Committee recommended that the plan should include recommendations developed in cooperation with the community college programs to facilitate movement of the graduates of these programs into the baccalaureate program. Mr. Batiste seconded the motion.

Mr. Clark inquired about the reduction which had occurred in the number of licensed practical nurses and whether this would be reflected in the study in terms of the changing health care environment and the need for the baccalaureate nurse. President Laster said he would not presume to prejudge the report, and Dean Lindeman said it was not intended to resolve the issues within the employment setting in the proposed report.

Mr. Harms said there had been a great deal of concern on the Committee with the perceived position of the State Board of Higher Education with regard to the current legislation in HB 2928. He said he had been assured the legislation was not inconsistent with the proposed report. Because of these concerns, the language presented in the motion was drafted very carefully to give assurance to some of the other segments of education.

President Laster commented that the effort to begin this planning activity started approximately a year ago prior to the introduction of any legislation. It is really an independent effort, and he said he was surprised there were any political overtones introduced into the topic.

Mr. Alltucker asked that the report come to the Board without decisions having been made that certain things could not be done in the allocation of resources.
In response to further comments about movement of persons from programs other than the baccalaureate degree preparation, Dean Lindeman said career mobility would be addressed, recognizing that there are nurses prepared in the community college program who will seek a baccalaureate degree. It was understood that there would be an acknowledgement that there is a two-year training program and that the report for the State System would comment on the appropriate posture in working with graduates of that program. It would not examine what the community colleges should be planning for their two-year people. The report would provide for the upward mobility.

Mr. Hensley asked whether the intent was to review nursing programs and tailor them to existing resources and needs. Dean Lindeman said that in addition to financial resources, some of the things that should be done may not be possible immediately because of a lack of resources in supervision or clinical opportunities. She said the report will respond in terms of existing resources but will incorporate desirable actions if additional resources were available.

Mr. Hensley then asked if some of the technical programs now taught at Oregon Institute of Technology would be encompassed in the report in terms of the technical nurse requirement. Dean Lindeman said the technical part of any nursing program must be taught in any nursing program, whether it is baccalaureate or hospital based. Nurses without the technical skills would not get jobs.

The Board approved the Committee recommendations as presented, with the following voting in favor: Directors Alltucker, Batiste, Chao, Clark, Flanagan, Harms, Hensley, Nelson, Walling, and Perry. Those voting no: None.

**CHANCELLOR'S REPORT**

*Appreciation to WOSC*

The Chancellor expressed appreciation to the faculty, staff, and students at Western Oregon State College for the warm and cordial hospitality extended to the Board and the staff of the Chancellor's Office during the visit and meeting. He said the dinner and entertainment were excellent.

The Chancellor also commented on the outstanding appearance of the campus and said it was easy to see why the institution had been awarded a prize for the most attractive campus in the country.

B. Neland, Appointment as Associate VC for Facilities Planning

The Chancellor announced that Mr. Bill Neland, Director of the Physical Plant at Portland State University, had been selected as Associate Vice Chancellor for Facilities Planning and would be assuming his duties as soon as the transition could be made.

C. Smith, Director of Radiation Center, OSU

The Chancellor announced also that Dr. Clifford Smith, Director of CASEERI and coordinator of the engineering programs in the statewide system had accepted a position at Oregon State University as Director of the Radiation Center and Chairman of the Department of Nuclear Engineering. Dr. Smith will remain with CASEERI on a part-time basis until July 1, 1985.

The Chancellor thanked Dr. Smith for his work in the CASEERI office and wished him well in the new position.

Accreditation Visits, PSU and OHSU

The Chancellor reported that Portland State University and the Oregon Health Sciences University were undergoing ten-year accreditation visits by the Northwest Accreditation Association.

Report on Average Faculty Salaries

The Chancellor distributed a copy of the average faculty salaries in public doctorate-granting universities for 1984-85, including all ranks. The information was assembled from the most recent data of the American Association of University Professors for average faculty salaries without the fringe benefit of the 6% retirement in Oregon and at other institutions.
The Chancellor said earlier predictions with respect to the ranking of the State System universities had been accurate. With respect to the other colleges in the State System, the situation is much more confusing in terms of comparable data. In general, the colleges are paid slightly better than the universities.

In the list of 107 universities represented in the AAUP data, the University of Oregon is ranked at the same level as Northern Illinois University at positions 94 and 95. Oregon State University shares positions 100, 101, and 102 with West Virginia University and the University of Southern Mississippi. Portland State University was not included on the list because it is a II-A institution at this point, but at $29,100, it would also be near the bottom of the list.

The Chancellor said Earl Wantland and others had testified to the Legislature that these salaries were an embarrassment to the State of Oregon. The Governor's budget recommended $20 million for a base adjustment in salaries and an additional $20 million for merit increases, salary inequities, and promotions. These amounts, if approved, would provide a total adjustment of 8-8½% for the biennium. There have been some statements in the legislative halls that the maximum appropriation may be $30-32 million. This would provide approximately a 6% adjustment in faculty salaries, and the national average is a 6.5% improvement. Consequently, the State System institutions would remain in the same relative position and the salaries would not be competitive.

The Chancellor said faculty salary improvement was still the top priority and the next two weeks would be very critical in emphasizing this position to the Legislature. Work sessions begin in the Ways and Means Committee on April 29.

The Chancellor said there had not been any hearings as yet on the capital outlay projects. These will be discussed in the committee which is handling the lottery earnings. The full hearings have not been completed on the economic development package proposals which also were before a different committee.

Mr. Perry asked how the nine-months' appointments versus the 12-months' appointments were reflected in the salary averages.

The Chancellor responded that the data had been translated to nine-months' salaries in the AAUP calculations. The Chancellor said the information had been taken directly from the AAUP report. The only thing done in the Chancellor's Office was to select the public institutions which were in the Division I category.

Mr. Alltucker inquired whether anyone had tabulated the fringe benefits for these institutions because benefits usually are 25-40% of the base salary.

The Chancellor said the AAUP does calculate fringe benefits on another table. It is difficult to get a precise figure because there are so many different factors affecting the retirement benefit. In addition, some states have no personal income tax. This is almost the same as a salary supplement of $2,000-$3,000. The Chancellor said the figures in the table distributed were, in his opinion, the most reliable in terms of faculty decisions to accept a position. The other benefits are sometimes negotiable or have some comparability with other states.

Mr. Lemman commented that the retirement component of fringe benefits made comparisons extremely difficult in that some institutions and states treat retirement as a current expense and retirement allowances are paid from current appropriations of that state or institution. Oregon is working toward a fully-funded retirement system, although this has not been achieved as yet. In a fully-funded retirement system, the money is in the bank to annuitize a person's retirement for the projected remaining life of the individual.
Oregon's retirement system includes people who receive a small amount because they retired before the state retirement system came into effect. It includes death and disability benefits which are not in some of the other retirement systems. Therefore, the raw information on the percentages of salaries paid as fringe benefits would give extremely uncomparable information.

Mr. Alltucker said vacations, sabbaticals, hours of work, health and welfare, and sick leave may increase the benefits to 40% of the total salary.

Mr. Lemman said almost all of the institutions have sick leave and a major portion, if not all, of the health and dental premiums paid. Some institutions have small life insurance policies, accidental death and dismemberment policies, or long-term disability policies that are partially or fully paid by the institutions. These benefits are relatively small amounts, but retirement at 18% is a large figure. The Chancellor said some information would be developed, with the understanding that it was difficult to have comparable data.

Mr. Alltucker said that if there were some fringe benefits in Oregon which were not available elsewhere, it might be helpful in recruiting.

The Chancellor indicated that payment of the retirement program by the state was definitely an advantage in Oregon because this benefit is better than in many other states. There are some other states with comparable or better programs, but it is a favorable factor. The Chancellor said the figures presented in the table represented salaries without the fringe benefits. If fringe benefits were included, there might be some slight change in the rankings, but it would not be significant.

Mr. Chao commented that most people starting jobs, at least in industry, were not as interested in the fringe benefits as in salary. The fringe benefits become more important later, but salary is very important in the beginning.

Mr. Hensley reported that the Finance Committee had begun its initial study on administrative salaries. Comparisons will be prepared for the West Coast and a report made to the entire Board. The review will include salaries of the Chancellor, the presidents of the institutions, and other administrative staff.

The Chancellor said the Senate Education Committee was concluding its hearings and had been very supportive of the budgetary requests. The tuition freeze has the second priority behind the salary adjustment and includes an admonition that monies appropriated for salary increases or for maintenance should be spent for those purposes.

The Governor reported the schedule of the Governor's mission to tour the State System campuses. The Governor will be present during most of the tours which will begin with an opening speech in Corvallis on April 22. The Governor also will address a banquet in Portland during the tour. The Chancellor said it was tremendous that the Governor would establish such a high priority for this activity at such a critical time in the legislative session. It emphasizes the Governor's support and backing of higher education as an important factor in the economic development of Oregon.

The Chancellor reported that the conference committee had reached agreement on items pertaining to the sales tax. The legislation will go now to the Senate and House for approval and be submitted to the voters as a referendum. He said he had indicated on behalf of the Board support of a plan which would diversify the tax structure in the state and stabilize funding for the tax structure. The Chancellor said he believed this would be in the best long-run interests of education at all levels.
Mr. Post said legislative actions were moving more rapidly than had been expected. The Legislature is planning to complete its work shortly after the first of June. If this timing does occur, most of the substantive committees will complete their work about the middle of May. Mr. Post indicated that two major bills were still in the Trade and Economic Development Committee. They deal with the lottery funds for the building program and the state general fund money associated with those buildings.

The Chancellor thanked the University of Oregon for letting the State System use the talents of Mr. Wayne Kurlinski from the University’s public affairs staff. Mr. Kurlinski prepared the briefing pamphlet for the Governor’s legislative tour of the campuses and also some centralized information pertaining to the State System. His assistance has been very valuable, and the University’s cooperation is appreciated.

The Chancellor said there had been a number of hearings in the Senate Education Committee which referred to the same issues which arose during the litigation in the Penk case. The Chancellor said he and Mr. Lemman had met informally with a number of parties for discussions to try to determine the specific points of concern and to obtain suggestions for improvements in terms of the grievance procedures.

The Chancellor emphasized that the State System policies pertaining to all of these issues were in place to insure that certain standards are met in a number of areas to afford people due process options with speedy trials in order to hear their grievances. A means of appeal is also available. The procedures vary among the institutions because the institutions differ, just as they do in other matters. The policies are based on similar standards and similar goals, but are not exactly the same.

The Chancellor said the State System does not have a single salary schedule because there are variations in the disciplines and types of institutions. He commented that it would be beneficial to have a minimum salary established, but noted that the minimum in California was about Oregon’s average.

The Chancellor said no one would object to paying an English professor as much as an engineering professor, which would represent about $10,000 more per year for the English teacher, if the money were available. He said he would be opposed to lowering salaries in very competitive fields just to meet an average or consistent salary schedule for all disciplines.

A proposed policy statement was distributed which the Chancellor said had two purposes. The first part would provide to those people who were not included specifically as plaintiffs in the Penk case a mechanism for expediting a speedy resolution of any backlog of grievances which may exist. The other portion of the document represents the beginning of an identification of issues and other matters which should be in the policies within the institutions so that at a later date, the policies might be reviewed to determine that the institutional programs, definitions, and procedures conform to the intent of the Board.

The Chancellor requested Mr. Lemman to explain the policy statements proposed by the Chancellor, which is set forth below:

**Policy for Action on Potential Claims of Sex Discrimination Against Women Faculty and Related Matters**

The Board has asked that I propose policy responses concerning the resolution of unresolved claims of discrimination remaining from the recent class action litigation. In addition, the Board has requested that I advise them of other policies which will enhance the perception and the actuality of the fair employment practices within State System institutions.

In order that we may resolve any possible acts of alleged discrimination in employment based on sex which may have occurred during the period of the recent litigation, I propose that the Board direct that institutions waive for
a period of sixty days any time limits which are contained in institutional
grievance procedures for the filing of claims of unlawful sex discrimination
by present employees. Institutional grievance procedures should be further
modified to accommodate the following:

1. After the initial decision of the grievance procedure is reached at the
departmental or other appropriate level, the faculty member using the
procedure may elect to proceed directly to the presidential level, then
to Board level review.

2. Board level review, based upon jurisdiction permitted by OAR 580-21-390,
should be continually invoked for all claims pursuant to this policy.

3. Board level review shall be accomplished by a panel to be constituted
of individuals experienced in issues of academic employment but not
employed by the Oregon State System of Higher Education. Decisions
of the panel will be binding on the Board and the institutions with the
exception of decisions to award indefinite tenure which, because of
their unique nature, are to be advisory.

4. Precedence should be given to the adjudication of salary claims so that
the results may be effective prior to the consideration of salary adjustments
for 1985-86.

In furtherance of this policy, the Chancellor shall instruct each president
to take such action, including adopting temporary rules where necessary, to
give effect to this policy with all practicable dispatch.

Each president shall promptly communicate to the Chancellor the full procedure
to be utilized in the furtherance of this policy and the means to be used to
promulgate it within the institution.

It is further recommended that the Chancellor's Office develop a Model
Grievance Procedure which institutions may adopt in full. The Model
Grievance Procedure will contain minimum standards of timeliness and other
characteristics which must be incorporated in all institutions' grievance
procedures.

Each institution shall examine appointment, promotion, tenure, and salary
procedures to assure that they are free from discriminatory bias. The
review is to be completed no later than November 15, 1985, and shall involve
all appropriate faculty bodies, with specific invitations to participate issued
to women and minorities.

Each institution shall promptly review or adopt written policies which shall
include at least the following matters:

1. Vacancy announcements for academic positions shall contain a minimum
salary and the tenure status of the position being offered.

2. The successful applicant shall be informed of factors to be considered
in determining the hiring salary above the minimum.

3. The factors actually used in fixing the salary of the new employee shall
be recorded and placed in the faculty member's file.

4. Each institution shall determine and publish the salary increase to
accompany promotions in rank.

5. Each institution shall identify separately and record in the faculty
member's personnel record administrative or other special stipends,
which are to continue only for the time during which the special
circumstances occur.

6. Advise faculty of factors to be considered in awarding merit increases.
7. Each component of a faculty member's salary adjustment shall be recorded and placed in a faculty member's file.

8. Adopt procedures to review salaries for equity at least every two years.

Presidents are to remind supervisors periodically of their duties with regard to affirmative action and nondiscrimination and that their effectiveness in these areas will be considered in their performance evaluation.

Institutions, with the assistance of the Chancellor's Office, are to develop and provide appropriate training of staff who make decisions on terms and conditions of employment.

William E. Davis, Chancellor
April 19, 1985

Mr. Lemman stated that the proposal presented in the first section of the document with respect to grievances would not apply to anyone who is a litigant in the Penk case or any other case because their concerns were being heard by the court. It would apply to everyone else who is currently employed. Because of the extended litigation involving women faculty, many of the time limits have expired. Under the proposal, the institutions would be instructed to waive any existing time limits for a period of 60 days during which time any currently-employed women faculty members could file a grievance concerning any matter related to their terms and conditions of employment.

Mr. Batiste proposed specifying very clearly in the policy statement that the unresolved claims would not involve incidents in the Penk case or any other pending litigation. Mr. Lemman indicated this could be done and said that by litigants he meant plaintiffs, not the people in the class. The 22 named plaintiffs in the Penk case would not be reviewed, nor would the complaints of others who have filed court actions individually. The remaining women employed in the State System would be eligible to file complaints with the Board.

Mr. Batiste said there was a statement requiring the institutions to adopt written policies. He said that since the institutions now have existing policies, they should be reviewed and adopted immediately. This suggestion has been incorporated in the statement.

Mr. Hensley inquired about the size and membership of the review panel. Mr. Lemman said these details were under consideration. The policy statement before the Board would be accompanied by a letter of transmittal and perhaps an appendix which would include some of these details. Current thinking is that perhaps a three-person panel would be appropriate. The number depends in part upon the ability to obtain people of appropriate qualifications, and also upon the number of complaints received.

Mr. Alltucker said that as long as the Board had the responsibility to make decisions involving the allocation of state funds, he was unwilling to delegate that responsibility to a panel.

Mr. Alltucker then referred to the paragraph about vacancy announcements and said he would be more comfortable with language which specified that depending on qualifications the minimum salary would be at a particular minimum level or the position would lead to tenure.

The Chancellor pointed out that complaints have been made that salary or tenure status may be different if the applicant is a man or a woman.

Mr. Lemman said the position advertisements would be for individual positions and said a minimum was effective, not only from the standpoint of nondiscrimination, but to eliminate applications from persons who would be unwilling to seek the position if the salary were less than a certain amount.
Mr. Alltucker then proposed that a final statement be added to prohibit the ability to start court proceedings until the established procedures have been exhausted. There was some discussion of whether such a statement would be permissible. In addition, there was further brief discussion of each of the points raised by Mr. Alltucker.

Mr. Lemman commented that there are collective bargaining agreements with the faculties at three institutions in which the grievances end in binding arbitration. Therefore, the Board has already delegated to third parties the kinds of resolutions proposed for this particular set of complaints. The procedure would be expedited under the proposal. He said part of the present problem is the perception of some women faculty members that the people they believe are discriminating against them will be reviewing the grievances. For this reason, they want third party review. He indicated the panel would be appointed by the Board or its staff.

Mr. Harms moved that the Board adopt the policy as presented without any modifications. The minor clerical changes mentioned by Mr. Batiste would be given consideration by Mr. Lemman.

The Board approved the motion by Mr. Harms, with the following voting in favor: Directors Batiste, Chao, Clark, Flanagan, Harms, Hensley, Nelson, Walling, and Perry. Those voting no: Director Alltucker.

Staff Report to the Board

IMD 6.130 states that a report shall be made to the Board not less than semi-annually regarding the status of corporate stock investments. The Board’s equity investments are managed through The Common Fund by investment managers retained by The Common Fund. Mr. Duncan Fordyce, Vice President of The Common Fund, will be in attendance to present a report on the Fund’s performance during the 1984 calendar year. Following is a comparative report showing the Board’s Pooled Endowment Fund Performance for the three periods indicated along with indices against which performance may be measured.

<table>
<thead>
<tr>
<th>Investment</th>
<th>Six Months 7-1 to 12-31 1984</th>
<th>One Year Ending 12-31-84</th>
<th>Five Years Ending 12-31-84</th>
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<tr>
<td>OSBHE Total Endowment Fund</td>
<td>13.0</td>
<td>5.5</td>
<td>13.0</td>
</tr>
<tr>
<td>OSBHE Fixed Return</td>
<td>18.0</td>
<td>13.4</td>
<td>12.8</td>
</tr>
<tr>
<td>OSBHE Equity Return</td>
<td>9.2</td>
<td>(.1)</td>
<td>13.8</td>
</tr>
<tr>
<td>Salomon Brothers</td>
<td>15.9</td>
<td>16.4</td>
<td>11.0</td>
</tr>
<tr>
<td>Shearson-Lehman American Express</td>
<td>16.4</td>
<td>15.0</td>
<td>12.5</td>
</tr>
<tr>
<td>Common Funds for Bonds</td>
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<td>14.9</td>
<td>10.2</td>
</tr>
<tr>
<td>Dow Jones Industrials</td>
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<td>1.0</td>
<td>13.7</td>
</tr>
<tr>
<td>S &amp; P 500</td>
<td>11.7</td>
<td>6.2</td>
<td>14.8</td>
</tr>
<tr>
<td>Common Fund for Equities</td>
<td>9.5</td>
<td>.1</td>
<td>16.0</td>
</tr>
<tr>
<td>Oregon Investment Council</td>
<td>11.2</td>
<td>4.1</td>
<td>15.2</td>
</tr>
<tr>
<td>Lipper 178 Growth</td>
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<th>Market Value:</th>
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<th>New Cash</th>
<th>Appreciation</th>
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<td>$1,483,902</td>
<td>($173,971)</td>
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<td>% Fixed</td>
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<td>% Equity</td>
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<td></td>
<td></td>
<td>56.4</td>
</tr>
</tbody>
</table>

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Board Discussion and Action

Mr. Ross Hall, Controller, said the Internal Management Directives require periodic reports on equity performance. He introduced Mr. Duncan Fordyce, Vice President of The Common Fund, who was present to provide that report.

Mr. Fordyce said The Common Fund was founded in 1971 with the assistance of a grant from the Ford Foundation. It has the sole responsibility of enhancing the investment productivity of the assets of the nation's institutions of learning. The Common Fund serves over 600 institutions throughout the United States. He reviewed the information presented in the report, a copy of which is on file in the Board's Office. He indicated the total rate of return in 1984 was a slightly negative figure and that the reasons for that were examined near the end of 1984. Subsequently, two firms were terminated from the group of money managers used by The Common Fund, and four others were added. As a result of these decisions, the appreciation experienced by the Board's portfolio amounted to $878,000 during the first three months of this year.

Mr. Fordyce said he had included also in the report a brief statement on The Common Fund's position toward social responsibility in investing, noting the support of The Common Fund for the Sullivan principles and other statements addressing the issue of social responsibility in South Africa.

Mr. Perry referred to an article in the December 1984 issue of the Financial Analyst stating that in restricting South African investments by approximately 38%, the investment opportunities are reduced and it may be necessary to invest in smaller companies, particularly if the investments are over $50,000. He asked Mr. Fordyce if he had found investment decisions restricted by virtue of the South African situation. He said he would not judge from the report that they had been.

Mr. Fordyce said that was correct. He explained that if all of the companies doing business in or with South Africa were excluded from the Standard and Poors Index, approximately 348 corporations would remain. The volatility of those corporations in terms of their stock market performance would be substantially higher, and the quality rating of their financial statements and balance sheets would be measurably lower. The ability to transact in volume with a major portfolio would be severely limited because these securities do not enjoy as widespread ownership or as great a number of shares outstanding as the larger South African sensitive corporations.

The Common Fund has recognized this and has not underlined or excluded the 152 corporations, but instead, is examining carefully their conduct in South Africa as well as in other social responsibility areas. Should these corporations fail to live up to the measures of The Common Fund, appropriately drafted proxies will be voted in favor of their rectifying such a situation.

If it is not rectified, The Common Fund will communicate directly with the corporate management, using moral persuasion as an argument for correcting the problems. If all such efforts fail, the securities will be eliminated from the portfolio. This has been done with several companies over the past five years.

Mr. Harms said the favorable long-term returns of The Common Fund and its examination of the policies of the companies on social issues would enable the Board to meet its responsibilities. Therefore, he moved that the report be accepted. Mr. Batiste seconded the motion.

The Board accepted the report as presented, with the following voting in favor: Directors Alltucker, Batiste, Chao, Clark, Flanagan, Harms, Hensley, Nelson, Wailing, and Perry. Those voting no: None.

Mr. Perry thanked Mr. Fordyce for his presentation and said he appreciated the frank statement concerning the procedure followed by The Common Fund on the South African issue.
The Chancellor said Dr. Smith and the staff of CASEERI had been engaged in a very ambitious program in terms of analyzing the needs of administrative or executive management and business programs in the Portland area in relation to the high technology industry. He requested Dr. Smith to present the report.

Dr. Smith said the preliminary report presented to the Board described the present situation and included a copy of the survey and a brief summary of the results.

Dr. Smith said there have been frequent discussions of the need for high level, high quality management programs in the Portland area. The discussions have been concerned with the available programs and the potential market for additional programs. The Board requested a comprehensive market survey, starting with the high technology community in Washington County, on the extent to which people would participate in programs beyond those currently offered by Portland State University. He said Miss Sally Lopez, research assistant in the CASEERI Office, would present the results. A copy of the report is on file in the Board's Office.

Miss Lopez said seven different high technology firms cooperated in the study. The return rate from 3,300 survey questionnaires was over 50%, and it is expected to reach 60%. This gives assurance that the results are accurate and a correct reflection of the needs as perceived by the employees. Personal interviews were used to supplement the survey responses. The preliminary results are shown below:

Preliminary Results of CASEERI Survey of Management Programs for Advanced Technology Industry Employees

- Anticipate that response will exceed 60% when results are all in.
- 80% of respondents anticipate obtaining additional education in the foreseeable future.
- Motivating factors are increased promotional opportunities and the desire to stay current in their fields.
- Respondents appear to want a variety of offerings--degree, nondegree, and seminars.
- Engineering management program generated most enthusiastic response (28%), and respondents felt strongly that it should be management (not engineering) based.
- MBA was second most popular choice (22%), with MS in Management third (17%).
- Respondents prefer to take courses late afternoons and evenings, during the "regular" school year, at their job sites (45%), or at least in Washington county (42%).
- Course preferences in both degree and nondegree offerings were for management, technical, and decision-making skill development.
- Highest level of interest in specific course offering area was generated by the seminar/short course category (a likely function of respondents' having one area of degree interest, but many interests in terms of broadening skill bases).
- Among seminar/short course options, behavioral science (particularly stress management, ethics, and conflict resolution) was the most strongly preferred.
- All proposed course offerings in the seminar/short course category were listed as areas of interest by more than 50% of the respondents.
In addition to these results, Miss Lopez mentioned the following:

1. Very few wished to drive to Portland for the courses, and they perceived parking as a problem at Portland State University.

2. The opinions were about equally divided in terms of the location between the site of their specific jobs or elsewhere in the Sunset Corridor. Those who favored a location in the area expressed the view that the students in a class should be from different companies so that their perspective was broadened.

3. Courses should be very practical, very current, and very job-related. Many indicated a desire for a lesser focus on theory.

4. There should be sensitivity to the time and location restraints, particularly with regard to when and where the courses would be offered.

5. There is a major market in the corridor for the services of all aspects of the potential program offerings.

Dr. Smith reminded the Board that the survey only covered the need in the high technology industry, but he said there is also a need that has been expressed by the financial and insurance industries for continuing education.

The Chancellor commented that the report was very impressive and verified the responses reported informally. The survey provides accurate information for planning, substantiates the need, and assists in identifying demand.

In response to a question from Mr. Perry concerning possible use of the information in connection with requests to the Legislature, the Chancellor said this extensive scientific survey verifies the need and identifies particular concerns. It substantiates presentations made to the Legislature. He said he had been very interested in the verification of the theory that people with degrees in engineering and the sciences were now interested in obtaining skills in personnel management and administration as they moved into management jobs. This population is concentrated in an area, is well educated but seeking further education, and is composed of ambitious people who want educational opportunities. There is also an implication that new technologies must be used to deliver education.

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Staff Report to the Committee

A report was presented to the Committee and the Board on programs for enhancing ethnic and racial minority student enrollment, retention, and graduation in the institutions of the Oregon State System of Higher Education prepared by Dr. James Payne, of the Office of Academic Affairs, with the assistance of other members of the Board's staff, student affairs officers on the campuses, and directors of programs and services to minority students.

The first report to the Board concerning services of its institutions to ethnic and racial minorities was presented to the Board's Committee on Academic Affairs November 17, 1969, with the title, A Report on the Programs for the Disadvantaged in the Oregon State System of Higher Education.

A second report, Federal and State Programs for Ethnic and Special Students in the Oregon State System of Higher Education, was presented to the Board's Committee on Instruction in December 1980, and to the Board, January 1981.

From time to time special reports have been made on students admitted under the 5% admissions policy.
There can be no question concerning Board policy in respect to service to Oregon's ethnic and racial minority populations. The Board's Strategic Plan, adopted May 27, 1983, states, in Chapter 4:

Developing human potential is the principal mission of higher education in Oregon. To do this the Oregon State Board of Higher Education tries to provide adequate access to higher education programs for all qualified and motivated citizens. As mentioned in Chapter 2, access refers to the opportunity for Oregon citizens who desire and can benefit from higher education to complete their educations without having to face undue hardships or barriers that are beyond their control. Several kinds of access are considered in planning for a statewide system of higher education.

Access for Special Student Populations

Opportunities for employment are clearly tied to higher education. These opportunities must be accessible to all, including ethnic minority, handicapped, and nontraditional students who have historically been denied them.

During the past two years, the number of ethnic minority students enrolling in State System institutions has declined. Many minority students have the potential to benefit from a four-year college or university education when that potential can be identified. It is also important that these students receive special advising in high school so they are prepared to succeed in college. Many of these students also need financial assistance. To increase minority enrollments, therefore, will require more active advising, recruitment, and financial assistance programs.

The State System's current five percent special admission program provides one avenue by which persons who have the potential to succeed in college but who do not meet regular admissions standards may be admitted. Most ethnic minority, handicapped, and older men and women can meet regular admission standards. To ensure adequate access for these students, special recruitment programs are needed.

In order for the State System to provide educational opportunities for ethnic minority, handicapped, and nontraditional students, efforts must be made not only to ensure adequate access for those who can benefit from a higher education but also to provide educational services which will enable them to succeed in college once they enroll. Despite some State System institution efforts, the attrition rate is high for these students. It is crucial that in addition to providing adequate academic services, colleges and universities help provide for the social and cultural needs of ethnic minority, handicapped, and nontraditional students.

Recommendation 18. State System colleges and universities should improve and continue recruitment programs to increase the number of students from ethnic minority, handicapped, and nontraditional populations. Academic and cultural support services, including developmental skills courses as needed, should continue to be available and adequately supported in order to enhance the retention and increase the success of these students in higher education.

The present report is a status report on how well the institutions are carrying out the policies of the Board.

Throughout this report, as has been true of the 1969 and 1980 reports, there are two themes: providing effective special programs and services to students requires knowledgeable and dedicated staffs with budgets adequate to the services required, and whatever is done other than in federal and other non-state funded programs must be done by allocation within the institutions' regular budgets. With limited funds, the allocation from state general fund budgets has been necessarily modest.
A further difficulty has been instruction from the Legislature in 1981 and 1983 that, with the exception of Eastern Oregon State College, state general funds should not be used to provide remedial courses for students attending institutions of the State System of Higher Education, thus limiting the type of assistance that can be given students except on a special fee basis.

Nonetheless, the report reflects a continuing commitment on the part of the institutions and their staffs to serve underserved populations of the state, both to provide equality of access to all citizens and to serve the educational needs of minority students, many of whom have had little opportunity to know and work with people different from themselves.

The staff of the institutions and the Board's office who have prepared the report have developed a series of recommendations for action at the institutional and Board's staff level which will focus efforts over the next several years toward specific problems. These problems and recommended actions are presented on pp. 27-29 of the full report.

Staff Recommendation to the Committee

The Board's staff recommended that the Board accept the report and express for itself and its institutions its commitment to policies in respect to serving ethnic and racial minority students as expressed most recently in its Strategic Plan.

Discussion and Recommendation by the Committee

Mr. Pizzo said that for a number of years the State System had sought to improve access of minority students to its institutions and to assist those who entered in being successful in their educational programs. He indicated that Dr. James Payne had prepared the report presented to the Committee and the Board and would present several highlights from it.

Dr. Payne said the report reveals a need for concern with the success of students once they have been admitted to the institutions. Over the last four years, the number of minority students who have gained access to the institutions has increased, but there is not a comparable increase in the number of students from the various ethnic groups who graduate. More specifically, there has been a decrease in the number of black students obtaining degrees. There needs to be further evaluation of the movement of students from high schools to community colleges and State System institutions. It is anticipated the new admission requirements will be a significant factor in preparing more students for successful college work. Dr. Payne pointed out that the situation in Oregon is similar to the situation nationally.

In response to questions concerning enrollment of minority students in the community colleges, Dr. Payne said it did not appear that the decrease in the number of students in the State System institutions was due to their entering community colleges. There also should be further consideration of students transferring from community colleges to determine the patterns in those enrollments.

Mrs. Nelson asked whether the State System was doing all that it could with respect to minority students. Dr. Payne said the efforts needed to be broadened to a certain extent in terms of capturing the interest of the students and motivating them even before they reach post-secondary education. Almost 80% of the minority students meet regular admission requirements. Greater effort is needed to attract those who are not entering post-secondary education now.

Mr. Pizzo commented that some very good students are lost to out-of-state schools, primarily for financial reasons.
Mrs. Orcilia Forbes, Vice President for Student Affairs at Portland State University, said the institution was reaffirming its commitment to identifying, preparing, and enrolling minority students. This will involve working with the public schools early in order to identify potential students in order to be certain they are adequately prepared and see higher education as a viable alternative. The barriers to attendance must be determined and perhaps additional assistance provided.

Mr. Daniel Duarte, Director of the College Assistance Migrant Program at Oregon State University, said students with potential for higher education were available in the Hispanic population but the problem was impressing upon them that they did have the potential. There is very little support for these aspirations among families and peers. They are often lost to academic deficiencies or lack of financial aid.

Mr. Herb Cawthorne, Director of the Office of Special Services at Portland State University, emphasized that all students should be prepared to perform at the level required so that a college degree represents a level of competence and experience that perpetuates the quality of society. He also stated that students should be prepared in the beginning year so that they can be successful in their college work, even if this requires courses termed as remedial.

In response to a question from Miss Walling, Mr. Cawthorne described some of the procedures which would be helpful in preparing students.

The Committee recommended that the Board approve the staff recommendation as presented.

Board Discussion and Action

Mr. Harms presented the report of the Committee discussion and recommendation. He said the report emphasized that the problem has been one of identifying, enrolling, and retaining minority students capable of college work and that this involves coordination with other segments of education. He said there was also an eloquent plea for some selective remediation and perhaps some preparatory courses to improve the likelihood of success for students.

In response to an inquiry from Mr. Batiste, Dr. Payne said the information in Table 1 of the report with respect to state funding at Portland State University had been corrected from $4,963 to $197,835. There was a misunderstanding of the information requested.

Mr. Perry commented that black students are seriously under-represented in graduate and professional schools. He suggested improvement in this area might be a suitable target within the State System.

Dr. Payne responded that some of the surveys planned as a result of the report would provide information which might be helpful in this regard.

Mr. Clark said the report seemed to infer that the State System had failed in its efforts because the number of minority students was decreasing. He questioned whether other reasons might be the cause of the decrease.

Dr. Payne said the concern with respect to the decrease in the minority student population was based upon the fact that the student population was growing but the numbers were decreasing. It is necessary to investigate the reasons.

Mr. Harms said he had detected a feeling of success, not failure, in the report but that to continue to be successful with these individuals, a different emphasis may be required. For example, it may be necessary to start early to identify and encourage college-capable minority students who have not selected themselves for potential college enrollment.
Mr. Clark said he had a very deep commitment to total equity and equality for each student who applies. This would include someone who was denied special programs or financial aid support because that person was not a minority. He said he wanted total equity but not a reverse of the problem that was being corrected for minorities.

Mr. Harms commented that there were many minority students qualified by any standards for these special programs and aid but they have never been counselled, or their own self-image does not direct them, toward applications for the funds for which they are eligible.

Dr. Payne said that another factor which must be considered in recruitment is the social environment to which the students would be coming, because this also affects retention.

The Board approved the Committee recommendation as presented, with the following voting in favor: Directors Alltucker, Batiste, Chao, Clark, Flanagan, Harms, Nelson, Walling, and Perry. Those voting no: None. Director Hensley was absent from the meeting at this time.

**Staff Report to the Board**

Officials of Southern Oregon State College have forwarded to the Board's staff an option for the sale of the Judith A. McKenzie property at 161-163 Walker Avenue, Ashland, in the amount of $73,850. The option price is equal to the average of two independent appraisals obtained by the College. The property is located within the approved projected campus boundaries of Southern Oregon State College.

The property is a triangular shaped parcel and contains approximately 142,162 square feet of land, or about 3.264 acres which are located in the northeast portion of the lower campus, adjacent to other properties which the Board has acquired previously. With this proposed purchase, all of the land north of the railroad tracks between Wightman and Walker Streets up to East Main Street will be owned by the Board. According to the institution's "Plan of the 80's," this area is designated for recreational playing fields which can also be made available to the community.

The improvements include a mobile home, three-sided barn, small pump house and shed. The mobile home has two bedrooms, one bath, living room, and combination kitchen-dining room. The appraisers have indicated that the mobile home is about 14 years old and in average condition. The other structures are of little or no value.

Funds required for the purchase of the property would be provided from self-liquidating bond borrowings issued under the provisions of Article XI-F(1) of the Oregon Constitution or other auxiliary enterprise account balances at the institution. If the Board approves the acquisition, the expenditure would be applied against the $500,000 maximum authorized for land acquisition by the Department of Higher Education under Chapter 422, Oregon Laws 1983.

**Staff Recommendation to the Board**

It was recommended that the Office of Administration be authorized to purchase the Judith A. McKenzie property at 161-163 Walker Avenue, Ashland, at the option price of $73,850.

**Board Discussion and Action**

The Board approved the staff recommendation as presented, with the following voting in favor: Directors Alltucker, Batiste, Chao, Clark, Flanagan, Harms, Nelson, Walling, and Perry. Those voting no: None. Director Hensley was absent from the meeting at this time.
Staff Report to the Board

The Board is trustee of the Ion Lewis Scholarship Fund, the income from which provides travel scholarships for advanced students in architecture at the University of Oregon. The awards are to be made by a managing committee of three members. The appointments of the three members of the committee are subject to the approval of the State Board of Higher Education.

The managing committee, according to the Declaration of Trust, consists of two members nominated by the Oregon Council of Architects (Executive Committee of the Oregon Chapter of the American Institute of Architects) and one member of the "Corps of Instructors of the School of Architecture and Allied Arts of the University of Oregon, to be nominated by the President of the University." This member traditionally has been the dean of the school of architecture, if that person were an architect.

The traveling scholarship was last awarded in 1972 and the terms of the managing committee at that time have subsequently expired. In order to resurrect this award, it is necessary to appoint an entirely new managing committee.

Staff Recommendation to the Board

It was recommended that the Board approve the appointment of the following three members for the terms indicated:

Mr. Howard Smith, Settecase/Smith/Doss Architecture, Salem--January 1, 1985-December 31, 1987 (two-year term)


Mr. Wilmot G. Gilland, Dean, School of Architecture and Allied Arts, University of Oregon, Eugene--during his tenure as dean of the school.

Mr. Smith and Mr. Manci were duly nominated by the Oregon Council of Architects. The nomination of Dean Gilland was submitted by the University of Oregon.

Board Discussion and Action

The Board approved the staff recommendation as presented, with the following voting in favor: Directors Alltucker, Batiste, Chao, Clark, Flanagan, Harms, Nelson, Walling, and Perry. Those voting no: None. Director Hensley was absent from the meeting at this time.

Staff Report to the Board

In October 1982 and February 1983, Oregon State University received a total of $46,317.68, with no restrictions, from the Amelia B. Jaquet Trust. In accordance with Board policy, these funds were placed in a Quasi-Endowment (Account 30-432-0003). In October 1984, the Board authorized use of $35,000 from the Quasi-Endowment to assist in the remodeling of the fifth floor of Snell Hall to provide office space for the OSU Foundation. Oregon State University officials now request the balance of $18,189.68 in Account 30-432-0003 to purchase furnishings and equipment and to refinish other items of furniture for the OSU Development Office and the OSU Foundation.

Staff Recommendation to the Board

It was recommended that $18,189.68, the balance of the Amelia B. Jaquet Trust Quasi-Endowment, Account 30-432-0003, be used to purchase furnishings and equipment and to refinish other items of furniture for the OSU Development Office and the OSU Foundation.
Board Discussion and Action

The Board approved the staff recommendation as presented, with the following voting in favor: Directors Alltucker, Batiste, Chao, Clark, Flanagan, Harms, Nelson, Walling, and Perry. Those voting no: None. Director Hensley was absent from the meeting at this time.

Staff Report to the Board

Phase I of the Professional Schools Building, Portland State University, was constructed following authorization of the 1979 Legislature. The finished project, occupied in January 1982, provided offices and related facilities for the School of Education.

On March 28, 1980, the Board accepted the design development of a project for a Portland State University School of Business Administration building. No further action was completed due to lack of funding authorization.

The Board's 1985-1987 capital construction program recommended by the Governor includes this building, consisting of facilities for the Institute for International Trade and Commerce as well as the School of Business Administration. The architect's original agreement was further supplemented to provide for these modifications, which also include a prominent grade-level entrance on S.W. Sixth Avenue for the Institute. The entrance will lead directly to Institute facilities, including an auditorium on the first floor seating approximately 180, and to staff and intern offices on the second floor.

Institutional officials recommended approval of the revised design development for the Professional Schools Building project. This six-story addition is intended to provide 32,323 net assignable square feet of offices and related instructional facilities and 6,347 net assignable square feet for the Institute for International Trade and Commerce, for a total of 38,670 net assignable square feet. The ratio of net assignable square feet to gross square feet, though seemingly high, actually masks significant efficiency in that the major circulation and restroom core was provided by the initial phase of construction completed in 1982.

Space to be provided for Business Administration will meet all of the needs identified and approved in 1980. The Institute space would provide for professional staff, secretarial offices, conference room, support functions, lounge, and twelve student interns, two each from six institutions. A substantial portion of the Institute space would be outfitted with easily relocatable furnishings to permit rapid reorganization of space, depending on the various projects. The Institute would have access to specialized classrooms for seminars, briefings and other aspects of outreach programs. Adjacent areas would include space for Business Administration's continuing education and other appropriate programs.

STATUS UPON COMPLETION OF REVISED DESIGN DEVELOPMENT PLANNING

Project - PSU Professional Schools Building (Business and International Trade)

Architects - Yost-Grube-Hall, Professional Corporation, Portland

Board's Priority - No. 7, Educational and General Plant 1985-1987

Legislative authorization - Pending in 1985

Estimated total project costs $7,000,000

Estimated direct construction costs $5,654,000

Total gross area - 52,270 square feet

Tentative Schedule:

Bidding - late 1985
Completion - August 1987

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Tentative financing plan:
  General fund from lottery receipts for economic development $3,500,000
  Article XI-G bond proceeds $3,500,000

Total $7,000,000

Staff Recommendation to the Board

It was recommended that appropriate Board’s staff be authorized to acknowledge acceptance of the design development of the proposed Professional Schools Building (Business and International Trade), with further work deferred pending legislative authorization of the project.

Board Discussion and Action

The Board approved the staff recommendation as presented, with the following voting in favor: Directors Altucker, Batiste, Chao, Clark, Flanagan, Harms, Nelson, Wailing, and Perry. Those voting no: None. Director Hensley was absent from the meeting at this time.

Staff Report to the Board

Included within the Board’s 1985-1987 capital construction program is an auxiliary enterprise project entitled College Center Remodel, Western Oregon State College, for a total cost of $275,000. The narrative description accompanying the request reads as follows:

This project envisions the relocation of the campus bookstore to a more accessible and convenient space near the main entrance to the College Center, thus freeing space on the lower floor that would be remodeled for conferences, specialized student activities and multi-purpose workshops.

President Richard Meyers has requested that the lower floor area directly beneath the relocated bookstore be excavated to accommodate a student social center which, when completed, would provide a much-needed, after-hours leisure recreational area. The estimated cost of the additional excavation and remodeling, including an elevator, is $225,000. The total cost of the combined remodeling project is estimated to be $500,000. Financing would be from Article XI-F(1) bonds and/or balances of institution auxiliary enterprises.

The location of the combined project is the northeast corner of the College Center, with the proposed social center occupying the lower level area. The social center consisting of approximately 3,300 square feet would include a seating and table area, an elevated stage, a service and check-out area, storage, and an elevator. According to the architect for the bookstore remodeling project, there would be significant savings resulting from combining the student social center project with the bookstore remodeling project.

The need for the social center was recently emphasized by an on-campus study of factors affecting student retention, which indicated a critical need for after-hours’ entertainment of students having neither automobiles nor access to public transportation. Leisure hour recreation activities for students within the Monmouth/Independence area is severely limited.

Staff Recommendation to the Board

It was recommended that the Board (1) approve a revision of the Board’s auxiliary enterprises 1985-1987 capital construction program to include a student social center within the College Center Remodel project for Western Oregon State College and an increase in the total project cost to $500,000, and (2) authorize the Board’s staff to seek Executive Department approval to make the necessary revisions in the 1985-1987 capital construction program.
Discussion and Recommendation by the Committee

Mr. Chao requested President Meyers to comment on the student survey made with reference to student retention.

President Meyers said attrition and retention have been a problem at Western Oregon State College for some time. It was believed that part of the problem was that the City of Monmouth did not have adequate facilities to serve the needs of the students. A follow-up study of former students was made to determine their reasons for leaving college. It showed that the lack of social activities and the lack of space at the college or in the area to serve the needs of students were factors. A second reason was the lack of majors in some fields at the upper-division level. In addition, there were financial and other reasons.

Mr. Brian Boquist, student body president at Western Oregon State College, said the student center programs have been expanded to serve the social activities of the campus but the center is not presently large enough to cope with the problem. He indicated the students and administration had cooperated in the development of the plans and the students supported the project for a number of reasons.

Mr. Dave Proehl, Senate Chairman of the Associated Students of Western Oregon State College, commented that commuter students may have a period of time between classes and a student social center is helpful for that purpose. Both students commented briefly on the desirability of various aspects of the project. It was noted the building would be fully accessible.

The Committee recommended that the Board approve the staff recommendation as presented.

Board Discussion and Action

Mr. Harms pointed out that this project was an auxiliary enterprise project and did not involve state money.

The Board approved the Committee recommendation as presented, with the following voting in favor: Directors Alltucker, Batiste, Chao, Clark, Flanagan, Harms, Nelson, Walling, and Perry. Those voting no: None. Director Hensley was absent from the meeting at this time.

SUMMARY OF FACILITIES PLANNING ACTIVITIES, OFFICE OF ADMINISTRATION

Staff Report to the Board

A summary of activities within the Office of Administration's Facilities Planning is presented below:

New Contracts for Professional Consulting Services

Institute of Marine Biology Improvements, UO

This project is included in the 1985-1987 capital construction request. Stuntzner Engineering & Forestry, Coos Bay, will provide necessary surveying services at a cost not to exceed $9,000. These services will be financed from a $3,100,000 grant from the U.S. Department of Commerce through the National Oceanic and Atmospheric Administration.

Science Facilities

This project is also listed in the 1985-1987 capital construction request. The Ratcliff Associates, Berkeley, California, will provide initial services involving identification of requirements, availability of logistical support, programming, and site studies at a cost not to exceed $428,000. Financing is being provided from a $2,300,000 grant from the U.S. Department of Energy.

Science III Basement Completion, UO

The Board approved this project on February 15, 1985. Legislative approval is being requested to add the project to the 1983-1985 capital construction program. Brockmeyer McDonnell Architects, Eugene, will prepare construction documents and assist with bidding and contract administration at a cost not to exceed $67,055. Planning is being financed by a $2,300,000 grant from the U.S. Department of Energy.
Acceptance of Projects

Gill Coliseum Addition and Alterations, Phase I, OSU
The Board reviewed and approved the schematic design phase of this project on January 27, 1984. Phase I of the project was accepted in November 1984. The estimated total project costs increased from the expected budget reported on May 25, 1984 by $15,530. The total is now $1,356,806. Financing of the budget increase was provided by OSU Foundation gifts. Department of Intercollegiate Athletics ticket surcharge revenue and Foundation gifts financed the remainder of the project in accordance with a plan reviewed and approved by the Board on March 30, 1984.

Hospital & Clinic Rehabilitation & Alterations Projects (University Hospital North, Emergency Room Renovations), OHSU
The design development phase of planning for this project was approved by the Board on February 25, 1983; the work was accepted on July 1, 1984, subject to completion of minor items. The estimated total project cost remains at $606,000 as reported to the Board on September 23, 1983. Financing was provided from Article XI-F(1) bond proceeds.

Weniger Hall Remodeling for Environmental Health Sciences Center (Phase II), OSU
Phase II of this project was reviewed with the Board on March 30, 1984; the work was accepted on February 4, 1985, subject to completion of minor items. The estimated total project cost remains at $114,000, as reported to the Board on September 21, 1984. Financing was provided from institutional building use credits, operating budget balances, and indirect cost allowances for contracts and grants.

New Award of Construction Contract

Student Housing Rehabilitation (PSS Window Replacement and Rehabilitation), PSU
On November 15, 1984, four bids ranging from $223,163 to $348,977 were received on Bid Package No. 7 for student housing managed and operated by Portland Student Services Inc. Bid packages 1-6 were reported to the Board on January 28, 1983. The estimated total project cost remains at $2,245,000. Financing is being provided from Article XI-F(1) bond proceeds.

Grant Applications

Eye Center, OHSU
The Board’s IMD 7.150 authorizes the Vice Chancellor for Administration to prepare and execute applications for federal government assistance or loans relating to facilities planning and construction. ORS 291.375 requires legislative review and approval of such applications by the Emergency Board or by the Joint Legislative Ways and Means Committee, when the Legislative Assembly is in session, prior to submission of the grant application to the federal agency.

On May 19, 1981, the Board was informed of the submission of a construction grant request in the amount of $200,000 to the National Eye Institute. This grant was to provide 50% matching funds for the development of an Ocular Pharmacology and Toxicology Center on the Tenth Floor of University Hospital South. The grant request received a favorable review by the National Eye Institute and was recommended for funding. However, no construction funds were made available to the Institute at that time. Presently, the National Eye Institute has funds appropriated by Congress for the support of capital construction involving eye-related programs at medical schools. The deadline for submitting another grant proposal to the Institute is May 15, 1985.

Among the Board’s 1985-1987 list of capital construction projects recommended by the Governor is an Eye Center at the Oregon Health Sciences University. The budget is estimated to be $10,795,000. The funding will be provided by $3.4 million from the issuance of Article XI-F(1) bonds, $1.0 million from faculty contributions, $1.5 million from Oregon Elks, and $4.9 million in other gifts and grants.
Oregon Health Sciences University officials and the Board's Office of Administration will prepare a revised construction grant application for consideration by the National Eye Institute in the amount of $1,000,000 for partial funding of the planning, design, and construction of the Eye Center, submit the grant application to the Joint Ways and Means Committee for its review, and subsequently submit the grant to the National Eye Institute, if the Joint Ways and Means Committee approves the application.

To meet the May 15, 1985, deadline, the Board's Office will submit the grant application to the National Eye Institute simultaneously with its submission to the Joint Ways and Means Committee. It will include a statement that Oregon legislative approval of the grant application is required prior to acceptance of any funds.

Also among the Board's 1985-1987 list of capital construction projects recommended by the Governor is a Biomedical Information Communications Center to be located at the Oregon Health Sciences University. Although $14,500,000 has already been appropriated by the federal government for this purpose, it is necessary that a grant application be submitted to the U. S. Public Health Service for the release of those funds. As pointed out above, legislative approval is required prior to submission of such application to federal agencies. The institution officials and the Board's Office of Administration will prepare the grant application, submit the grant application to the Joint Ways and Means Committee for its review, and subsequently submit the application to the U. S. Public Health Service for release of the funds, if the Joint Ways and Means Committee approves the request for permission to file.

If Ways and Means Committee approval is not received prior to the deadline for filing of the grant application request to the U. S. Public Health Service, the application will include a statement that Oregon legislative approval is required prior to acceptance of any funds.

Board Discussion and Action

The Board accepted the reports as presented.

ITEMS FROM BOARD MEMBERS

Mrs. Flanagan presented the following report from the Joint Boards Committee on Teacher Education:

The Joint Boards Committee on Teacher Education met Wednesday the 17th in Salem. The Committee reviewed the summary report of the conference held on March 4 by the Joint Boards Committee on Teacher Testing and Performance Evaluation. This report will be sent to over 100 individuals that were in attendance. The evaluation of the conference by the participants was very positive. The conference not only educated our Committee but also provided an opportunity for communication between the participants—the teachers, school administrators, local and state board members, legislators, and higher education representatives from both the State System and private institutions.

The Committee also reviewed the summary report of the Generic Evaluation Workshop conducted by Del Schalock of Teaching Research on the following day, March 5. The Committee unanimously agreed to proceed with this project of developing an evaluation system for pre-service (this is student teaching) and first year teachers, and presumably second and third year teachers. At a later time, the Committee anticipates exploring an evaluation system that would address the needs of professional growth and development of the first year teacher (and presumably second and third year teachers).

The Joint Boards Committee has been trying to identify and familiarize itself with activities that are being conducted by other professional associations in the state. Wayne Robbins of COSA - (Confederation of Oregon School Administrators) told the committee of the professional growth programs they offer and have available to their members. One of these programs is the Oregon Assessment Center. This is not a
center per se, but rather a technique used to assess the administrative, communication, and interpersonal skills of the participants. A cooperating school district can use the COSA Assessment Center to provide greater reliability to their administrator selection process. This would be for administrators at the vice principal level and above.

The Joint Boards Committee is interested in determining the size of the reserve pool of teachers in the state. The reserve pool would be the people who are not employed but keep up their certification. Some may be looking for jobs - if so, how many and in what disciplines? The Teacher Standards and Practices Commission, the Department of Education, and the Department of Higher Education are the three state agencies involved in determining the teacher supply and demand in the state. The Joint Boards Committee unanimously agreed to direct our staff to coordinate our agencies in what we are doing, and also what would need to be done, to have a cooperative research project to determine the size of the reserve pool of teachers in the state. If it is determined that a research project would be feasible, the Joint Boards Committee will present the proposal to our respective boards for approval.

Our next meeting will be in Portland on June 20.

Mrs. Flanagan also indicated she would be representing the Board at the Western Regional Conference of the National Institute of Education. The subject of the conference is Quality in Higher Education.

Report on High Technology Consortium

Mr. Batiste reported that awards were received from the Oregon Educational Coordinating Commission's high technology grants program by Portland State University, the University of Oregon, Portland Community College, Linfield, and the Oregon Graduate Center. These tentative awards are based on the premise that permission will be granted to spend any of the money which has not been spent.

Report on Joint Planning Committee

Mr. Alltucker reported that there had been meetings of both the staff group and the Board member group in connection with the Joint Planning Committee of the three educational segments.

Report on Engineering Subcommittee

Mr. Alltucker said that the engineering subcommittee was nearing completion of its report and expected to have a recommendation ready for presentation to the Board with respect to the direction of technical engineering education in the Portland area. The proposed recommendation will be circulated and subsequently approved in a meeting by conference telephone connection.

PRESIDENT'S REPORT

Mr. Perry announced that the next regular Board meeting would be at Eastern Oregon State College on May 17. It will be preceded by a visit to the institution on May 16.

Next Meeting Dates

Appointment of Nominating Committee

Mr. Perry appointed Mr. Harms as chairman of the nominating committee, with Mrs. Nelson and Miss Walling appointed to serve with him as members of the committee. The Committee is expected to report at the June Board meeting.

ADJOURNMENT

The Board meeting was adjourned at 3:00 p.m.

Louis B. Perry, President

Wilma L. Foster, Secretary