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PRESIDENT'S CORNER

Greetings,

When I made my annual address this year to classified staff, a question arose about CWU's continued growth in enrollment in the face of lagging state support. The question suggested that there is a need for an updated report to campus about the university's enrollment management plan. Although planning continues, I've asked Provost David Soltz and Vice President Charlotte Tullos to tell you about some of the issues we've faced as we've tried to balance the state's need to provide access and opportunity for an increased number of students while maintaining our own tradition of high quality instruction and personal attention on our campuses. Following is their report:



Since FY (fiscal year) 2000, our enrollment has rebounded from a temporary downturn and has grown from 7,287 FTE (full-time equivalent) to 9,227 FTE students, a 27 percent growth. Headcount during the same period has grown from 7,766 to 9,880. This growth has occurred in the context of increasing applications, particularly freshman applications, and our strong transfer enrollment. To manage growth, we set a limit on the size of the freshman class, and imposed an earlier application deadline than we've ever had before. Growth at the centers (48.2 percent) has outpaced growth on the Ellensburg campus (23.7 percent), primarily because we've added new programs and expanded sections at the centers (owing partly to funds received from the state for high-demand programs); we've completed new buildings at each center; and we have a long-standing practice of allowing all qualified transfer students entry to the university. Even though the state asked us in 2000 to stabilize and then grow our enrollment, state funding for enrollment has lagged behind our actual numbers. During the current year, our state funded enrollment fell 535 FTE below actual enrollment, even though the state actually increased our funding by 693 FTE during the 2005-07 biennium. The good news is that we have been awarded 630 FTE during the upcoming biennium and stand to end the biennium -even with a modest increase in FTE-with reasonable comparability between actual and state-funded enrollment.

Even though state funding has not covered actual enrollment, the additional tuition revenue we received from the increased number of students helped support additional course sections and, in some cases, provided funding for additional adjunct and tenure-track positions. A sizeable portion of the base funds received by Academic Affairs was used

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to support new faculty positions and new course sections. The remainder was used for other initiatives including faculty salary enhancements.

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It is difficult to predict where and when course sections and other support are needed to accommodate general enrollment growth and the state has yet to clearly define high-demand programs although much of the recent enrollment funding has been restricted to high-demand areas. We need to have a clearly articulated and jointly developed enrollment management plan and the state needs to establish a clear and stable method of designating high-demand programs . That's why the divisions of Academic Affairs and Student Affairs and Enrollment Management this year began a series of "enrollment summits" to bring together faculty, staff and administrators to talk about the future direction of enrollment at CWU and to complete an enrollment management plan for the next decade. During the Summits, they are considering:

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- Trends in freshman applications and admits and actual yield among those who were admitted;
- Trends in transfer admissions;
- The diversity and academic qualifications of the student body;
- The impact of increasing trend toward state directives regarding enrollment funding;
- The appropriate enrollment mix of graduate and undergraduate programs;
- Our effectiveness in recruiting and retaining academically qualified students; and
- New and expanded programs for both the Ellensburg campus and our university centers.

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The next meeting of the summit team is scheduled for June 1. In addition, we're looking forward to the arrival on July 2 of John Swiney, our new associate vice president for enrollment management, who will work in concert with the members of the summit team on completing and implementing the plan. Once the plan is fully developed, it will be made available to the entire campus community.

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CWU WOMEN'S RODEO CLUB CLAIMS BEST-IN-THE-WEST HONORS

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CWU will be well represented at the College National Finals



Rodeo in Casper, Wyo., June 10-16. CWU students Kayde Jo Davenport, a senior from Goldendale; Jaclyn Ferguson, junior, Centerville; Cheryl Brown, senior, Ridgefield; and Sadee Shelton, senior, Ellensburg, will be among the competitors. They will be joined by Kay Davis, the CWU Rodeo Club advisor.

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Davenport will take part in barrel racing, breakaway roping, goat tying and the all-around events; Ferguson will compete in the barrel racing, goat tying and the all-around; and Brown will also go after the goat-tying national title.

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Heading into the finals, Davenport is second nationally in goat tying and fourth in the women's all-around, while Ferguson is fifth in the all-around and 10th in barrel racing.

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While she won't be part of CWU's official "points" team, Shelton will participate in breakaway roping, while also handling her responsibilities as the Northwest Region's student director.

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Davenport, Ferguson and Brown helped Central become the top women's team in the Northwest Region and to fourth place nationally going into the finals competition.

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Davis is in the running for National Coach of the Year honors after being named the Northwest Region's 2006-07 Coach of the Year.

In addition, the CWU club's Todd Anderson Memorial Rodeo was honored as the Northwest Region 2006-07 Rodeo of the Year and is up for the national award. The rodeo is named in memory of the late CWU student Todd Anderson, a member of the university's rodeo club, who was killed in an Ellensburg house fire in 2003.

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CWU ARTISTS' GALLERY SCORES ART KNOCKOUT

For art lovers seeking a gallery with "punch," a group of artists - nearly all with Central connections - may have what they're seeking. They founded PUNCH Gallery in Seattle in March 2006 and opened the doors on its first show a month later. But, why "PUNCH"?



"It was a good fit," says Justin Beckman, PUNCH president, "and the name goes against the commercial-type art gallery venues."

Beckman is part of the five-member board of directors, which includes Howard Barlow, vice president of operations; Justin Gibbens, vice president of public relations and marketing; Renee Adams, treasurer; and Joanna Thomas, secretary. All five are also highly skilled artists, Beckman in photo-based media, film and video; Barlow, sculpture and mixed-media; Gibbens, drawing and sculpture; Adams, sculpture; and Joanna Thomas, collage.

They are joined by Nathan DiPietro, painting; Jen Erickson, painting and drawing; Patricia Hagen, painting; Andrew Kaufman, convergent arts; and Donna Stack, multi-media.

Adams received her Master of Fine Arts (MFA) from Central in 1999; Barlow earned his bachelor's degree in art in 1997 and his MFA in 2000,

DiPietro is a 2003 Bachelor of Fine Arts graduate; Erickson received her MFA in 2005; and Gibbens earned his bachelor's degree in art in 1998.

Beckman is in the university's Master of Fine Arts program for sculpture and Thomas, Beckman's mother, is a Central undergraduate, majoring in humanities. Kaufman and Stack are both members of the CWU art faculty.

Beckman says PUNCH's goal is to offer something for every art lover through exhibitions that are "honest, thoughtful, vocal, fearless and fresh", KY during 12 shows each year. At this point, more than 1,000 visitors each month are already going through gallery turnstiles.

Located in Pioneer Square, PUNCH is open the first Thursday of each month from 5 to 8 p.m. and Fridays, Saturdays and Sundays from noon to 5 p.m. For more information, visit www.punchgallery.org.

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McINTYRE NAMED TO P-20 EDUCATION COMMISSION

Gov. Chris Gregoire has appointed CWU President Jerilyn S. McIntyre to the P-20 Council, which will track the state's progress toward new education goals established during the 2007 state legislative session. McIntyre, who becomes chair of the Council of Presidents on July 1, will represent Washington's public baccalaureate institutions on the P-20 Council, which the governor has charged with focusing on the "seams" between early learning, K-12 and higher education. The goal is to increase the number of students who successfully transition from early learning to K-12 and then to higher education or other training.



"Washington's four-year universities and college support the governor's proposals to make public education as efficient and as responsive as possible to the needs of students, families and employers," McIntyre says. "The P-20 Council's role is to ensure that all levels of our education system are working together to reach new and ambitious goals."

The governor will chair the P-20 Council. It will also include the Superintendent of Public Instruction; the chairs of the Department of Early Learning, State Board of Education, State Board for Community and Technical Colleges, Higher Education Coordinating Board, Workforce Training and Education Coordinating Board, and Independent Colleges of Washington; along with a representative from the state's tribal schools and colleges.

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CWU COMMENCEMENT SPEAKERS ANNOUNCED

Gov. Chris Gregoire will deliver the commencement address at CWU's 116th graduation ceremonies on Saturday, June 9, at Tomlinson Stadium.



"We are honored to have the governor as our commencement speaker," McIntyre says. "Governor Gregoire has been a true champion of higher education since she took office and will bring to this year's graduating class her own unique perspective on the important role it plays in students' lives and the

economy."

Gregoire will address both Ellensburg commencement ceremonies. Graduates of the College of Arts and Humanities and College of the Sciences, as well as general study and individual study graduates will receive their degrees at the first ceremony, which begins at 9:30 a.m. A second ceremony, at 1:30 p.m., is for graduates of the College of Education and Professional Studies and the College of Business.

On Sunday, June 10, CWU will hold its westside commencement for graduates of CWU-Des Moines, CWU-Lynnwood and CWU-Pierce County. It is slated for 6:30 p.m. in Benaroya Hall in Seattle. Seattle television news anchor, Lori Matsukawa, will deliver the westside commencement address.

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APRIL "EMPLOYEE OF THE MONTH" RECOGNIZED

Debbie Thomas, secretary senior, mathematics, has been honored as the university's April civil service "Employee of the Month." During a recent surprise ceremony, she received a certificate and \$125 from the president's discretionary fund, through the CWU civil service employee recognition program.



Those nominating Thomas said:

- "There are two words to describe Debbie: 'reliability' and 'dependability.' As a department chair, I am absolutely dependent on Debbie's secretarial and office management skills. Much of the help she provides is clearly beyond any stated expectations for her position."
- "Debbie does an amazing job keeping an upbeat attitude and a cheerful nature even after a long day of listening to frustrated students trying to register for full courses. She is able to end the 'run around' and get the students on track by ensuring that their forms are signed by the right people."
- "She is a major factor in providing office 'regulars' with a positive feeling towards CWU. Her contributions and achievements have demonstrated her pride in her job and ongoing commitment to the university."

Initiated by the CWU Civil Service Employee Council, the award recognizes university civil service employees who foster a personalized environment that supports the university community as well as Central's mission.

University students, faculty and staff, and members of the Ellensburg community, are encouraged to make nominations for the Employee of the Month award. Nomination forms are available at the CWU human resources office, employee council representatives and online at: www.cwu.edu/~hr/ec/.

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NOTICE CORNER

COLLEGE OF ARTS AND HUMANITIES RECOGNIZES

DISTINGUISHED ALUMNI

CAH recently presented its first College of Arts and Humanities Alumni Recognition Awards to eight distinguished alumni of the college.

"It was exhilarating to meet our eight CAH alums, to learn about the exciting work they have done in so many different fields since leaving CWU, and to hear them talk to our students with passion about the value of their arts and humanities education for work and for life," says Dr. Marji Morgan, CAH dean.

The eight award recipients are:

Scott Beyer, who received his Bachelor of Arts in history in 1971. After graduating from Willamette University with his Juris Doctor in 1975, he is now a practicing attorney in Yakima;

Steve Gardner, who received his Master of Fine Arts in ceramic sculpture in 1996. Gardner is an accomplished artist who now resides in Seattle. His Web site is www.gardnerart.com;

John Haroldson, who received his BA in philosophy in 1986. Following 17 years in criminal prosecution, he was recently appointed by the Oregon's governor as Benton County's district attorney. Haroldson graduated from the University of Oregon with his Juris Doctor in 1989. His Web site is www.co.benton.or.us/da/haroldson.php;

Dan Jenkins, who received his BA in theatre arts in 2001 Jenkins works as a theatrical lighting and scenic designer in Los Angeles. His Web site is www.danjenkinsdesign.com;

Ronda Moore, who received her BA in English in 1988. Moore is now the deputy director of Nevada's Truckee River Flood Management Project. She has also worked as that state's deputy elections secretary. She graduated Magna Cum Laude from Gonzaga University of Law, receiving her Juris Doctor in 1992;

Kim Nowacki, who received her Bachelor of Arts in communication in 2002. At CWU, she studied both journalism and theatre arts. Since 2003, Nowacki has served as the arts and entertainment reporter for the Yakima Herald-Republic newspaper;

Alex Parle, who received bachelor's degrees in psychology and Japanese in 1996. Parle works at the National Center for Asia-Pacific Economic Cooperation in Seattle as a trade policy specialist; and

Claire Vangelisti, who received her BA in music in 1988 and her Master of Music 1989. Vangelisti is a concert soloist and teaches at the Southwestern University. She received her Doctorate of Music Arts (applied voice) from the University of Texas in 1997. Her Web site is www.clairevangelisti.com.

CHANGES ANNOUNCED TO CWU FAMILY AND MEDICAL LEAVE ACT POLICY The President's Advisory Council has approved revisions to the university's Family and Medical Leave Act (FMLA) policy. This CWU policy (section 2-2.53) applies to classified civil service employees who are not covered under the Washington Federation of State Employees Bargaining Unit 1 contract.

The main changes to the policy involved changing the method for determining the 12-month period of leave entitlement from a "12 month calendar period" to a "twelve month period" measured forward from the date the employee's first FLMA leave begins. Coverage was also

expanded to a same or opposite sex domestic partner. In addition, the policy and procedure sections were separated.

Pursuant to the Family Medical and Leave Act (29 Code of Federal Regulations 825.200), the university is required to give 60 days notice of a change in the 12-month period method that will be used. During this 60-day transition, Human Resources will ensure that employees retain the full benefit of 12 weeks of leave under whichever method affords the greatest benefit to the employee. HR representatives will work with any staff member who may be impacted by this change in method.

If you have questions regarding these changes, contact your HR representative.

SHARED LEAVE DONATIONS ARE NEEDED The following individuals are in need of shared leave: Don Allen, Information Technology Services; Mary Varner, Music; Imal Mohamed, Registrar Services; and Van Le, Business Auxiliary Custodial Services.

CWU employees may donate leave to a fellow employee: 1) who is suffering from or has a relative or household member who is suffering from an extraordinary or severe illness, injury, impairment, or physical or mental condition; or, 2) who has been called to service in the uniformed services; and, where the fact of either 1) or 2) has caused or is likely to cause the employee to take leave without pay or terminate his or her employment.

You may donate annual (vacation) and sick leave in eight-hour blocks. A minimum balance of 80 hours of annual leave must be maintained. Excess annual leave (that over 240 hours) that will otherwise be lost may not be donated. A minimum balance of 176 hours of sick leave must be maintained. All or a portion of your personal holiday may also be donated.

Shared leave donation forms can be downloaded from the forms section of the Human Resources home page at www.cwu.edu/~hr/forms/shared_leave_donation_form.doc Forms may also be requested from the HR office at ext. 1202. Requests to donate leave must be approved by your supervisor before forwarding to HR and are subject to approval by your department head and Human Resources.

DON'T LOSE VACATION LEAVE! Classified and exempt employees who accrue annual leave (vacation) will lose hours in excess of 240 hours on the first day of the employee's leave anniversary month (see below). For example: if your leave anniversary month is June, your annual leave balance as of June 1 must be at or below 240 hours. If your annual leave balance exceeds 240 hours after your accrued time for May is added in, any hours above 240 will be erased from your record.

Leave balances and your leave anniversary month are printed on your pay stub/advice. The leave balance that appears on the paycheck of the 25th day of the month is your leave balance as of the 16th of the month. It includes your accrual for the previous month and any leave taken between the 1st and the 15th of the month. It does not include the current month's accrual, nor does it include any leave taken after the 15th of the month.

Please resolve any questions regarding possible loss of vacation before reaching the 240-hour maximum. It is your responsibility to monitor your leave balances and know your leave anniversary month.

LEAVE ANNIVERSARY MONTHS: Classified staff - The first day of the month of the employee's most recent date of hire into state service.

Exempt Employees - The first day of the month in which the employee

began his/her latest period of continuous employment in a vacation leave eligible position at CWU.

Questions concerning leave balances and anniversary dates should be directed to the timekeeper in your department. Policy or procedural questions may be directed to Human Resources at ext. 1202.

NEW, COMPETITIVE LOANS STILL AVAILABLE THROUGH THE CWU FEDERAL CREDIT UNION Through the end of June, the CWU Federal Credit Union (CWUFCU) will continue to offer special loan rates for boats, campers and trailers beginning at 6 percent and for terms up to six years. New car and truck loans are available for as low as 4.95 percent.

Dividend savings rates have also been increased to 1.36 percent, while competitive rates are also being offered on Certificates of Deposit.

For more information, call ext. 1995, e-mail cwufcu@cwu.edu, or visit the CWUFCU Web site at www.cwu.edu/~cwufcu. The credit union office, located in Barge 111, is open Mondays, Tuesdays, Thursdays and Fridays from 9 a.m. to 2 p.m.

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CENTRALIGHTS

Sarah **BRITTO**, law and justice, and students Tycy **HUGHES**, Kurt **SALTZMANN** and Colin **STROH** had an article published in the Journal of Criminal Justice and Popular Culture called "Does 'Special' Mean Young, White and Female? Deconstructing the Meaning of 'Special' in Law and Order: Special Victims Unit." The article originated from a 2006 presentation at the Symposium On University Research and Creative Expression (**SOURCE**).

Jeffrey **DIPPMAN**, philosophy; Peter **SAUNDERS**, economics; and Gerald **STACY**, humanities and general studies; have been selected as Central's Distinguished Professors for 2007-08. Dippman was named the Distinguished Professor for Service; Saunders, the Distinguished Professor of Research, Artistic Accomplishment, and Invention; and Stacy, the Distinguished Professor for Teaching. They will receive their awards at the university Honors Convocation on Friday, June 8. In addition, each will receive a \$2,500 monetary award. Including the three latest awards winners, 77 faculty members have been honored since the awards program began in 1977.

Teresa **FRANCIS**, law and justice, and students Perry **LOMAX** and Natasha **SHAFAPAY** presented a paper, titled "'Trying to Catch Me Riding Dirty,' An Analysis of the 4th Amendment" at the 17th Annual Students of Color Leadership Conference April 13 in Yakima.

Robert **LOWERY**, director of publications, was named the 2006 Civil Service Employee of the Year during the annual Service Award Ceremony on May 22. He will receive the award at the university Honors Convocation on Friday, June 8. In addition, he will receive a \$2,500 monetary award. The Employee of the Year program was established in 1997 to recognize the accomplishments of one civil service employee annually from among 12 monthly award recipients. Lowery is the 11th winner of the annual award.

Rodrigo **MURATAYA**, law and justice, had an article published in Police Forum called "An Examination of the Leadership Style of the Chief of

Police of a Small Town in Central Washington."

Krystal **NOGA**, law and justice, had a law review article published in the Spring 2007 Edition of the Tulane Journal of Technology and Intellectual Property. It's titled "Securitizing Copyrights: An Answer to the Sonny Bono Copyright Term Extension Act."

Sophomore Stephanie **OBERLANDER**, from Auburn, a double major in anthropology and journalism, has been selected to be one of a cohort of only 50 students from across the nation to be invited to participate in the Oxfam **CHANGE** Program. The **CHANGE** Initiative is a highly competitive national program that trains college students to become actively engaged in Oxfam America's social justice mission. Oberlander has focused on spearheading the CWU Civic Engagement Center's Fair/Free Trade programs during the 2006-07 academic year.

Charles **REASONS**, law and justice, made a presentation on "Comparative Homicide: Canada and the United States" at Eastern Michigan University on April 12.

Christopher **SCHEDULER**, English, presented his paper "Immigrants at the Gates: Social Borders and Global Suburbs in The Tortilla Curtain" at the Pacific Northwest American Studies Association conference in Portland, April 26-28.

Key **SUN**, law and justice, will be presenting the paper "The Strengths and Limitations of Current Cognitive Therapies in Corrections," at the North American Criminal Justice and Psychology Conference in Ottawa, Canada in June.

Senior accounting major Chelsie **TAYLOR**, from East Snatcher, has been named CWU's 2007 Student Employee of the Year. She was nominated for the award by her on-campus employer, Margaret Smith, director of internal audit. Taylor's nomination has been forwarded to the Washington State Association of Student Employment Administrators for its 2007 Student Employee of the Year competition. She is also a member of the Douglas Honors College.

Thomas **WELLOCK**, history, has been selected as Central's 2006-07 Phi Kappa Phi Scholar of the Year for 2006-2007. The author of numerous publications on the subject of the American nuclear industry in the context of the environmental movement, Wellock's most recent book, "Preserving the Nation: the Conservation and Environmental Movements, 1870-2000," was published this past March.

Following is a list of the award winners from the 2007 Symposium On University Research and Creative Expression (**SOURCE**):

UNDERGRADUATE POSTER PRESENTATION

Authors: Paramo **ELIAS** and Nicole **NORMAN**

Mentor: Yvonne **CHUEH**, mathematics

Title: "Which Popular Retailer Offers Better Prices on Electronic Products?"

Authors: Sarah **FINNE**

Mentor: Jennifer **LIPTON**, geography and land studies

Title: "Analyzing Vegetation Regeneration on Mount St. Helens using Remote Sensing Techniques"

Authors: Aaron **LANTAU**

Mentor: Wendy **BOHRSON**, geological sciences

Title: "Characterizing Processes Driving Magmatic Evolution of Castle

Creek Eruption Period Basalts, Mount St. Helens, Washington."

Authors: Noella **WYATT**

Mentor: Steve **HACKENBERGER**, anthropology and museum studies

Title: "Seeing Red: Ochre Utilization, Tryon Creek Archaeological Site, Hells Canyon, Oregon"

GRADUATE POSTER PRESENTATION

Authors: Faith **HANEY**

Mentor: Patrick **LUBINSKI**, resource management

Title: "The Shipwreck Austria: An Historical and Archaeological Investigation at the Olympic Coast National Marine Sanctuary"

UNDERGRADUATE ORAL PRESENTATION

Authors: Jeffrey **BOORE**, Jennifer **KUEHL** and Skip **McCOY**

Mentor: Linda **RAUBESON**, biological sciences

Title: "Evidence of Rapid Divergence in the Plastid Genome of *Welwitschia mirabilis*"

Authors: Mary Lee **JENSVOLD**, Lori **SHEERAN** and Jason **WALLIN**

Mentor: Lori **SHEERAN**, anthropology and museum studies

Title: "Play, Laughter, and Humor in Chimpanzees (*Pan troglodytes*)"

Authors: William **KLEIN**

Mentor: Eric **BULLOCK**, chemistry

Title: "Designing and Constructing a Research Grade Scanning Tunneling Microscope System for Imaging Individual Molecules in Surface Self-Assembly"

Authors: Dustin **SANDER**

Mentor: Laila **ABDALLA**, English

Title: "Sophisticated Sophistry: The Mystical and Paradoxical Balance of Free Will and Determinism in Everyman"

Authors: Charles **STAHL**

Mentor: Razvan **ANDONIE**, computer sciences

Title: "Modeling Civil Violence using Computational Intelligence"

Authors: Alan **TELECKY**

Mentor: Anthony **DIAZ**, chemistry

Title: "Novel Synthesis and Optical Characterization of $\text{Sr}_3\text{Y}_2(\text{BO}_3)_4:\text{Eu}^{+}$ and $\text{Sr}_3\text{Y}_2(\text{BO}_3)_3:\text{Eu}^{+}$ "

GRADUATE ORAL PRESENTATION

Authors: Tim **BURNHAM**, Ken **KLADNICK**, Bill **MUSSER**, Vincent **NETHERY** and Anna **ZORN**

Mentor: Vincent **NETHERY**, health, human performance, and nutrition

Title: "Deep Tissue Massage is an Effective Treatment for Lateral Knee Pain"

Authors: Eric **BULLOCK**, William **KLEIN** and James **RIVARD**

Mentor: Eric **BULLOCK**, chemistry

Title: "Controlling Surface Properties by Exploiting the Natural Process of Molecular Self-Assembly"

Authors: Andrew **PERKINS**

Mentor: Karl **LILLQUIST**, resource management

Title: "Development, Debris Torrents, and Dendrogeomorphology"

Authors: Shannon **WILSON**

Mentor: Chris **SCHEDLER**, English

Title: "Chicana Trinity: Mestiza Consciousness in Sandra Cisneros' 'Woman Hollering Creek'"

UNDERGRADUATE CREATIVE PRESENTATION

Authors: Naomi **GRAY**

Mentor: Donna **STACK**, art

Title: "Birds in the Valley of Wind"

CWU EMPLOYEES

Civil Service new hires: Gregory McGuire, Media Technician Supervisor, Student Union Operations; Gayle Fogle, Secretary, Enrollment Management; Andrew Caveness, Food Service Supervisor II, Dining Services; Billie Failor, Office Assistant 3, Academic Achievement Programs; Jessica St. Louis, Office Assistant 3, Public Relations and Marketing; Beau Eveslage, Custodian 3, Housing Custodial Services; Mary Rill, Fiscal Analyst 2, Student Financial Services; Valerie Chapman-Stockwell, Communications Consultant 2, Publications Office.

Civil Service job changes: Tim McGuire, Information Technology Specialist 4, Assistant AP for Business and Financial Services; Linda Cox, Patient Services Lead, Student Health, Counseling and Wellness Services; Teresa Vadnais, Program Support Supervisor I, Registrar Services.

To view current job openings at CWU, go to
<http://www.cwu.edu/~hr/jobs/index.html>.

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