

# GREENER SCENE

The Staff and Faculty Newsletter

The Evergreen State College

Office of College Relations

LIB 3122

866-6000, ext. 6128

## New policy for faculty disputes formally launched



LAST MONTH, President Jane Jervis formally announced Helena Meyer-Knapp's appointment as conflict resolution officer for the Academic Division.

*Helena Meyer-Knapp* The announcement formalized a role Meyer-Knapp had been filling since September, when she began implementing the Faculty Grievance Policy.

The policy is already being used by faculty members. Meyer-Knapp said her new job — which comes on top of teaching a half-time program and serving as campus grievance officer — was expected to take one to two hours a week. "We've no idea how much usage it's going to get," she said of the new policy. "But so far it's actually getting more usage than that."

The policy, designed to address faculty-to-faculty and some faculty-to-administration disputes, is one of several systems in place to handle conflicts among members of the campus community. Other systems include the Student Conduct Code and the grievance procedure contained in that, the Mediation Center and the union grievance procedure covering classified staff.

Beginning in 1992, a DTF chaired by faculty/librarian Lee Lyttle tried to identify major holes in the campus grievance system. "The DTF acknowledged that it could not create an all-encompassing grievance procedure without a large-scale campuswide initiative," said Lyttle. So the DTF focused on creating a faculty grievance policy. "We did not try to negate a person's right to go to court," he

said, "but to make it so people would only use court as a last resort."

The DTF created "a basket of options for the faculty to go through to get their grievances heard," Lyttle said. The first step is for the people in conflict to try and work out problems among themselves. If that fails, they can ask someone else on campus to facilitate their discussion, use the Mediation Center or, in more difficult cases, consent to binding peer arbitration.

If that fails, and if the case meets specific criteria, the disputants may ask to take the conflict before a Grievance Hearing Panel of faculty and deans.

As conflict resolution officer for the faculty, Meyer-Knapp's duties differ greatly from her role as campus grievance officer. When student-related complaints come before her, she investigates, adjudicates and tries to reach a settlement — or she may end up presenting her findings and recommendation to a hearing board.

For faculty-related disputes, she brainstorms with the people involved to find the best venue, trains volunteer arbitrators and recommends refinements to the policy, like whether any limitations should be placed on the way witnesses and evidence are presented before a hearing panel. And if the people engaged in a conflict request a hearing panel, she decides whether, in her judgment, the case meets any of the criteria.

Meyer-Knapp said her two grievance-related jobs complement her scholarly research and writing about why people engaged in warfare decide to stop fighting. Her conflict-resolution work helps her join theory and practice, she said. "It keeps me from becoming just a cerebral scholar."

## Arms debate

The issue of whether to arm public safety officers made headlines in *The Olympian* after more than 50 students staged a 2-1/2 hour sit-in January 25 in the President's Office. The sit-in evolved from a rally on Red Square organized by students. President Jane Jervis and Art Costantino, vice president for Student Affairs, listened to the students and discussed arming and the process being used to reach a decision.

Students decided to end the sit-in when they discovered Jervis had other appointments. The students strongly pressured Jervis to delay the process already underway. Jervis agreed to announce her decision about extending the process January 29, during her time to meet with community members in the CAB between 11 a.m. and noon. She indicated she would delay her recommendation only if new information might improve the quality of the decision.

Costantino is scheduled to recommend to Jervis by February 2 whether to arm officers. Jervis would then issue her recommendation to the Board of Trustees, which has scheduled forums on Tuesday, Feb. 13 from 11 a.m. to 1 p.m. and 5:30 to 6:30 p.m. She will make her recommendation public at least a week before the February 14 meeting. Trustees are scheduled to vote on the issue during that meeting.

Costantino worked with two student representatives to the board to develop the process to assess community opinion. A memo explaining the issue, circulated November 22, announced a process that included a November 30 information session. Forums were held to solicit input January 23 and 24. Opinion was also solicited with a survey sent to faculty, staff and students. Costantino and the student reps knocked on Housing doors to ask for feedback. Costantino has also invited comments by mail, LIB 3236, or E-mail, [costanta@elwha.evergreen.edu](mailto:costanta@elwha.evergreen.edu).

"One reason why we engaged in different processes to obtain opinions is because we anticipated that different approaches would give us different pictures of community opinion," said Costantino. "Some community members are reluctant to speak at forums while others are uncomfortable with surveys."

Though during forums and protests students suggested an overwhelming majority of Evergreeners do not support arming officers, the survey paints a more complex picture. Of those who responded, 50.1 percent indicated Public Safety shouldn't be armed, while 49.9 percent indicated support for one of the options that include arms.

"If you look at the 1,018 responses, the results could not have been closer," said Costantino. "There were some interesting differences in how Greeners responded."

Among staff, 79.3 percent indicated they support some version of arming officers, while 20.7 percent did not. Among faculty, 64.9 percent opposed arming officers, while 35.1 percent supported for arms. Of students living on campus, 58.6 percent opposed arms and 41.4 favored some form of arms. Response from off-campus students showed 56.5 opposed with 43.5 percent indicating support for arms.

## Dinner recognizes scholars

ON WEDNESDAY, Evergreen honors the hard work and accomplishments of scholarship students at its annual Scholars Dinner. The January 31 dinner allows scholarship recipients to break bread with some people who make their scholarships possible — the donors, the scholarship readers and the staff who shepherd money and paperwork to make the scholarship program work. Faculty and administrative supporters also attend.

More than 140 guests will attend the dinner, described by some as the most heartwarming campus event of the year. Faculty member Rudy Martin will serve as keynote speaker and master of ceremonies.

About 100 undergrads and a dozen graduate students received awards for the 1995-96 school year. Most students receive one award; some receive as many as three or four. The students receive money from a variety of endowed and annual scholarship funds, and in the form of tuition waivers.

The Evergreen Fund, the Foundation's annual giving program run by the Alumni Affairs and Annual Fund Office, supports

about four dozen scholarship awards. A phonathon, during which paid student callers reach out to alumni and parents to fill Evergreen Fund coffers, takes place throughout most of the school year. Countless other solicitations are made each year by the president, by College Advancement staffers and by faculty and administrators.

Evergreen Fund director Valerie Manion says this year's goal of \$190,000 is the largest ever in the college's history, and while dollars received to date are slightly behind the pace set last year, the total number of gifts and, therefore, the total number of donors, has greatly increased. "A large part of what we're doing, because we're a young, small college, is building for the future, not just with the Evergreen Fund, but with all fund-raising," said Manion.

Michele Elhardt, Admissions Office program coordinator, guided almost 1,000 applications for this year's awards. "Every year we grow," she said, noting that 10 years ago fewer than 300 scholarship applications came through the Admissions Office.

# A full Plato lectures

MIKE GODWIN, legal counsel to the Electronic Frontier Foundation, has a laser pointer that makes a great cat toy. His cat chases the spot of light on the floor and then Godwin turns the pointer off, leaving the cat befuddled.

Congress trying to regulate the Internet is a little like a cat trying to chase the laser pointer, Godwin told an Evergreen audience January 23. "It never quite gets what's going on, but it's certain there's something there to chase," he said. "And it certainly doesn't care how ridiculous it looks when it's chasing it."

Godwin was on campus as part of the ongoing PLATO Royalties Lecture Series on the Internet about current issues in computing and their wider implications. The lectures are funded by royalties from the sale of PLATO software.

The next PLATO lecture, scheduled for Tuesday, January 30, features Evergreen graduate Doug Schuler '76. A founding member of the Seattle Community Network, Schuler will give a free talk titled "Public Space in Cyberspace -- The Rise of the New Community Networks" at 11 a.m. in Lecture Hall I.

Schuler has been studying, writing and speaking about the uses and abuses of computer technology for more than 10 years. He is active in the Community Network Movement, a drive by individual communities to provide public-access computing networks. He is also completing a book, *New Community Networks: Wired for Change*, that is scheduled to be

published this spring.

Schuler has more than 15 years experience in the software industry and was an advanced computing technologist for Boeing Computer Services. He is currently an independent consultant on community and progressive technology. He is on the advisory board of the Loka Institute for the Democratic use of Technology and the editorial board of the *Information Society Journal*.

PLATO lectures are scheduled for 11 a.m. every Tuesday through March 12 in Lecture Hall I. Students from The Virtual College, Data to Information and Student Originated Software programs will participate in the lectures as part of their program work, but the lectures are free and open to the public.

Upcoming lectures feature:

■ February 6: "Conquering Virtual Space at the HIT Lab," Thomas Furness, University of Washington Human Interface Technology Laboratory.

■ February 13: "POC Data Security and Commerce on the Internet," Milind Khare, Intel Corporation.

■ February 20: "The Military and the Networks," Chris Hables Gray, editor of *The Cyborg Handbook*.

■ February 27: Digital Artist Diane Fenster.

■ March 6: "Software Agents or Digital Prostheses -- Tired or Wired?," Warren Sack, MIT Media Laboratory.

■ March 12: A conversation with William Gibson and Tom Maddox.

## Editor's notes

SOME OF YOU have already heard of Craig's Corner through a poorly conceived and badly executed attempt at mass E-mail. For those who haven't, I'd like to invite you to participate. For those who have, I'd like to offer my apologies and inform you of some changes as a result of the feedback I received.

Craig's Corner is an attempt to use E-mail and the college's Web site to encourage discussion of writing and grammar and to assemble a campuswide virtual style committee to help me create an Evergreen style guide (part of my official mandate).

Every couple of weeks or so I'll compose a mini-treatise on some grammar or style issue — serial commas, say, or the difference between *which* and *that*. I'll post it on the Web, linked to my individual home page, and E-mail it to a list of people who contact me and ask to be included, who regularly write campus publications that I would normally edit or who answered the original E-mail invitation and did not ask to be removed. I encourage responses and may forward interesting ones in an attempt to create a many-to-many discussion. If you'd like to join in, call ext. 6042 or send E-mail to [mclaughc@elwha.evergreen.edu](mailto:mclaughc@elwha.evergreen.edu).

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*GreenerScene* attempts to welcome new faces as they arrive, and to say goodbye to people who are moving on. When we hear about additions to the staff, we try to publish their pictures and short items about who they are and what they will do here. But invariably, people fall through the cracks. So on a regular basis, usually around the beginning of a quarter, *GreenerScene* devotes the better part of an issue to hellos and goodbyes.

The next *GreenerScene*, scheduled for February 9, will be just such an issue. If you (or someone you know, maybe) have been hired since the last roundup in mid-September and haven't seen your face in *GreenerScene*, let me know by calling ext. 6042. Finally, if you or someone you know is leaving the college, call and let me know so *GreenerScene* can officially say farewell.

--Craig McLaughlin

## Part-Time Studies survey in the mail

IF YOU LIVE in Thurston or any of the surrounding counties, chances are Evergreen is going to find you where you live. As part of its effort to increase enrollment for part-time studies and make future growth in that area possible; the college has mailed out 190,000 questionnaires asking area residents whether they are thinking about returning to college, and if so, what kinds of things would make them consider Evergreen.

The questionnaire, which was prepared by students in the Making Public Information program, working closely with Steve Hunter, director of the Office of Institutional Research and Planning, has been mailed to every house, apartment and rural delivery route in Thurston, Mason, Lewis, Pacific, Grays Harbor counties, as well as the southwest section of Pierce County.

## Happenings

### Through January 28

#### Slovakia in Pictures

Exhibit of photographs from three of Slovakia's greatest photographers depicting a century of tradition, culture and the rhythm of everyday life. Gallery IV, noon-5 p.m. weekdays; 1-5 p.m. weekends.

### Tuesday/30

#### Community Computer Network Advocate Doug Schuler

Doug Schuler, a founding member of the Seattle Community network and Greener grad, talks "Public Space in Cyberspace -- The Rise of the New Community Networks," LH 1, 11 a.m. Free.

### Thursday/1

#### Talking About Race

On-going informal discussion for all those interested in examining race and racism in our lives, LIB 1406A, noon-1 p.m.

### Monday/5

#### Meet with the President

President Jane Jarvis invites students, staff and faculty to join her and share concerns, ask questions or get acquainted. Deli area of the CAB, 11 a.m.-noon. Call ext. 6100.

### Tuesday/6

#### Kwela Bafana — Move Boys

South Africa's Sibikwa Players celebrate the musical tradition of South African townships in the 1950s and 1960s. Sponsored by Evergreen Expressions. Washington Center for the Performing Arts, 8 p.m. \$10-\$5. Call ext. 6833.

### Wednesday/7

#### Welfare and Work:

##### Washington State's Perspective

Russ Lidman talks about "The Family Income Study and Washington State's Welfare Population," a study he helped prepare for the Washington State Institute for Public Policy. Part of the Piece of My Mind Lecture Series. First United Methodist Church, 1225 Legion Way, Olympia, noon. Free. Bring your lunch.

#### Eating Disorders Lecture and Screening

Free lecture on eating disorders, followed by anonymous eating disorders awareness screening, offered by the Counseling Center as part of "National Eating Disorders Awareness Week." Longhouse, noon-4 p.m. Call ext. 6801.

#### Off-campus training opportunities for staff:

Staff members are eligible to participate (on a space-available basis for a nominal fee) in classes offered through the Capital Area Training Consortium, Department of Personnel, OFM, L&I, DIS and other state agencies. Offerings are posted on the bulletin board outside Human Resource Services, L3238. Call ext. 5361 to register.

The Staff Professional Development Committee meets monthly to vote on individual requests for funds. Permanent staff are eligible to apply for PLATO funds to cover tuition for computer training not available on campus. Call ext. 5361 for application forms or more information.