EVERGREENERS IN THE NEWS

Congratulations to geoduck newlyweds Debbie Robinson, reference librarian, and Paul Huerta, non-print librarian, for their wedding on the best of all possible dates—St. Valentine's Day!

Congratulations also go out to Campus Architect Jon Collier, who won first prize for his office design for the Southwest Washington Chapter of the American Institute of Architects.

Welcome to Douglas Cox who began work here last month as electronic media producer II in Media Services. We'd also like to extend a belated welcome to Cher Stuewe-Portnoy, coordinator of Adult Learning Options, who began work here in October. Sorry we missed you. KEY-Special Services staffer Sherry Warren has been upgraded to project coordinator/learning skills specialist. Kathy Yerza, also of KEY-Special Services has been promoted from an office assistant II to a program assistant II. Ken Jacob, director of Auxiliary Services, is assuming the duties of campus adjudicator while Faculty Member Richard Jones is on leave this winter and spring. Maura O'Shea, former operating manager of Exhibit Touring Services, has joined the Tacoma Arts Commission this week as a technical assistant.

Looks like a hit for Jan Stentz, program secretary by day and jazz vocalist by night. Her first album, "Profile," released last December, has sold over 1,000 copies and is into its second pressing. Play it again, Jan.

Director of Recreation and Athletics Jan Lambert reports the following from Resolution Number 8010 of the Thurston County Commissioners: "Be it resolved by the Board of County Commissioners, State of Washington, that the week of February 16-23 be declared 'WEEK OF THE GROODUCK SAILING TEAM OF THE EVERGREEN STATE COLLEGE' in Thurston County and best wishes to the Evergreen team."

"Two tickets to a Tigers-Mariners game and a six-day skiing trip for two to Whitefish, Montana" was the answer. "What's in the prize package?" was the question KHIT Radio in Seattle posed to Office Assistant Carolyn Bentler, of College Relations and Development. Her correct answer won her the ski-trip, the baseball game tickets and the chance to win a million bucks in a drawing KHIT will hold later this year. Bentler just returned from the trip—"It was fantastic"—and fully expects to win the big one. We just hope she remembers her friends at the Newsletter when she does.

Another Greener who returned from a dream trip this week is Faculty Member Carolyn Dobbs who spent three weeks touring China, Japan, Hong Kong and Malaysia. Dobbs was selected for the tour along with 30 other foresters and agriculturists out of 200 applicants by the Washington Agriculture and Forestry Education Foundation (WAFEC), a privately funded organization. The party visited farms and forest operations, saw areas of destruction and people leaving the farms in all four countries. She also reports feeling overwhelmed by the realization that "we were on lands that had been farmed continuously for over 8,000 years." Another delight, she says, was the "warmth, openness and hospitality everywhere we went. We were never served anything in a styrofoam cup!"

Dobbs is planning a slide/lecture on her travels.

CONGRATULATIONS to Schemer of the Year Eddie Datacan, mailroom supervisor, and Dreamer of the Year Faculty Member Walter Haasmat.

JOBS

Dreamer of the Year Faculty Member Rainer Hasenstab.

CONGRATULATIONS to Schemer of the Year Eddie Datacan, mailroom supervisor, and Dreamer of the Year Faculty Member Walter Haasmat.

CAUSES

Although there are differences on the meaning of the term, interviewees generally offer a similar set of reasons for "that problem out there." They are:

1. Our idealism. "We approach work with a missionary zeal," says Smith, "and our creativity often has a 'sky's the limit' energy." Unfortunately, a sky's-the-limit dream for many people winds up being a "higher you are, the harder you fall" reality. "People who come to work at Evergreen because of its stated philosophy often feel terrific disappointment, confusion and anger," says Director of Auxiliary Services Ken Jacob. "Many people come here expecting to face no sexism, racism, bureaucracy, or long lines."

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2. Our Workload. "We are an over-extended institution," writes Provost Patrick Hill in a December memo, "in an attempt to survive, we started many things without adequate personnel or funding...As a consequence, there are many people who are doing the job which two or two and a half people should be doing."

3. Our Intensity. "Traditional classes have a floor and a ceiling," says founding Faculty Member Rudy Martin, "Teachers explain 'you have to do this much to pass,' (the floor), 'and you can get an 'A' if you do this much' (the ceiling). We leave off the ceiling and let students leap as high as they can. This is one of the great things about an Evergreen education, but it takes so much more effort from all of us."

Evergreen intensity also takes the form of "having to prove ourselves." "We've all suffered from the siege mentality," comments Jan Lambertz, director of Recreation and Athletics. "Many women and members of minorities feel the additional stress of having to work twice as hard to prove themselves individually."

4. Our Egalitarianism. "At most universities," says Jacob, "administrators aren't required to consult with the rest of the institution on a decision, or they simply develop a proposal and send it to committees. There's very little stress and much less time involved. I think consulting with the rest of the campus usual commits me to a better decision, but the commitment is enormous."

5. Our Rewards. "What really drives us crazy," says Martin, "is the ambiguity of our reward system. On a personal level, we know who the winners are and recognize them informally, but that recognition isn't built into the institution."

Martin adds that limited career advancement "feeds into what people are calling burnout. "A lot of us who came here in the early days of the college thought of this move as a step in our career ladder. But the top of the ladder has been lopped off. People are feeling trapped now because they're butting their heads against our own ceiling of expectations and aspirations."

6. Three Other Reasons: "Rain, rain and more rain."

ADDITIONAL STORIES:

1. Institutional. Although idealism, egalitarianism, hard work and intensity were listed as causes of burnout, people also said these qualities are what makes Evergreen an exciting and inspiring place to be. Instead of eliminating them, interviewees offered the following modifications:

   - "I don't like the term 'staff and faculty burnout,' says Hill, 'in many areas at Evergreen, we don't need to reduce the workload, but rather, to change the work into what Galbraith calls non-work, paid activity without stress.'"

   - "We're so busy with crisis-management," explains Jacob, "that we can't keep up with the literature in our fields. I'm a year behind in my professional reading. I've heard many others say, 'The only way I can keep up is to do it on nights and weekends.'"

2. Individual. "Preventing burnout works on three levels: mind, body and spirit," says Smith. "The mind needs to refresh itself with interests outside of work. Preventing burnout of our bodies requires us to get enough exercise and eat nourishing foods. The spirit also needs attention, whether through yoga, meditation or other spiritual disciplines."

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To keep from getting too gloomy, we quoted from Faculty Member Niels Skov's recent memo to Patrick Hill. Thanks, Niels, for reminding us of the joy of working here.

"I function in an atmosphere of complete academic freedom unknown anywhere else, being able to teach what I want, as I want, to whom I want...I work with colleagues who are friendly, helpful and cooperative...I favor the aesthetic joy of being on the most beautiful campus I have ever seen. Above all, I have the continually rejuvenating pleasure of teaching a steady stream of students of all ages who are eager to learn, hardworking, and appreciative of my efforts...Did you say burnout? Surely, you must be joking."
EVERGREENERS IN THE NEWS  
JEANNE CHANDLER—EMPLOYEE OF THE MONTH

Housing Co-manager Jeanne Chandler will agree that one picture is worth a thousand words. It was one picture, featured in Evergreen’s first catalog, that awakened Chandler’s interest in the new college. Specifically, a photo of Faculty Member Byron Youtz talking with a group of students caught her eye—“you could just see the depth of caring and communication in their faces”—and motivated the Western Washington University graduate to find out all she could about Evergreen.

Since beginning her Evergreen career in 1973 in the Business Office, Chandler has worked in the President’s, Vice-President’s, Financial Aid, Personnel and Admissions offices. She brought her wealth of Evergreen experience to Housing last summer as assistant manager, and last month became Housing Co-Manager with Prue Mathaway, during Housing Director Linda Hohman’s three-month leave of absence.

“If I feel very fortunate,” says Chandler, “to be working in Housing. The staff is outstanding, and as much as I enjoyed working in the college’s administration, I really value my day-to-day contact with students. It’s nice to remember why we’re here.” Being “here” for Chandler and other Housing staffers often means long and intense hours. At day’s end last week she was counseling two residents with personal problems when a swimming coach from another college knocked on her door in search of help finding rooms for the 11 swimmers he had in tow. That interruption was, in turn, interrupted by the appearance of a security officer with another resident who reported the loss of a room key. “I looked up at the clock then,” she says, “and saw it was 7:30!”

“You can’t say enough about Jeanne,” says Ken Jacob, director of auxiliary services. “Not only does she understand people’s needs, but she translates that understanding into action. She’s incredibly competent, whether she’s balancing a budget or reaching out to someone who’s deeply depressed.”

“My life,” says Chandler, “has changed immeasurably since I’ve come to Evergreen. I realize people are so complex, that what I see is just a small portion of who that person is. I’ve also learned to be firm, even ‘tough’ when the situation calls for it—something I never thought I’d get a reputation for 11 years ago.” Part of Chandler’s 11-year reputation includes a special smile and an attentive ear. If you haven’t had a chance to enjoy these Evergreen treasures, be sure to do so the next time you see her. Congratulations, Jeanne.

EVERGREEN’S BOARD BORROWS A PAGE FROM WASHINGTON’S ROUNDTABLE

On Friday, January 25, a new face joined the Board of Trustees at The Evergreen State College. That’s the date Governor Booth Gardner named Richard S. Page as the newest member of Evergreen’s governing body. Page, 47, is from Seattle where he’s currently president of the Washington Roundtable, a statewide organization of business executives and civic leaders. He replaces Trustee Jane Sylvester, also of Seattle, who has served on the board since 1978.

Another person in a new job, President Joe Olander, is effusive about Page’s appointment.

“Richard Page’s expertise in public management,” says Olander, “his academic experience, and his values and attitudes are going to be very significant resources for the college.”

Page describes the Roundtable, which was formed in 1983, as an effort by the chief executive officers of Washington corporations to study issues that are crucial to the state. “It’s not a lobby to help business,” he says, “but a business organization designed to help state government.”

The Roundtable recently released the results of its study on K through 12 education in Washington which included recommendations that the state should (1) fund a comprehensive preschool for disadvantaged children; (2) adopt a new system similar to the career ladder concept for paying and evaluating teachers (“The business community is prepared to pay teachers more with an improved system of evaluation,” says Page); (3) pay teachers to further their own education in such ways as attending summer school to study in the field they teach and participating in three-day training workshops before the beginning of the school year; (4) initiate a 10th grade achievement test; and (5) study ways to improve the current limitations on school district levies.

Previous to the Roundtable, Page worked for the Washington (D.C.) Metropolitan Area Transit Authority from 1979-83; for Seattle Metro, which operates that city’s transit and water quality systems; and headed the Urban Mass Transportation Administration in the U.S. Department of Transportation from 1977-79.

Despite his years of managing and administering, Page knows “what it’s like to work on the grubbiest to the most important thing.

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"Couldn't function without them!"

A SALUTE TO EVERGREEN’S PROGRAM SECRETARIES
By Keith Eisner, Information Specialist

"R-E-S-P-E-C-T." Next to a word processor, that’s what Kate Crowe would most like to see for herself and the other 12 program secretaries on campus.

"It's amazing that in a place like this, you can still be stereotyped by your position," she explains. "People assume you're an addle-brained secretary. It doesn't always bother me, but it's there." Crowe adds that the people who work with her and especially the faculty will know better.

Joanne Jirovec, program secretary supervisor, is one of those who knows. "The program secretaries are actually mid-level managers who run the program offices and act as liaisons between faculty, students and staff. They hold things together here and their work is excellent."

Evergreen's 13 program secretaries are Colleen Long, Audrey Streeter, Kate Crowe, Jane Lorenzo, Pam Udovich, Jan Stentz, Donna McMaster, Adele Smith, Lupe Smith, Bettye Spicer, Peggy Davenport, Vicki Wakefield and Barbara Colley.

Although insiders are quick to point out that typing is just one of the many things program secretaries do, that task alone is mind-staggering. Crowe estimates that the three program secretaries on her floor are responsible for typing 400 to 500 evaluations a quarter—not only without the benefit of a word processor, but without a self-correcting typewriter. Jirovec adds program secretaries also process program handouts, correspondence, travel documents, reports and much more.

Crowe adds that the program secretaries match that high quantity output with high quality. "We pay constant attention to detail. Every paper that comes across our desk fits into a giant puzzle and I find where that piece goes." She recalls the "dumb secretary" stereotype and laughs. "You couldn't have a stupid person in this job. We look out for everybody else's stupid mistakes."

"The place couldn't function without them," affirms Faculty Member Oscar Soule. "Not only do they maintain a great interaction between all the school's players, but they take an active, invaluable role on several levels of decision-making," Soule also points out that program secretaries at other colleges generally serve only one department, whereas "any Evergreen program secretary can be viewed as serving the equivalent of two or three different departments."

"We've become more of an information center," says Streeter, "We act as a buffer zone between the students and the college and the faculty and the college. So we need to know a great deal about what is going on here."

Udovich enjoys being part of that "buffer zone." "We're part of the process of educating students. Of course, we don't teach, but we offer advice, counseling, a shoulder to cry on. You get to know the students. It's like a family."

But like every family, there's a level of stress to live with. "High stress," says Streeter, "There's twice as much work as we can do for six weeks, then a quiet period in the middle of the quarter...Feast or famine." Stentz pauses over her typewriter and says, "There's times when it gets really bizarre and insane, but the rest of the time it's just crazy!"

Relief for the "paper blizzard that never stops" is hopefully on its way. Relief for the "paper blizzard that never stops" is hopefully on its way. Director of Computer Services Ron Woodbury writes that program secretaries are the the number one word processing priority in the final report of the Computers at Evergreen DTF. "We have to have them if we're going to grow," says McMaster, who's worked at the college since 1972.

And we hope that the first word processed on their new machines echoes the Aretha Franklin classic—"R-E-S-P-E-C-T, just a little bit!"