

FACULTY MEETING AGENDA

January 23, 1985

3:00 - 5:00

CAB 110

1. Minutes of the previous meeting (attached; Arney) - 5 minutes.
2. Initial report of DTF on Sexual Harassment (Mulka) - 5 minutes.
3. Proposal to change Professional Travel section in Faculty Handbook (to be sent to faculty before 1/23/85; Henderson) - 15 minutes.
4. Report on faculty hiring, enrollment growth and admissions/academic standing (attached; B. Smith) - 20 minutes.
5. Resolution on collective bargaining (to be sent to faculty before 1/23/85; N. Taylor) - 15 minutes.
6. Resolution regarding higher education governance (see attached memo from Robert Waldo; Rainey and Hill) - 20 minutes.
7. Proposal regarding summer school salaries (attached; Diffendal) - 25 minutes.
8. Announcements - 5 minutes.

Chair Bill Arney convened the meeting at 3:10 and established that there was a quorum.

AGENDA ITEMS

1. Minutes of the previous meeting.

Minutes of the November 28, 1984 meeting were approved as read.

2. Initial report of DTF on Sexual Harassment.

Art Mulka reviewed what the recently charged DTF has done so far: Art has interviewed key TESC administrators to get a sense of the issues and depth of the problems involved. The DTF plans to meet with faculty in the next two months or so, formally and informally, to work through the issues, the definitions, the policies, appeal process, recommendations, etc. in a cooperative fashion. The envisioned final stage is an ongoing educative process dealing with sexual harassment.

Mulka emphasized that this DTF is not acting as an investigative or judgmental body. It is not looking at the past, but what might evolve out of the recommendation process for the future. It is not dealing with specific incidents, names or cases. Nor will the DTF conduct a formal survey on campus.

Art shared his hope that this completed endeavor will be seen as positive, not negative; and pro-active, rather than re-active.

3. Proposal to change Professional Travel section in Faculty Handbook.

Peta Henderson presented the following addition to Section 6.200 of the Faculty Handbook, recommended by the Professional Travel DTF:

"The DTF will appoint four faculty, drawn from summer faculty for that year, to act as its representatives during the summer quarter. The Professional Travel budget is used to enhance the the individual faculty member's professional development. Faculty travel whose primary purpose is promotion of the college is funded through a separate budget."

Their rationale is to ensure that the limited professional travel budget not be administered by a single individual (the budget dean) during the summer months, and to differentiate bona fide professional travel (i.e., presentation of a paper) from service to the college (i.e., promotion of Evergreen's visibility).

After a lengthy discussion, a motion was made to send the proposal back to the DTF for further revision. The motion passed.

4. Report on faculty hiring, enrollment growth and admissions/academic standing.

Barbara Smith referred to the pink informational report in this month's meeting packet.

The Faculty Hiring DTF has offered three-year appointments to Judy Bayard, Doranne Crable and Greg Weeks. At this time, projected enrollment growth is being revised downward (in accordance with the Governor's budget and OFM). This brought about a discussion of admissions and academic standing.

Because we are now in a situation of turning away qualified students while we keep other students enrolled for unreasonable lengths of time, Barbara moved the deans' and provost's recommendation that a study group be immediately established on the issue of academic standing, and that David Marr chair that group and report back to the faculty in February or March. Kirk Thompson amended the motion so that the study group would consider re-instituting the mandatory admission essay. Lovern King objected that that greatly changed the original motion and that such a proposal was in itself deserving of considerable time and study. The amendment, however, passed, as did Barbara's original motion.

Barbara outlined our hiring plan if we are indeed funded at 2425. The principal criteria are: (1) the advertised curriculum should be offered; (2) faculty sabbaticals should be preserved as awarded; (3) three-year contracts should go to faculty with longest service to TESC; (4) new hires will not be put into new [not yet in the catalog] initiatives.

In order to ensure sound hiring decisions for 1986-87, and to avoid the curriculum dictating those decisions, Barbara offered a second motion: discussion of the 86-87 hiring priorities should take place with the Specialty Areas and the Council of Convenors and should then be discussed by the whole faculty in March (before the April faculty retreat). The motion passed.

An addendum to Barbara's report was her announcement that with our higher-than-usual retention, we have a problem with Spring quarter enrollment. Guidelines for dealing with it will soon be shared with the faculty. Betsy Diffendal disclosed that it is highly probable that no special (non-matriculating) students can be enrolled Spring quarter, 1985.

5. Resolution on collective bargaining.

Nancy Taylor, an Evergreen representative to the Council of Faculty Representatives, offered the following resolution:

"We, the faculty of The Evergreen State College, support legislation that would give faculty of the state four-year institutions of higher education the right to collective bargaining."

A motion favoring this resolution was made and unanimously passed. Bill Arney will send copies of the resolution to the House and Senate Committees on Education and on Commerce and Labor, and at Stephanie Coontz' suggestion, will notify them of the faculty's unanimous endorsement.

6. Resolution regarding higher education governance.

Patrick referred to the yellow document in the meeting packet, Robert Waldo's 12/18/84 memorandum regarding alternative bodies to the CPE. It illustrates the various proposals offered so far on a scale of the degree of authority conveyed to a new board replacing the CPE, with a "Super Board" (at the extreme right) and the 3609 proposal (on the extreme left). The Council of Presidents and the Council of Provosts favor the Rinehart option, which Hill characterized as a "slightly strengthened CPE." Nancy Taylor and Lovern King added that the Rinehart model was endorsed by the CFR at its last meeting. Byron Youtz and Kirk Thompson voiced concern over endorsing something about which so little is known. (The 15-page transcript of the Rinehart model was not available for distribution at the meeting.)

A motion to endorse the Rinehart proposal, with referral to the legislature, was made and passed.

7. Proposal regarding summer school salaries.

Betsy Diffenda referred to the green memorandum in the meeting packet concerning TESL summer salaries and a proposal for 1985 (which will again be a self-sustaining summer school).

Betsy presented three different plans for salary disbursement. The plan which she favors, one which is based on an average rate of 24% of the faculty's salary during the 1984-85 academic year, can accommodate virtually all the regular faculty who wish to teach (although some may have to be negotiated down slightly in salary).

Betsy asked for approval of her plan ("Plan C" in the document). The vote to endorse the plan passed.

8. Announcements.

Joe Olander thanked the body for the "privilege" of being (their) president and announced that a February-ish, Mexican-theme party will be held at his home for all faculty. (Anyone knowing of good mariachis is urged to contact the president's office.)

Bill Bruner announced that the new Vancouver campus building has been conceived. The model and rendering can be viewed in the vice-presidents' office through 1/25/85. The finished project is "one year away."

The meeting was adjourned at 5:00.

FACULTY HIRING, ENROLLMENT GROWTH AND ADMISSIONS/ACADEMIC STANDING

1. The following faculty have been offered and have accepted three-year appointments: Doranne Crable, Greg Weeks, Judy Bayard, and John Aikin. All of these appointments become effective Fall, 1985 with the exception of Aikin's, whose three-year appointment will begin in Fall, 1986 when the current two-year exchange with Ron Woodbury expires. Janet Ott (biology) has accepted a renewable visiting appointment.

2. Enrollment Growth

The Governor's budget and the Office of Financial Management have recommended more limited growth for Evergreen than we requested. They gave us an enrollment of 2425 for the 1985-86 year and 2475 for the 1986-87 year. We had requested 2600 and 2750. These lower numbers are ones we must plan around even as we try to negotiate them upward. Accordingly, we have revised our hiring plans which are discussed below.

The Enrollment Coordinating Committee and the Council of Conveners have discussed limited growth in enrollment. They have recommended that the 1000 new students admitted in Fall, 1985 be allocated to allow admission of a second class to the MES program (estimated 20 FTE) with the remainder allocated to students direct from high school and transfer students. The number of transfer students will be slightly curtailed to allow a slight increase in the number of students direct from high school.

3. Admissions and Academic Standing

We are now in a situation of turning away students appropriately skilled and matched to our mission while keeping other students on at Evergreen for unreasonable lengths of time. As enrollment becomes more limited it seems advisable to re-examine our admissions policies and our policies regarding academic standing.

MOTION: The deans and provost recommend that a study group be immediately established to report out in late February or early March on the issue of Academic Standing. David Marr should chair this study group since he has already done substantial research on the issues.

4. Faculty Hiring

Because of the lower enrollment projected for the 1985-86 academic year, we cannot hire as many faculty as originally projected. The following table summarizes the best thinking of the deans, provost and Council of Conveners for the 1985-86 academic year. The principle criteria used in deciding which positions should be put on hold were the following:

- a. The advertised curriculum should be offered,
- b. faculty sabbaticals should be preserved rather than making faculty who have them stay and teach,
- c. three-year contracts should go to faculty with the longest service to Evergreen. In this case, this means faculty who are in their third or fourth year of teaching here, and

- d. that the College cannot afford to start new initiatives like a weekend MPA program with the minimal growth it has been given.

What if we get additional leaves without pay or resignations?

If we get additional leaves or resignations, the first two positions must go to replenish the adjunct salary pool. Any leaves or resignations after that could be allocated to visiting faculty lines. We recommend that the first such line go to the MES program which has taken the largest cut in faculty resources. Other positions should be discussed with the faculty and the conveners if and when the situation arises.

Why are there such a limited number of three-year contracts?

The number of three-year contracts we can offer is a function of the College's RIF cushion. We can hire no more than five new three-year contracts at an enrollment of 2425 and no more than an additional three at 2475. This number would increase if faculty on current three-year contracts resign.

What about priorities for 1986-87?

Our current thinking is that we need to think of hiring as a two-year plan. The hope was that growth to 2600 would allow us to fill and stabilize the curriculum in terms of some long-term gaps. With the limited growth, this filling in will take at least two years.

We believe the 1986-87 hiring needs require more careful study and consultation. We, therefore, offer the following MOTION:

In accordance with the faculty action at its December meeting, discussion of the 1986-87 hiring priorities should take place with the specialty areas and the Council of Conveners and should then be discussed by the whole faculty in March preliminary to the curriculum planning for that year.

Timing our discussion in this way will let us plan hiring decisions before the curriculum is chosen. In the past, the curriculum has dictated the hiring priorities in large part.

INTERVIEW SCHEDULE - 1984-85

x = Current Visiting Hire

xx = Staff Faculty Exchange

<u>Position</u>	<u>Approximate Decision Date</u>	<u>Program Assignment</u>	<u>1985-86 Year Deans Recommendation at 2425</u>	<u>1986-87 Year Deans Recommendation at 2475</u>
xxComputer Science 1	Dec. 5	Data to Information	Keep on Exchange	3-year hire (Aikin)
xComputer Science 2	Dec. 5	Business of Computers	3-year hire (Bayard)	
xBusiness Economist	Nov. 16	MES	3-year hire (Weeks)	
xPerforming Arts	Nov. 28	Performing Arts	3-year hire (Cralle)	
Psychology	Jan. 11	Human Health & Behavior	1-year hire position	
Biology	Dec. 14	Molecule to Organism	1-year hire (Ott)	
MES	Feb. 1	MES	1-year hire	
MES		MES	Hold	
MES		MES	3-year hire (Perkins)	
MES		MES	Hold	
Physics	Feb. 1	Matter & Motion	1-year hire	
xVideo	Feb 13	Fact/Fiction	1-year hire	
Music #2 (Chan)	March 1	Musical Composition	1-year hire	Chan returns

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Japanese	Jan 25	Japan & West	1-year hire	Not Needed ? ?
Management	Mar. 1	Business of Computers	1-year hire	Not Needed
xMusic	Mar. 1	Performing Arts	1-year hire	
xVancouver - Mgmt.	Mar. 1	Vancouver	3-year hire	
xVancouver - Health	Apr. 13	Vancouver	1-year hire	
MPA - Communications		Weekend MPA	Delay til 1987-89	Delay til 1987-89
American History		CORE Program	Hold	
Native American Studies	Apr. 3	Multicultural Learning Environments (Fall)	Part-time hire - Fall	
Health		Not assigned	Hold	
Psychology (half-time)	Apr. 10	Study of Lives	Half-time hire - Fall, Winter	
			<u>Visiting</u> Visiting Hires = 10.8	Visiting hires allowed = 9
			3-year hires = 5	3-year hires = 3

NOTE: The number of positions which can be three-year hires will probably increase by at least 3 over the above numbers because of probable resignations. Will know about these in January.