

THE EVERGREEN STATE COLLEGE

March 20, 1985

TO: Faculty
FROM: Faculty Hiring DTF
SUBJECT: Proposal to establish a new category of faculty status

Current visiting faculty fall under the category "Associate Faculty" in the Faculty Handbook.

The Faculty Hiring DTF recommends that a new category of faculty status be created. The purpose of the new category is to recognize the fact that we have two, frequently confused, categories of Associate (Visiting) Faculty: one category is of the sort that is in line for a three-year appointment when a position becomes available. The second type is a truly non-reappointable position. (This may be a sabbatical replacement or a hire for a non-reoccurring curricular commitment. It may also be a kind of position determined to be permanently rotating, such as an artist-in-residence position.)

The Faculty Hiring DTF believes it would be advantageous to clearly demarcate the two. This would make it clearer to applicants in the first category that a Visiting-Renewable appointment is a greater commitment and we hope it will help us hire more members of protected classes in a time when we are short of three-year contracts. It will also clarify the status of the positions who are concerned and it might help stop the second category Visiting-Nonrenewable from lobbying for renewal.

The following inserts would go into the attached section of the Faculty Handbook at the places marked with an >

> Insert 1

Associate faculty shall be appointed in one of the following categories:

1. as one year, for a nonrenewable faculty position, or
2. as one year, renewable, for a continuing faculty position with renewal contingent upon favorable review and recommendations of the Academic Deans and the Faculty Hiring DTF, or
3. as part-time, adjunct faculty on renewable contracts.

> Insert 2

Adjunct field faculty appointed to work with the internship program for more than one quarter shall be appointed through the regular faculty hiring procedures and they shall be evaluated by the Academic Deans.

> Insert 3 [New sentence at end of paragraph c]

Faculty on one-year, nonrenewable appointments shall have lower priority than faculty on renewable one-year contracts in the event of a reduction in force. Faculty on part-time adjunct faculty appointments shall have lowest priority in the event of a reduction in force.

Regular faculty other than the President, Provost, Academic Deans and the Dean of the Library are selected through the regular faculty hiring procedure defined in WAC 174-128-030. They are appointed for a three-year contract initially with three-year renewals dependent on satisfactory evaluations through regular faculty procedures described in WAC 174-128-050 through 070. They may be full or part-time.

Regular faculty are compensated on the normal faculty salary scale. The administrative officers named above shall be compensated according to appropriate salary scales from sources other than the instructional budget.

(2) Associate Faculty (also called "Visiting" or "Adjunct" Faculty)

Associate faculty are those individuals working in a teaching capacity who have not been designated either regular faculty or staff faculty. Associate faculty may or may not be expected to participate in DTF's, curricular planning, advising students, etc. depending on the terms of their contract. They are selected in accordance with procedures specified in WAC 174-128-042 by the Deans according to their qualifications and ability to teach in order to meet particular curricular needs defined by the curricular development process. If a staff member's associate faculty membership will require teaching during that staff member's regular work hours, permission must be obtained from the appropriate staff budget unit head. Associate faculty may be full or part-time.

INSERT 1

Associate faculty are appointed for a contract period not to exceed one year. Reapplication for the same status (associate faculty) is possible. Associates may apply for regular faculty positions or staff-faculty membership through the normal regular faculty and staff-faculty hiring procedures. Full-time associates will be evaluated in the same manner as regular faculty. Associates are also evaluated on any other duties which may have been specified as part of their contract. In the event that a staff person is denied or loses associate faculty status, that action will not affect his/her continuation in regular staff duties and position.

Associate faculty are compensated from the instructional budget commensurate with their duties, except that associate faculty who are also staff will not be compensated additionally for teaching two or fewer individual contracts.

INSERT 2

(3) Resource Faculty

Resource faculty are selected by the Provost with appropriate

to be eliminated. Appointing authorities will submit their plans to their respective vice presidents for review. The vice presidents will submit the plans, as revised and approved, to the advisory group for final consideration prior to its making specific recommendations to the President.

The President, in consultation with the advisory group, will develop the final plan for the Board of Trustees' consideration.

The advisory group, during the entire process delineated here, will be charged with the responsibility for maintaining liaison with the rest of the college community.

- (2) Relative to reduction in faculty force, every attempt should be made during the remaining growth period of the college to provide a number of alternatives or buffers against the future necessity for terminating regular faculty appointments on short notice. The Evergreen State College is in a somewhat unique position among its sister institutions in still being able to look forward to a period of growth; we must therefore not miss the opportunity to build into its growth pattern a thoughtful plan for possible future reduction in the size of its faculty, should this become necessary.

Evergreen is in a unique position in another respect, also, in that it does not have a traditional faculty tenure system. The original planning faculty decided in 1970 to eschew the tenure system because experience at other institutions had shown that it was difficult to maintain a primary commitment to the continuous improvement of teaching skills under such a system. Our faculty serve, therefore, under a system of continuous evaluation, including an annual review of teaching effectiveness and growth in the teaching arts as a condition for renewal-of-appointment every three years. In order to maintain the esprit of the faculty required for this system's effectiveness, it is incumbent upon the college to maintain a variety of options for reducing faculty force, should such reductions become necessary.

Furthermore, the uniqueness of the college's position is underscored by the fact that its academic programs are not rigidly set in the traditional departmental structure, but are subject to annual formation and revision by the faculty, and to annual review by the academic deans. Thus, the maintenance of a faculty characterized by high quality, diversity and creativity is both primary and prerequisite to the vigor and excellence of the academic programs.

Therefore: Upon declaration of a state of "financial exigency" by the Board of Trustees, the following proposed actions should be implemented, in order to alleviate the faculty portion of the fiscal crisis without the actual termination of faculty contracts:

- Insert #3 >*
- (a) Allowing normal attrition and non-replacement to provide as much relief as possible (an estimated 2 to 5 percent reduction annually).
 - (b) Continuing the twelve-month operation of the academic programs, but allowing faculty members to teach a maximum of three out of every four quarters (yielding an estimated 10 percent reduction-equivalent).
 - (c) Providing an automatic reduction-in-force through the elimination of the "visiting faculty" category (as provided for in the Faculty Handbook) at the end of any academic year (estimated 8 to 10 percent reduction-equivalent). >
 - (d) Requesting a voluntary list of faculty members willing to accept six months' notice for a year's leave of absence without pay, in order to provide a temporary reduction-in-force while efforts are being made to correct the under-enrollment problem (yielding an estimated 10 to 15 percent reduction-equivalent).
 - (e) Asking the faculty to consider various job-sharing options, at least on a volunteer basis (two-quarter appointments, etc.). (This step would yield an estimated 5 to 10 percent reduction-equivalent.)
- (3) In the extremely unlikely event that the above corrective measures prove inadequate to resolve a faculty-related reduction-in-force crisis, a state of "extreme financial exigency" will be declared by the Board of Trustees upon the advice of the President, and the following procedures shall be invoked:
- (a) A Faculty Review Panel shall be elected by the faculty to serve in an advisory capacity to the academic deans and Provost.
 - (b) The Panel shall have a size equivalent to 6 percent of the total faculty, and shall have a composition which properly reflects the then-existing proportions of women and minority persons.