

August 2, 1972

FINAL REPORT

TO: Vice President Barry
FROM: Associate Dean Screening DTF

On June 14, 1972, Vice President and Provost David Barry assigned a DTF the responsibility of screening and recommending candidates for the position of Associate Dean. These positions would be for the 1972-1973 academic year. The DTF was composed of the following members.

Lee Anderson - Faculty
Richard Anderson - Faculty
Doug Barnes - Student
David Brown - Admissions
Mervyn Cadwallader - Academic Dean
Robert Carr - Executive Vice President's area
Phil Harding - Faculty
Ed Kormondy - Acting Academic Dean
Paul Marsh - Faculty (Chairman)
Charles Teske - Academic Dean
Al Wiedemann - Faculty

The DTF met on June 21 with Chuck Nisbet, chairman of the Rotation of Deans DTF. He discussed and reviewed their DTF's forthcoming report and how it related to our efforts.

At this point in time, members of our DTF felt that the most productive thing to do was open the files of all candidates to the Evergreen community for examination during the forthcoming two week period. This was done and a memo sent out to that effect. Paul Marsh moved from temporary to full chairman. And the DTF scheduled its next meeting for June 30.

June 30

The DTF met with Vice President Barry and discussed requirements for the position of Associate Dean. A memo was sent by Vice President Barry, with the Associate Dean DTF's concurrence, to all candidates, pointing out that, "The Associate Dean who will be working with Mervyn Cadwallader will require experience in Coordinated Studies and the Associate Dean working with Donald Humphrey will require experience in either Coordinated Studies or Contracted Studies (and ideally in both modes), plus the capacity to deal with the specific desk functions of those offices."

Candidates' Public Qualifications Folders (PQF's) remained available for examination another two weeks.

All members were present except Al Weidemann and Ed Kormondy.

July 19

The Associate Dean Screening DTF met and discussed the job requirements for each position. They are as follows:*

<u>Merv Cadwallader</u>	<u>Don Humphrey</u>
1. faculty recruiting (design of)	1. budget
2. record keeping	2. space
3. faculty orientation	3. equipment
4. faculty evaluation	4. science building
5. program evaluation	5. clerical
6. research methodology (for evaluation purposes)	6. self paced learning
7. space forecasting	7. group contract counselor and father confessor
8. coordinated studies coordinator and father confessor	8. admissions
9. 1973-74 program development and supplemental catalog	
10. calendar	

* These responsibilities are only mentioned here in a cryptic manner. The shorthand of "faculty recruiting", for example, requires one to develop the following: files, a pattern of hiring, balance and breadth among faculty, and interview schedules. This does not take into consideration the time necessary for informing TESC faculty about prospective candidates and discussing these candidates with them.

The point in all of the above is that each "job assignment", so to speak, is more complicated, time consuming, and demanding than indicated by its terse identification.

All members were present except Lee Anderson.

July 28

The DTF met for the specific purpose of discussing the candidates' qualifications in relationship to the position requirements. Our DTF did not feel

that it was necessary to consider only Associate Dean candidates with a social science background to assist Merv Cadwallader. Or, for that matter, to have an associate from natural sciences or humanities assigned to the dean from natural sciences or humanities. Rather, we were more concerned that these three general fields be represented within the group of deans and their associates. Each of the candidates--Tim Crews, David Hitchens, Will Humphreys, David Marr, Le Roi Smith, Ralph Sogge, and Oscar Soule--was scrutinized in terms of his strengths and weaknesses. The DTF was required to forward six names for two positions. Yet, there were only seven candidates, as almost a dozen nominees had withdrawn their nominations. Other faculty and staff were acutely aware of this situation. One faculty member, Rudy Martin, sent a proposal to our DTF designed to deal with this situation. Essentially, what Rudy suggested was:

- (1) Have the DTF choose one candidate from its list for the position, and pass his name on to the President and to the Provost.
- (2) Have the DTF meet with Charlie McCann and Dave Barry and select one 'Interim' Associate Dean from among those members of the faculty who have already had administrative experience at or above the dean level. This would be a one-year interim appointment, at the end of which the person in it could return to the faculty role or have his or her name entered into candidacy along with all the rest for the regular associate's position.

More important than trying to make the best of a limited number of candidates (in number only), Rudy Martin pointed out the need not to "...undermine the whole concept (rotation of deans) and its policy for implementation."

- (1) We modified Rudy's recommendation, and, rather than meet with President McCann and Provost Barry, have suggested that Ed Kormondy continue in the position of acting, qua associate (one year only), for the next academic year. Rather than choose one candidate from among the seven for the other position, we have recommended three: David Marr, Le Roi Smith, and Oscar Soule. They were not ranked, nor voted upon in the traditional sense. We compared each of these three, and their strengths and weaknesses, to the other four, with their strengths and weaknesses.

It may be unusual for a group, committee, or DTF to recommend people for a particular position and admit that they have weaknesses. However, we did not want to present "perfect people". A statement has been forwarded to Vice President Barry concerning each candidate. When a candidate has been selected (assuming that this DTF's recommendations are followed), a copy of the DTF report, along with the DTF's statement about him, will be mailed to his address. This statement is between the DTF and the particular candidate. If, however, he chooses to make that public, then he is free to do so.

The DTF agreed to meet on August 1 for discussion about approval of draft statements on candidates and forwarding of a report to Provost Barry.

All members were present except Lee Anderson and Merv Cadwallader.

Vice President Barry
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August 1

The DTF met, reviewed, approved, and forwarded to Vice President Barry a statement on the qualifications of each candidate. Recommendations for each candidate were thoroughly discussed, reviewed, and approved by each DTF member. We also reviewed and approved the final DTF report.

All members were present except Lee Anderson and Merv Cadwallader.

This report completes the charge for which the DTF was constituted.

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