

THE EVERGREEN STATE COLLEGE

March 11, 1974

TO: Faculty, Staff, Information Center, KAOS, Cooper Point Journal

FROM: Faculty Hiring Review Group (Bob Sluss, Peggy Dickinson, Paul Marsh, C. Nisbet, Lem Stepherson, Betty Kutter, Priscilla Bowerman, Betty Estes, Cruz Esquivel, Bill Winden, Richard Alexander, Mark Levensky)

SUBJECT: Report to the Deans

This is a revised version of our February 27 memo which has been seen and approved by all of the members of the Review Group.

Our charge from Dean Lynn Patterson was to deliver a list of the 30-35 active candidates whom we considered best qualified for regular faculty appointments to the deans by March 1. Early in our deliberations, we decided that we would first try to compile a list of the top 10 minority, caucasian women, and caucasian men candidates on whom we had complete files. We would then go over this list to check for holes in high-priority areas and identify possible areas of strong duplication of expertise.

Candidates were reviewed using the following criteria:

- 1) Depth and breadth of expertise in their own fields, and indications of willingness and ability to use and teach it.
- 2) Apparent willingness to apply their specific skills across broad lines in interdisciplinary attacks on problems outside their fields.
- 3) Indications of interest and ability in undergraduate teaching.
- 4) Indications of willingness and ability to participate in all three modes of teaching at Evergreen.

We have now essentially completed our work and have submitted the following 33 names to the deans:

Minorities

Margaret Adams
Don Jordon
George Gibbon
Monte Perez
Bill Brown
Dumi Maraire
Jim Martinez
Joyce Peskins
John Kim
Stephen Hui

Caucasian Women

Emily Goodman
Lynn Struve
Susan Fiksdal
Sandra Christenson
Susan Aurand
Peta Henderson
+Sandra Simon
+Eva Kataja
+Pat Parmalee
+Barbara Crosby

Caucasian Men

Rainer Hasenstab
Alexander Cuthbert
Don Ireland
Terry Lunsford
Chuck Reasons
Matt Smith
Walter Johnson
Randy Beaton
Nicholas Goodman
Alfred Crosby
Raeburne Heimbeck
Albert Peterson
+Don Finkel

All of these people are considered very strong candidates, in terms of all of the criteria discussed above. However, those 5 people marked with a "+" appear to duplicate existing faculty strengths.

In a few areas, we felt we badly need to build up our strength, but we had no candidates who we felt met all of the above criteria, and we suggested that recruiting in these areas remain open, at least for 6 more weeks. Such fields include:

- 1) Geology
- 2) Several aspects of the arts
- 3) Health sciences and medicine

We will meet again in approximately 6 weeks to review candidates in these fields as well as any other candidates not on this list who the deans still want to consider for hiring this year.