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MAY 26 1975

File: Faculty Membership  
DTF

W.L.P.

THE EVERGREEN STATE COLLEGE

Date: May 22, 1975

MEMORANDUM

TO: Faculty and Staff  
FROM: Ed Kormondy  
SUBJECT: Report of Faculty Membership DTF

On October 9, 1974 I charged a Faculty Status DTF to recommend a "procedure by which professional counselors and professional librarians are accepted as members of the faculty" (this to implement the Faculty Salary Policy) and to recommend "policies and procedures for appropriate designation of those staff members who serve as individual and group contract sponsors, those off-campus persons who serve as intern supervisors or module officers, and those persons engaged as 'faculty' on grants and contracts."

Pursuant with customary practice, the report and recommendations of the DTF dated 5/16/75 are hereby circulated for information and reaction. Please submit responses no later than Wednesday, June 4.

EJK:els

cc: KAOS  
Cooper Point Journal  
Information Center  
Sounding Board  
Ombuds-Advocate Office

May 16, 1975

TO: Ed Kormondy  
FROM: Merv Cadwallader

After due deliberation the Faculty Status DTF, hereafter known as the Faculty Membership DTF, offers the following recommendations to the Academic Vice President and Provost:

- (1) Faculty Membership should be open to any current or future employee of the college who applies for such membership through the normal faculty hiring channels and who is deemed qualified and acceptable by all normal and appropriate faculty hiring committees and appropriate academic officers. Candidates should contact the academic dean responsible for faculty recruitment.
- (2) Any college employee who applies for Faculty Membership should be treated exactly as any other faculty candidate, that is to say, equally, fairly, and with proper consideration.
- (3) Such membership is not to depend upon the availability or non-availability of specific teaching positions at the college. There could and should be more designated members of the faculty than funded teaching positions.
- (4) Faculty Membership must not confer any special job tenure what-so-ever, whether the employee so designated is teaching or not.\*
- (5) With the exception of the Deans, the Academic Vice President, and the President, Faculty Membership must not ordinarily provide non-teaching staff with automatic summer employment. Once any employee is accepted as a "member of the faculty," his or her normal appointment ordinarily will be for the equivalent of an academic year, that is, nine months. It will be up to the appropriate administrator to advise employees who wish faculty membership about the realities of his or her budget.

\* In this document "teaching" simply means that the individual is teaching in one of Evergreen's three teaching modes, in a coordinated studies program, group contract, or full time in individual contracts; and is being paid for that teaching out of the 06 budget.

- (6) With the exception of the Vice Presidents, President and classified employees, once accepted as a "member of the faculty" the employee so designated, whether teaching or not, will be paid in accordance with the Faculty Salary Schedule, but from the budget of the unit where employed. In the case of classified employees who become designated members of the faculty they will, if called upon to teach, become exempt, be paid on the Faculty Salary Schedule for the duration of that appointment, and be paid out of the 06 budget.

We hope and trust that our readers understand that this document does not create extra salary dollars.

- (7) Any "member of the faculty," whether teaching or not, should be encouraged to participate in proposing and planning coordinated studies programs, group contracts, and modules.
- (8) The academic deans should be encouraged to consider filling teaching openings created by switches, rotation, leaves, deaths, and the funding of new faculty positions from the pool of talent constituted by membership on the faculty.
- (9) Faculty Program planners should be encouraged to invite teaching participation from the total faculty membership. Teaching members of the faculty should be encouraged to take advantage of opportunities to switch positions with non-teaching members of the faculty (librarians, counselors, architects, etc.). Rotation will be accomplished through the initiative of members of the faculty in teaching, counseling, the library, etc. No formulas. No complicated rules. We have already done it several times.
- (10) Visitors working at Evergreen on soft money, grants, and contracts, for example the staff of ESSENTIA or the members of our first learning Resource Group, are not to be eligible for faculty membership while so employed. They are to be kept off of the faculty; unless they give up their soft money.

- (11) Off-campus persons who serve as intern supervisors should be recognized and honored with the designation: Adjunct Member of the Faculty.
- (12) At the present time both Evergreen faculty and staff, including grant-supported staff, sponsor and hence validate individual contracts. Non-Evergreen people do not. Our committee recommends that the question of who is permitted to sponsor a contract be answered by the academic deans through more careful screening of individual contracts and the sponsor's evaluations of the work done under those contracts.
- (13) Anyone who is to teach in a program, or a group contract, whether part-time or full-time, whether for one quarter or for life, should be a "member of the faculty." Such a person would have applied through the normal hiring channels, and would have been examined in due course and appointed by the regular hiring committees and academic officers of this college.
- (14) This committee has no recommendations to offer the Academic Vice President in regard to those who offer workshops within or without programs and group contracts.

With the respectful submission of these fourteen recommendations, the Faculty Status task force that became the Faculty Membership Committee disappears.

Jovana Brown  
Ken Donohue  
Bob Filmer  
Kristen Foote  
Theodore Mahr  
Willie Parson  
Lou-Ellen Peffer  
Susan Smith  
Ron Woodbury  
Ken Winkley  
Merv Cadwallader, Chairman