

Stilson

MINUTES OF FACULTY MEETING

APRIL 19, 1971

Present: Barnard (Moderator), Webb (Recorder), Barry, Donohue, Cadwallader, Teske, Humphrey, White, Eickstaedt, Aldridge, Jones, Alexander, Youtz, Wiedemann, Humphreys, Crowe, Hitchens, Young, Sluss, Martin, Brian.

1. Barry reported on progress of IINE Academic Officers' meeting, stating that that this committee is working toward new policies on minority studies, sabbaticals, tenure, foreign students, transfer problems, long-range planning in a manner amicable to TESC. State-wide average of student contact hours for faculty at 4 year colleges is approximately 13 hrs. per week. Communication of enrollment close-out points between the colleges is working well. A study committee at Western Washington State recently recommended the re-constitution of the faculty from 24 down to 10 separate departments more on interdisciplinary lines. Barry indicated the desire to have an IINE meeting here and associate ourselves more closely with the other institutions, and that we should be conscious of their efforts and credit them for their work in curricular reform.
2. Program Evaluation. The DTF is now modifying their former report to the faculty; only minor changes are being made. Evaluation and tenure reports will be amalgamated into a two-part document. The question was raised whether faculty grievance arbitration procedures should be extended to all the employees, all members of the community. Recommendation that employee code of conduct should be uniform, community-wide, out of COG was discussed. An AAUP representative will consult with faculty on these issues here soon. Cadwallader emphasized that although tenure was not available here, the fact that the President agreed to accept in-house arbitration of cases involving academic freedom of speech is as great or greater a protection from outside pressures than tenure and complimented the President on his imaginative and sympathetic response to this point. A response to these issues from the Trustees is expected soon.
3. Faculty Handbook. Revisions of the Summer, 1970 handbook were offered in writing by Aldridge, White and Alexander; a broad range of revisions was discussed, focusing on enabling the language of the handbook to reflect the reality of the institution and its philosophy. The point was made that broad limits of policy and philosophy had already been set, within which the faculty had liberty to operate. This point was countered by the suggestion that institutional policy and philosophy involves the participation of all its members in the process of change. Several faculty and deans spoke of the need for greater clarity in communication of policy matters and decision-making processes among all involved. Aldridge will soon circulate a further memo on the issue of faculty recruitment policy specifically.

White requested further revision of the faculty handbook to specify more fully and clearly the criteria for evaluating teaching and mechanisms for rewarding good teaching. Cadwallader stated this would be accomplished by the new drafts of the reports from the DTFs on Evaluation and Tenure. White questioned whether academic field designations for the Deans was appropriate to the institution; Barry responded that Deans of academic divisions never really existed here. The meeting was called because of time in the midst of a discussion of these, and related, issues.