

FACULTY MEETING AGENDA

November 28, 1984

3:00 - 5:00

CAB 110

1. Minutes of the previous meeting (attached; Arney) - 5 minutes.
2. Election of representative to the Faculty Advisory Committee of the Council on Postsecondary Education (Arney) - 5 minutes.
3. Proposal on Faculty Association (M. Smith) - 5 minutes.
4. Presidential search committee report (Dolbeare) - 10 minutes.
5. Faculty Salary Study Group report on merit allocation (J. Brown) - 2 minutes.
6. Feedback on Winter quarter scheduling (Perkins) - 5 minutes.
7. Faculty contracts, holidays, start-up times, length of vacations, 1985-86 (see 11/19 memo to faculty; Perkins) - 30 minutes.
8. Proposal to revise Faculty Handbook with respect to faculty hiring (Rainey) - 30 minutes.
9. Announcements - 5 minutes.

Chair Bill Arney convened the meeting at 3:10 and established that there was a quorum. The chair asked that an agenda item be added: Tom Rainey's discussion of the new Individual Contract policy which directs that all contracts for Winter quarter be finalized by December 7, 1984. There were no objections to this addition.

AGENDA ITEMS

1. Minutes of the previous meeting.

Minutes of the previous meeting were approved as read.

2. Election of representative to the Faculty Advisory Committee of the Council on Postsecondary Education.

Rudy Martin was elected to serve.

3. Proposal on a Faculty Association.

Matt Smith announced that there is a sum of money (\$3500) left over from the defunct Faculty Union which could either be submitted to the Washington State Federation or used to establish a legal defense fund for TESC faculty. The proposed Faculty Association then would provide monetary support for faculty needing legal assistance. There will be a meeting at the beginning of Winter quarter for everyone interested in setting up organization by-laws. Meg Hunt, Earle McNeil and Mark Papworth all expressed their support of this proposal.

4. Presidential search committee report.

Because the search had been successfully concluded at the time of this meeting, there was no report. The body instead expressed their appreciation for the search committee's efforts. Patrick Hill declared that an added achievement of Ken Dolbeare and the committee was the re-strengthening of goodwill between the college and the Board of Trustees.

5. Faculty Salary Study Group report on merit allocation.

After some discussion on the appropriate wording, Jovana Brown shared the Study Group's final recommendation on the use of the merit pay allocation: merit money allocated by the legislature will be distributed in its entirety to all faculty who, as the result of a formal evaluation, have qualified for upward movement on the salary grid. The distribution will preserve the relative intervals of the current faculty scale.

Chair Arney asked for a straw vote on the recommendation; it was unanimously approved.

6. Feedback on Winter quarter block scheduling.

John Perkins announced that the Winter schedules have been distributed to the program coordinators. Although he has not yet heard faculty response, Walter Niemiec and Patti Zimmerman (who worked extensively on the scheduling arrangements) think that it is operating very well. He will soon begin meeting with Zimmerman, Niemiec, Betty Estes, John Aikin, Nancy Taylor and Clyde Barlow to further deal with the system's impact and results. Some early good news, according to John, is that the scheduling process is faster; there is still space available on Tuesdays and Thursdays; and emergency requests are even being handled.

7. Faculty contracts, holidays, start-up times, length of vacations, 1985-86.

John Perkins referred to his 11/19/84 memo outlining the proposed 1985-86 orientation and contract period. He asked for feedback from the faculty.

Earle McNeil pointed out the constraints a five-day orientation period would place on the college's academic advising program in the Fall. He suggested asking some, or perhaps all, faculty to come back "a couple days early" for no pay. John shared Ron Woodbury's proposal: instead of writing a September 15 - June 15 contract letter, we write a contract letter specifying "ten weeks, plus one week of evaluation each quarter, plus two weeks before Fall quarter--a total of 35 weeks for the year." Many in the group supported that plan. Byron Youtz questioned whether there might be a way to bring a group of faculty to campus earlier to help with new faculty orientation. Kaye V. Ladd moved that the faculty accept the Perkins' proposal, with its short 1985 and 1986 orientation periods. But since this implies, in effect, "doing nothing," Byron pointed out that a vote was not necessary. Patrick Hill summarized, "We will continue with the present enlightened policy."

8. Proposal to revise Faculty Handbook with respect to faculty hiring.

Tom Rainey referred to WAC 174-128-040 Recruitment of Regular Faculty.
(1) Stage I. Identification of Recruiting Areas.

He presented a revision which was generally supported. After some group editing, the following paragraph was approved by the body:

At least 18 months before the beginning of new faculty members' contracts in the fall, the Academic Deans, in consultation with the faculty, students, and appropriate staff, will identify tentative priority needs (academic areas) in faculty recruitment. These needs will be discussed with the Council of Convenors in conjunction with the specialty areas and be made available for comment from faculty, students and staff through regular channels after which final priorities will be determined. The medium for faculty discussion of these priorities and decisions will be the Faculty Meeting. The Deans will then consult....(remainder of paragraph as is).

9. Discussion of new Individual Contract policy.

Tom Rainey referred to the establishment of December 7, 1984 as the final day to register Individual Contracts for Winter quarter, shared his opposition of the new policy, and called for discussion. Barbara Smith explained why the deadline was established: (1) a large number of students were not negotiating contracts until the quarter was underway; (2) larger enrollment is shrinking the contract pool, so students need to know earlier if they will be dealing with a program selection; (3) the time needed for follow-up paperwork by Co-op Ed. is in excess of 250 hours each quarter.

Meg Hunt suggested enforcing the "fifth day" (of the quarter) contract-filing deadline, and that recommendation was echoed in the ensuing discussion. Betsy Diffendal and Kaye V. suggested treating internship and regular contract deadlines differently (earlier deadline for internships). Rainey moved that the fifth day of the quarter deadline be strictly enforced. It was seconded and unanimously approved.

10. Announcements.

Patrick reported some early indications from the governor-elect's transition team. They are not optimistic about the state's economy or growth in higher education. TESC, however, has been singled out for some modest growth. This lower-than-anticipated allocation will require changes in the hiring process which Barbara elaborated on. The hiring plan may have to be spread over two years, and the number of three-year hires will be reduced.

Along those rosy economic lines, Betsy announced that we will be having another self-sustaining summer school in 1985.

Leo Daugherty volunteered to draft a policy statement on the Individual Contract deadline.

The meeting was adjourned at 5:00.