SOME RANDOM OBSERVATIONS AND QUESTIONS

In the beginning there was Charlie; and then there was Merv and Charlie and Don; and, at some point, Dave Barry and then Ed Kormondy. We certainly didn't feel alienated from them, as administrators. There wasn't a feeling of us and them. Why? Maybe because all we talked about in those days was organizing a college and teaching and learning. Because we were doing our business, the faculty's business.

But I go too far in saying that we didn't feel alienated from them. Certainly there was anger and alienation when Ed Kormondy fired Jim Martinez. So *faculty tenure and job security* has been one issue on which a feeling of us and them arose early.

But isn't faculty tenure and job security the kind of thing we can put behind us once and for all by devising a simple evaluation and grievance and appeals system, as traditional colleges have? It should be, if anything, easier and more humane and more fair at Evergreen than elsewhere.

Some conversations have given me the impression that faculty members have largely opted out of governance (faculty meetings and the like) *because they feel that the faculty doesn't run the college*--the administration is in charge and faculty actions are futile.

But Sam Schrager's comments of today put the situation differently: Faculty have opted out of governance *because they have more important things to do*--teaching, learning, scholarship--and precious little time to do it in. This fits better with our experience of a few years ago on the Agenda Committee: Too much work coming down from the Provost, initiative we were expect to respond to. In revolt, we found out what faculty are really interested in, and it didn't fit with the Provost's agenda.

Look at the long list of DTFs and study groups and standing committees: Is all this necessary? Why?

Some items we've considered in recent years: Presidential search, sexual harrassment policy, phased retirement, professional leaves policy, hiring in an atnmosphere of budget cuts, conflict of interest policy