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RECOMMENDATIONS
CONCERNING THE ESTABLISHMENT OF
FORMAL INTERCOLLEGIATE ATHLETICS AT
THE EVERGREEN STATE COLLEGE
OLYMPIA, WASHINGTON
MARCH 8, 1979

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RECOMMENDATIONS
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OF FORMAL INTERCOLLEGIATE ATHLETICS
AT THE EVERGREEN STATE COLLEGE
OLYMPIA, WASHINGTON
MARCH 8, 1979

Prepared for the Board of Trustees of The Evergreen State College:

Wesley E. Berglund
Robert J. Flowers
Herbert D. Hadley
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Jane B. Sylvester

At the request of Dean Clabaugh, Administrative Vice President by a task force consisting of the following members:

| | |
|-----------------|----------------------------------|
| Mike Bigelow | Member of the staff |
| Brian Johnson | Member of the student body |
| Mary Kalihi | Member of the staff |
| Dwight Noll | Member of the community |
| Kate Steele | Member of the alumni association |
| Peter Steilberg | Member of the staff |
| Barbara Wooton | Member of the student body |

The members of the task force wish to acknowledge with appreciation the counseling and other forms of consultative services volunteered by the following individuals:

| | |
|------------------|---|
| Lynn Patterson | Member of the faculty |
| Tom Rainey | Member of the faculty |
| Charles Teske | Member of the faculty |
| Larry Eickstaedt | Member of the faculty |
| Stephanie Coontz | Member of the faculty |
| Byron Youtz | Academic Vice President & Provost |
| Les Eldridge | Assistant to the President |
| Ken Winkley | Business Manager |
| Glenn Tolman | Griffith, Hunt, Burwell Insurance Brokers |
| Larry Stenberg | Dean of Enrollment Services |
| Paul Roberts | Development Officer |
| David West | Director of Facilities |
| Darrell Six | Engineer |
| Kris Robinson | Space Analyst |
| Andy Jackson | Youth Appreciation Foundation |
| Dave Kent | The Jock Shop |

The members of the task force also wish to acknowledge contributions of support services provided by the following individuals:

| | |
|----------------|----------------|
| Sandy Greenway | Dee Van Brunt |
| JoAnne Jirovec | Karen Anderson |
| Betty Compton | Barbara Maurer |

The members of the task force would like to acknowledge the support and assistance they received from the various Athletic Directors and Coach's of the Pacific Northwest area. Following is a list of those persons who were contacted by members of the task force:

| | |
|-------------------|------------------------------|
| Adrian Beamer | Central Washington |
| Betty Hillmar | State University |
| Jerry Martin | Eastern Wn. St. Univ. |
| Dan Fitzgerald | Gonzaga University |
| Em VonLenken | " " |
| Marjorie Anderson | " " |
| David Olson | Pacific Lutheran Univ. |
| Art Acuff | St. Martins College |
| Ed O'Brien | Seattle University |
| Jack Ecklund | Univ. of Puget Sound |
| Glen Oman | Washington State Univ. |
| Sue Dorrant | " " " |
| Robert Thomson | Whitman College |
| Jean Neely | N.C.W.S.A. Treasurer |
| Kathy Clark | U. of Idaho |
| John Gilmore | U. of Alaska |
| Jean Anderson | Whitworth College |
| Marilyn Pomfret | U. of British Columbia |
| Barb Robertson | Simon Fraser University |
| Harry Fritz | Executive Director, N.A.I.A. |
| Jack Rye | Monmouth College |
| Boyd Long | Western Wn. State Univ. |

The members of the task force wish to thank the Office Assistants of the College Recreation Center for their support and assistance:

| | |
|---------------|---------------|
| Lauri Frankel | Mary Connelly |
| Sue Williams | Sue Gillis |

Information found in this report is based upon the following:

1. Investigation of the following documents:
 - a. Intercollegiate Feasibility Study Interim Report of March 9, 1978.
 - b. Intercollegiate Feasibility Study Progress Report of November 8, 1978.
 - c. Financing of Intercollegiate Athletics. Recommendations prepared by the Council for Post Secondary Education, 1975.
 - d. Official Handbook for the National Association of Intercollegiate Athletics.
 - e. Official Handbook for the Northwest College Women's Sports Association, 1978/1979.
2. Interviews in person and via telephone with athletic directors, conference and association representatives, members of this college's staff and faculty, and business enterprises which commonly provide support services for athletic teams.
3. A questionnaire survey of Pacific Northwest Colleges and Universities.
4. Ideas emanating from discussions at formal and informal meetings.

At the November 13th Board of Trustees meeting, Trustee Flowers moved to request Dean Clabaugh to establish a task force to assist Pete Steilberg in the developmental aspects of intercollegiate athletics programs for swimming, cross country running, soccer, and tennis and others as appropriate; to study the cost estimates, explore other pertinent issues, examine the revenue potential from various sports, and to consider what the college should do in the way of a women's program. The motion stipulated that the task force was to come back to the trustees with a recommendation as to whether or not the college should have intercollegiate athletics. A task force was formed, accepted tasks, and has devoted countless hours investigating issues pertinent to those tasks and as a result recommend the following:

- I. THAT THE EVERGREEN STATE COLLEGE DEVELOP A LIMITED PROGRAM OF FORMAL INTER COLLEGIATE ATHLETICS FOR MEN AND WOMEN WHICH WOULD EVENTUALLY ENCOMPASS THE FOLLOWING SPORTS: BASKETBALL, CROSS COUNTRY RUNNING, DOWN HILL AND NORDIC SKIING, FENCING, GOLF, GYMNASTICS, ROWING, SAILING, SOCCER, SPRINGBOARD DIVING, SYNCHRONIZED SWIMMING, SWIMMING, TENNIS AND WRESTLING.

RATIONALE

The decision to recommend development of the aforementioned sports was based upon the following factors:

- A. Ease of Facilitation. Evergreen can provide facilities for the development of each of these sports, save basketball and volleyball, with a minimum of capital expenditures.

- B. Cost of Operation. Each of these sports save basketball and crew racing is relatively inexpensive in terms of equipment and other operational costs.
- C. Compatibility with Evergreen. The sports selected seem to be in harmony with the social and academic environment of the college as well as with the existing club sport program. In the 8 years since classes began at Evergreen, there has been some participation in all of these sports on an individual or club sports basis.
- D. Availability of Competition. A survey of athletic directors showed ample opportunity for competition in each of the sports listed. (see exhibit A)
- E. Support for Community. A high degree of enthusiasm has been evident on the campus as well as in the community for these sports.

II. THAT A PLAUSIBLE TIMETABLE AND PROCEDURE BE FOLLOWED TO INSURE ADEQUACY OF PROVISIONS FOR THE DEVELOPMENT OF SUCH A PROGRAM. The following proposed schedule and procedure is offered.

WINTER QUARTER 1979

1. The Board of Trustees receives the recommendations of the Task Force on Intercollegiate Athletics and accepts them in total or with specified ammendments.
2. An advisory committee is established for athletics.

SPRING QUARTER 1979

1. A proposal is submitted to the President, to the Services and Activities Fee Review Board, to the Evergreen Foundation, and in the case of swimming, to the Thurston Olympian Swim Club to allocate funds for a full or part time coach/aquatics director for men's and women's swimming, for a part time seasonal coach for men's and women's soccer, and for an athletic director and a trainer. See SWIMMING, SOCCER and OPERATIONS SUPPORT BUDGETS (Exhibit B) for funding details.
2. Assuming that sufficient funds are generated to hire these coaches, then a select committee recommends candidates for these two positions and the appointments are made during the spring quarter 1979.
3. The coaches begin preparations for the next season.
4. Announcements are distributed to local high schools announcing that Evergreen will compete in swimming and soccer and that students who compete in these sports should make contact with the college and submit a letter of intent.
5. A fund raising drive is launched in cooperation with the Development Office to help generate revenue.
6. Evergreen invites soccer and swimming coaches and athletes to campus to inspect our facilities and academic offerings. This should be coordinated through the Development Office.

- | | | | |
|----------------|------|----|---|
| SUMMER QUARTER | 1979 | 1. | Equipment and support services such as the training room are provided for during the summer of 1979. See Operations Support Budget (Exhibit B). |
| AUTUMN QUARTER | 1979 | 1. | The training and competition begin for competitive swimming and soccer. |
| WINTER QUARTER | 1980 | 1. | An evaluation of the program is prepared for the Board of Trustees and for the College at large by the existing Task Force or by a new select Task Force. |
| | | 2. | A proposal is submitted to the President, to the S & A Fee Review Board, and to the Evergreen Foundation to allocate funds for hiring seasonal coaches for men's and women's tennis, cross-country running and for women's synchronized swimming. |
| SPRING QUARTER | 1980 | 1. | Assuming that sufficient funds are generated to hire these coaches, then a select committee recommends candidates for these three positions, and appointments are made during the spring quarter. |
| | | 2. | Coaches prepare for their respective competitive seasons. |
| AUTUMN QUARTER | 1980 | 1. | Training and competition begin for cross-country running, and synchronized swimming. |
| WINTER QUARTER | 1981 | 1. | A proposal is submitted to the President, to the S & A Fee Review Board, and to the Evergreen Foundation to allocate funds for hiring a seasonal coach for men's wrestling. |
| SPRING QUARTER | 1981 | 1. | Assuming that sufficient funds are generated for this position then a select committee recommends candidates for this position and an appointment is made during spring quarter. |
| | | 2. | The wrestling coach begins preparations for the upcoming season. |
| AUTUMN QUARTER | 1981 | 1. | Training and competition begins for wrestling. |
| WINTER QUARTER | 1982 | 1. | A proposal is submitted to the President, to the S & A Fee Review Board, and to the Evergreen Foundation to allocate funds for hiring an administrator for golf and rowing. |

- | | |
|---------------------|---|
| SPRING QUARTER 1982 | <ol style="list-style-type: none"> 1. Assuming that sufficient funds are generated to hire these coaches then a select committee recommends candidates for these positions, and appointments are made during the spring quarter. 2. Coaches prepare for their respective competitive seasons. |
| AUTUMN QUARTER 1982 | <ol style="list-style-type: none"> 1. Training begins for rowing. |
| WINTER QUARTER 1983 | <ol style="list-style-type: none"> 1. An evaluation of, etc. (see WINTER '79 #1.) 2. A proposal is submitted to the President, to the S & A Fee Review Board and to the Evergreen Foundation to allocate funds for hiring an administrator for fencing, springboard diving, and sailing. |
| SPRING QUARTER 1983 | <ol style="list-style-type: none"> 1. Assuming that sufficient funds are generated to hire these coaches, then a select committee recommends candidates for these three positions, and appointments are made during the spring quarter. 2. Training continues for rowing and begins for golf. Competition begins for both. 3. Coaches begin preparations for the upcoming fencing, springboard, and sailing seasons. |
| AUTUMN QUARTER 1983 | <ol style="list-style-type: none"> 1. Training and competitions begin for fencing and springboard diving. |
| WINTER QUARTER 1984 | <ol style="list-style-type: none"> 1. A proposal is submitted to the President, to the S & A Fee Review Board, and to the Evergreen Foundation to allocate funds for hiring an administrator for gymnastics, downhill and nordic skiing. |
| SPRING QUARTER 1984 | <ol style="list-style-type: none"> 1. Assuming that sufficient funds are generated to hire these coaches then a select committee recommends candidates for these three positions and appointments are made during spring quarter. 2. Competition begins for sailing. 3. Coaches begin preparations for the upcoming downhill and nordic ski seasons and for gymnastics. |

Basketball and volleyball are not included in this time table owing to the lack of a suitable all weather gymnasium in which to practice and compete. The concept of an exchange of pool space for gym space with Capital High is a remote possibility, but Evergreen should have its own gymnasium.

OVERVIEW OF SPORT'S ACTUAL ENTRY INTO COMPETITION FOR EVERGREEN

| | | |
|--------|------|--|
| AUTUMN | 1979 | Swimming and Soccer |
| WINTER | 1980 | 0 |
| SPRING | 1980 | 0 |
| AUTUMN | 1980 | Synchronized Swimming and Cross Country Running join Swimming and Soccer. |
| WINTER | 1981 | 0 |
| SPRING | 1981 | 0 |
| SUMMER | 1981 | 0 |
| AUTUMN | 1981 | Wrestling is added to the program which by this time includes synchronized swimming, swimming, cross-country running and soccer. |
| WINTER | 1982 | 0 |
| SPRING | 1982 | 0 |
| SUMMER | 1982 | 0 |
| AUTUMN | 1982 | Rowing is added to the program which by this time includes synchronized swimming, swimming, cross country running, wrestling and soccer. |
| WINTER | 1983 | 0 |
| SPRING | 1983 | 0 |
| SUMMER | 1983 | 0 |
| AUTUMN | 1983 | Fencing and spring board diving are added to the program which by this date includes rowing, wrestling, soccer, synchronized swimming and cross country running and swimming. |
| WINTER | 1984 | 0 |
| SPRING | 1984 | Sailing is added to the program which by this date includes rowing, fencing, spring board diving, wrestling, soccer, swimming, synchronized swimming, and cross country running. |
| SUMMER | 1984 | 0 |
| WINTER | 1985 | 0 |
| SPRING | 1985 | 0 |
| SUMMER | 1985 | 0 |

AUTUMN 1985 Downhill and Nordic Skiing, as well as gymnastics are added to the program which by now includes sailing, rowing, fencing, spring board diving, wrestling, soccer, synchronized swimming, swimming, and cross country running.

SPRING 1986 0

SUMMER 1986 0

WINTER 1987 Basketball and Volleyball are added to the program which by now includes downhill and nordic skiing, gymnastics, sailing, rowing, spring board diving, wrestling, soccer, synchronized swimming, swimming, cross country running and fencing.

III. THAT THE EVERGREEN STATE COLLEGE JOIN THE NATIONAL ASSOCIATION OF INTERCOLLEGIATE ATHLETICS (N.A.I.A.) AND THE ASSOCIATION OF INTERCOLLEGIATE ATHLETICS FOR WOMEN (A.I.A.W.) AND THE NORTHWEST COLLEGE WOMEN'S ASSOCIATION (N.C.W.S.A.) IN ADDITION TO SELECTED CONFERENCES AS DEEMED APPROPRIATE.

RATIONALE:

Most of the smaller Northwest colleges and universities belong to these associations. Membership in an association is required in order to compete. As additional sports are added it may be necessary to join other associations such as the United States Volleyball Association (U.S.V.B.A.) and the National Women's Rowing Association. See EXHIBIT A entitled INTERCOLLEGIATE ATHLETIC TASK FORCE SUMMARY OF SURVEY OF WASHINGTON ATHLETIC DIRECTORS.

These associations provide strict guidelines for the athletic scholarship programs of the member colleges and universities.

IV. THAT GUIDELINES, IN ADDITION TO THOSE DEVELOPED BY THE N.A.I.A AND THE A.I.A.W., BE DEVELOPED BY AN ADVISORY COMMITTEE ON ATHLETICS FOR INCORPORATING FORMAL ATHLETICS INTO EVERGREEN. THOSE GUIDELINES SHOULD INCLUDE THE FOLLOWING:

- A. A philosophical statement of the purpose of athletics at Evergreen.
- B. A statement relative to adherence to Evergreen's social contract.
- C. A statement about recruitment.
- D. A statement concerning academic achievement and the importance of integrating athletics into academics.
- E. Rules and regulations concerning conduct and behavior of athletes.

V. THAT ATHLETICS BE INTEGRATED INTO THE ACADEMIC PROGRAM. THIS SHOULD BE ACCOMPLISHED IN THE FOLLOWING WAYS:

- A. Through the development of a coordinated studies program aimed at sport in world society --the socio-economic impact of sports, historically in all societies. This is not to be construed as being limited to athletes only nor would athletes be limited to these programs.

- B. Through the hiring of and the integration of coaches into coordinated studies programs.
- C. Through the assignment of qualified members of the faculty and staff to coaching duties.
- D. Through the development of individual and group academic learning contracts in sports.

RATIONALE:

There seemed to be support for athletics, but concerns were expressed for controlling its integration into academics, about the type of emphasis that would be developed, for costs, and for the effect athletics would have on recreation. In as much as athletics receive support from operating budgets at all of the other regional universities in the state, we are left with little choice at this time but to aim the thrust of the support base for athletics towards program 080 and 010, to be supplemented by S & A fees and contributions made to the college through the Evergreen Foundation.

After the first meeting of the task force, Lynn Patterson, member of the faculty, listed several questions which she felt needed attention. An appeal was made by Pete Steilberg to Byron Youtz to obtain the names of faculty members who might be willing to assist in dealing with those questions. The following individuals were interviewed independently:

Stephanie Coontz
Larry Eickstaedt
K. V. Ladd
Tom Rainey
Charles Teske

It was felt that these individuals simply might be willing to give their opinions. It was not felt that they necessarily represented mountains of support for sport nor that they were the only ones willing to give an opinion. Following is a listing of Lynn's questions and a combined paraphrasing, where possible, of the responses from the five faculty members mentioned:

Question 1. "Will training and playing times for sport X make it impossible for students to participate in a full-time academic program?"

Responses:

- In the science field it would be impossible.
- There is not a training schedule that would work.
- No. Coordinated studies should be developed to include sports and one should be designed completely around sports.
- No. Students spend time now doing other than academic study.
- No. We're flexible enough although ideally students would be devoting 100% of their free time to study and lab work.
- Evergreen should emphasize club sports, and by so doing we would not need to deal with that problem.

Question 2. "Will students be recruited primarily to play sport X? If so, will their motivation/interest in academic program be clear?"

Responses:

- I'm against recruitment.

-I would be opposed to college entrance for participating in sports per se.

-Recruiting goes hand in hand with scholarships.

-Two studies indicated that athletes do not graduate.

-I'm opposed to recruitment. It's okay if integrated into a program of academics. Like a beauty pageant, athletes recruited must have other skills, interests, and knowledge.

QUESTION 3. "Will scholarships be awarded players? If so, will academic scholarships slide? Be comparable?"

RESPONSES:

-No. Not on the basis of skill alone.

-Yes. If integrated with academics and if predetermined guidelines are followed.

-Yes. I can see some value in doing so provided we've got the bucks.

-It's not a matter of choice in the case of contributed scholarships.

QUESTION 4. "Will faculty need to make special reports "in-progress" to keep playing students qualified?"

RESPONSES:

-Sure and it's okay.

-Not necessarily--nothing that is not done now.

-We don't want to get into the business of buying and selling grades.

QUESTION 5. "Will coaches be recruited? If so, how paid? Relationship to academic faculty?"

RESPONSES:

-Coaching is teaching.

-There are probably faculty who are qualified to coach and teach in coordinated studies programs.

-Seasoned coaches would be okay.

-An athletic committee needs to convene to govern these types of matters.

-No seasonal coaches unless they're adjunct faculty status.

QUESTION 6. "How will this notion of changing Evergreen's "image" to the outside world through sports be effected? What changes in brochures, admission information? How will this simply add to what people are told about academic programs--or entirely change the "pitch" to new students?"

RESPONSES:

-Yes.

-No.

-Maybe so.

QUESTION 7. "Is the assumption being made that we'll be doing sports which require that different kinds of students be recruited (different from those who choose Evergreen because of the academic program)? Or are we going into sports which will allow us to draw upon students who are here anyway?"

Responses:

- No.
- Athletics would bring a more diverse student population here. We're too homogeneous.
- We should sponsor "popular sports" only.

Other Responses:

- No credit should be awarded beyond a full load for athletics.
- Three fourths load is okay.
- We could do it - have a sports program.
- S & A money should not be used.
- Extramural sport (club-sports) should be emphasized.
- We could have the strongest women's sports program in the Northwest.
- Athletics should not be separate from academics.

VI. THAT THE ADMINISTRATIVE SUPPORT STRUCTURE FOR INTERCOLLEGIATE ATHLETICS BE DEVELOPED BY THE PRESIDENT AND THE TWO VICE PRESIDENTS, AND THAT THEY CONSIDER THE FOLLOWING PLAN AND ACCOMPANYING RATIONALE:

PLAN: The following changes would need to be made:

1. A change in title of the current Director of Recreation and Campus Activities to Director of Sports and Leisure Programs with a re-assignment currently falling under the umbrella of the Division of Recreation and Campus Activities.
2. A change in title of the current Associate Director of Student Activities to Director of Student Activities with re-assignment of responsibilities as indicated. (See Exhibit D)

RATIONALE:

Integrating intercollegiate athletics into Evergreen and conversely introducing Evergreen to intercollegiate sports would be made most smoothly if initiated and developed by the existing staff. In consideration of the increased workload which would inevitably be placed on the person in the position of Director of Recreation and Campus Activities, the re-assignment of administrative workload for activities not associated directly with recreation or athletic activities should be seriously considered.

VII GIVEN APPROVAL AND SUPPORT OF THESE RECOMMENDATIONS, THAT ANNOUNCEMENTS INCLUDING OUR TIME TABLE FOR DEVELOPMENT OF THE PROGRAM BE DISTRIBUTED TO ALL COLLEGES AND UNIVERSITIES WHICH ASSISTED WITH THE SURVEY CONDUCTED BY THE TASK FORCE (See Exhibit A) AND THAT NEGOTIATIONS BEGIN PERTAINING TO INDEPENDENT AND CONFERENCE COMPETITORS (See Exhibit E).

RESPONSE TO ENROLLMENT DTF

REFERENCE: Design for Enrollment DTF Report February 13, 1979, page 52.

The members of the Intercollegiate Athletics Task Force wish to express appreciation to members of the Design for Enrollment DTF for their recommendations. We agree with all points found within those recommendations save the following two:

Regarding Recommendation 1. It is our opinion that academic credit may be awarded for participation in athletics provided that participation is integrated into one of Evergreen's established academic learning modes.

Regarding Recommendation 3. We agree that aid to athletes should be based upon need, but with the concept of avoiding separate scholarship programs for athletes.

Regarding Recommendation 2. We are not in disagreement here but for the record it is the general practice at all other state universities to fund athletics via the operating budget, via S & A funds, via contributed funds, and via gate receipts.

STATEMENT CONCERNING VICE PRESIDENTIAL RESPONSIBILITY

It was the consensus of the task force members that any model for administrative structure which would have athletics and recreation reporting to different Vice Presidents be contraindicative and even foster conflict.

Conjointly the task force members recommend that the Administrative Vice President be assigned responsibility for the program because of the type of work load which athletics generates, and that matters surrounding academics and athletics be dealt with by the Academic Vice President and Provost in consort with the Administrative Vice President.

This is dealt with because of the recommendations concerning funding sources.

INTERCOLLEGIATE ATHLETICS TASK FORCE
SUMMARY OF SURVEY OF WASHINGTON ATHLETIC DIRECTORS

by Mary Kalihi and Dwight Noll

CHARGE: To survey the Athletic Directors of the Colleges and Universities in the State of Washington with specific questions relating to the establishment of inter-collegiate athletics at The Evergreen State College.

The following persons have been contacted:

| <u>College or University</u> | <u>Athletic Director</u> |
|-------------------------------------|------------------------------------|
| Central Washington State University | Adrian Beamer Dr. Betty Hillmar |
| Eastern Washington State University | Jerry Martin |
| Gonzaga University | Dan Fitzgerald Em VonLenken |
| Pacific Lutheran University | David Olson |
| Saint Martins College | Art Acuff |
| Seattle University | Ed O'Brien |
| University of Puget Sound | Jack Ecklund |
| Washington State University | Glen Oman |
| Whitman College | Robert Thomson |

The questions asked and a summary of the responses are as follow:

1. Which of the sports listed could your institution participate with Evergreen if Evergreen became involved in inter-collegiate athletics?

Responses to this question varied according to the level of competition each institution is currently involved in. Women's sports seem to be wide-open with nearly every school contacted interested in competing with Evergreen's women in the following sports: basketball, gymnastics, tennis, volleyball, and swimming. Other sports for women where interest was shown are: cross-country running, crew, soccer, track and field and field hockey.

It is more difficult to summarize the response as regards men's sports. Most of the smaller schools would like to play us in all the sports in which they currently participate including basketball. The larger schools such as W.S.U. and Seattle University limited their responses to the minor sports such as crew, wrestling, tennis, golf, gymnastics, cross-country running and soccer. Basically anything other than basketball, football or baseball would be considered at these larger schools.

The conclusion the task force has drawn from the information gathered from these interviews is that the college should try to participate in the sports listed on the following page - assuming the availability of facilities and funding.

MEN'S

Basketball
Soccer
Aquatic Sports:
 Swimming
 Springboard Diving
Tennis
Wrestling
Cross Country Running
Crew

WOMEN'S

Basketball
Volleyball
Aquatic Sports:
 Swimming
 Springboard Diving
 Synchronized Swimming
Cross Country Running
Tennis
Crew

2. Do you recommend staying independent or joining a league or conference?

The response to this question was almost overwhelmingly in support of belonging to a conference. The independent schools are having a rough time developing their schedules and are frequently forced into taking left-overs in the scheduling of games. An advantage of joining a conference is the availability of rules and guidelines which prevent the participating schools from renegeing on scheduled games or events.

It was clear that Evergreen must join the following associations in order to participate in a sports program which would be viable. If we don't join these organizations, we will find it difficult to schedule events and will be excluded from participating in most tournaments. The associations are:

The Association for Intercollegiate Athletics for Women
District #9 - AIAW

Northwest College Women's Sports Association - Regional
NCWSA

The National Association for Intercollegiate Athletics*
(men's) NAIA

Determining which particular conference or league Evergreen belongs in seems, at first glance, to be an impossible task. There are a myriad of different conferences in both men's and women's sports and certain conferences only cover certain sports. For instance a school could participate in one conference in basketball, one for swimming and wrestling and a third for soccer. Some of the conferences mentioned were:

| <u>Conference</u> | <u>Contact Person (if any)</u> |
|---------------------------------------|--------------------------------|
| Pac 10 - NCAA | none |
| Northern Pacific - NAIA | Harlan Breary of Bremerton Sun |
| Northwest College Conference - NAIA | Cliff McGraf - Seattle Pacific |
| West Coast Athletic Conference - NCAA | none |
| Evergreen Conference - NAIA | disbanding - summer, 1979 |

*There is probably a regional association for the NAIA but this did not surface in the interviews.

The Evergreen conference would have been the natural choice for men's sports for Evergreen because of the location of the schools belonging in the conference. That conference is disbanding, however, which leaves a number of schools in the lurch. This may be good for TESC because we may have the opportunity to participate on the ground floor in the formation of a new conference of Washington schools (possibly including Portland and British Columbia).

No information was given regarding the conferences available for women's sports. Kate Steele is investigating this area quite thoroughly, however. It seems that when women's sports conferences were mentioned the respondents talked only about the women's organizations such as AIAW and NCWSA rather than the conferences.

3. Who do you compete with in your schedule and do you compete through a conference or as an independent?

Responses to this question were varied, with WSU and Seattle University competing with NCAA teams in California, Arizona, etc. and the smaller schools, particularly Central and Eastern focusing on competing only regionally. Again, the focus of the responses seemed to be that a conference to replace the disbanded Evergreen conference needs to be formed with the biggest concern being the travel distances involved. The independent schools also seem to be focusing on regional competition to keep the travel costs down. The main goal of many of the schedules seemed to be to keep the overnight trips to a minimum and if an over-nighter were scheduled, to try (depending on the sport) to schedule more than one event per trip; ie, Whitman would try to play St Martins and U.P.S. on consecutive nights before returning to Eastern Washington.

4. If you belong to a conference, who is the contact person for that conference?

Refer to Item #2

5. What can we anticipate with regard to scholarship needs? How much? How divided? Anything you want to add in this regard?

The main thing learned from asking this question was the huge disparity between scholarships awarded to women compared to those awarded to men. St Martins has no women's scholarship program. Seattle University awards full-ride scholarships only in men's basketball. U.P.S. awards \$200,000 in men's scholarships versus \$27,000 for women's. Each of the respondents was very concerned about the implications of title 9 and its effects on their current scholarship programs.

Evergreen has a unique opportunity to do something special in this regard. Since we have no set patterns of scholarship awards, there should be no problem in setting up an equitable program.

Mr. Thomson of Whitman College suggested that Evergreen would be wise to stick to awarding scholarships based on economic need rather than athletic ability. He said that even conferences as influential as the Big 10 are considering taking this route.

The awarding of scholarships is governed quite closely by the associations. The sub-divisions of the associations are determined by the number of dollars spent on scholarships. Also, the need versus athletic ability question is a contributing factor in the make-up of some conferences.

From what the athletic directors said it seems that Evergreen would most likely be best suited for a conference which awards scholarships based on financial need rather than athletic ability.

6. Do you spend any money on tutoring?

The general response to this question was mostly negative. Not many dollars are being spent by any of the institutions for tutoring costs that are specifically related to intercollegiate athletics. What tutoring that is being done seems to be done through programs which are being offered to all students and not just those who are athletes and the cost is being borne by the academic or student services budgets.

7. What are your revenue sources and how much can TESC anticipate earning in our various endeavors?

Revenue sources were basically tuition and fees, general funds, donations and gate receipts. W.S.U. and Seattle University had some unique revenue due to their membership in the NCAA such as television and radio revenue and Rose Bowl gate percentage (W.S.U.).

Gate receipts were unanimously from the major sports such as football and basketball. Several respondents, such as Jack Ecklund from U.P.S. went so far as to suggest that TESC would be wasting their time if they didn't include at least the sport of basketball as a revenue producer.

It is conceivable that TESC, if we made a strong effort at prominence in either soccer or wrestling, could anticipate fairly good gate receipts (if facilities were available) mainly because of the interest there seems to be in those sports in the Southwest Washington area.

It was difficult to get very specific funding information from the athletic directors. The private schools funding practices don't relate to the state institutions so their information wasn't much help.

The total budget at Eastern is approximately \$172,000 with only about \$6,000 coming from booster club activities and the balance coming from S & A and gates.

Seattle University's total budget for all sports is approximately \$400,000. Of that total at least \$200,000 is returned in gate receipts from basketball. The balance is funded by donations and student fees.

W.S.U.'s total budget for mens sports is approximately \$2,700,000. This is comprised of the following amounts:

| | |
|------------------|----------------|
| Contributions | 400,000 |
| T.V. & Rose Bowl | 300,000 |
| Gate Receipts | 1,500,000 |
| S & A Fees | <u>500,000</u> |
| | \$2,700,000 |

U.P.S. participates in 11 men's sports and 10 women's sports at an annual cost of approximately \$214,000. This figure does not include salaries for coaches because those salaries are paid from the academic budgets as the coaches also teach classes. The \$214,000 includes the cost of a football

program. Their scholarship program costs them nearly \$227,000 per year and one would assume that is above the initial cost of the athletic program of \$214,000. Their scholarships are not based on need so are definitely attributable to sports.

8. Any further advice or recommendations for TESC as we embark on the threshold of inter-collegiate sports?

Ed O'Brien of Seattle University- "Start small, competing with Washington schools only to build your program. Remember it costs the same amount of dollars for travel for a revenue producing sport (basketball) as it would a non-revenue producing sport of comparable man-power.

Glen Oman of Washington State University- "Financial aid for students is getting more and more restrictive especially when governed by a conference. Costs of tuition and room and board are sky-rocketing. He feels the individual should be paying more for the opportunity to play. He feels pretty strongly that scholarships should be awarded according to need.

Art Acuff of St Martins College- Make sure you get guarantees when not scheduling a "home and home" schedule for games where over-night travel is necessitated. For instance University of Alaska pays them approximately \$3,000 for expenses when St Martins travels to Alaska to participate in a basketball game with their team. St Martins must also pay Alaska to play here, but they share the cost with usually at least one other local school.

He also suggests the rental of a local high school or jr. high school gym until sports program at TESC is established. Note: This idea has been investigated by Pete Steilberg and he has run into several road blocks in this area. Mainly because of the time-sharing elements - everyone wants the same times for the same sports.

Jack Ecklund of University of Puget Sound- He is the one who suggested that wrestling could be a money-maker. He was also very willing to come down to Olympia to help in any way to set up our programs. We should take him up on his offer, he seemed to be knowledgeable and helpful. He also feels that athletics are an important part of the total offerings at U.P.S.

9. A comment from a survey taker.

This information is very general in most parts. In every case, the athletic directors were more than helpful and almost every one has extended his/her offer for further help. They are terrific resource people and we should take advantage of their knowledge.

THE EVERGREEN STATE COLLEGE
ESTIMATED COST INTERCOLLEGIATE ATHLETICS

| Object Code | Item | Amount | Remarks |
|-------------------|-----------------------------|---------------|---------|
| B- | Salaries and Wages | \$3,600.00 | |
| C- | Personal Services Contracts | .00 | |
| F- | Goods and Services | 3,251.00 | |
| G- | Travel | 3,600.00 | |
| J- | Equipment | .00 | |
| L- | Employee Benefits | <u>720.00</u> | |
| | Budget Total | \$11,100.00 | |
| Sources of Funds: | | | |
| | Revenue Estimated: | 4,240.00 | |
| | Total Support: | \$13,000.00 | |

Revenue estimate based upon the use of Ingersoll Stadium which at the time of this writing would not be available; however, given successful negotiation to acquire the use of that stadium then the following formula would be used:

1. Estimated average attendance at games 500
2. Eight "home" games X 8
3. \$1.50 per person gate charge X \$1.50
4. Rental costs \$220 X 8 = \$1,76.00 \$6,000.00

THE EVERGREEN STATE COLLEGE
ESTIMATED COST INTERCOLLEGIATE ATHLETICS

| Object Code | Item | Amount | Remarks |
|-------------|--|--------------------|--|
| B | <u>Salaries & Wages</u> | <u>\$ 3,600.00</u> | |
| | Coach | | |
| | TOTAL OBJECT B | \$ 3,600.00 | \$400.00 per month for 9 months to be split between the women's and the men's teams. Men's soccer occurs during fall quarter and women's soccer in spring quarter. |
| E | <u>Goods & Services</u> | | |
| | <u>Supplies & Materials</u> | | |
| | AA Office Supplies | \$ 400.00 | |
| | AC Medical Supplies | 400.00 | |
| | AK Athletic & Recreation Supplies | 1,391.00 | |
| | <u>Communications</u> | | |
| | BC Telephone (SCAN) | \$ 80.00 | |
| | BD Telephone (WATS) | 80.00 | |
| | BF Telephone (rental) | 60.00 | |
| | <u>Repairs/Alterations/Maintenance</u> | | |
| | EL Dry Cleaning & Laundry | \$ 40.00 | \$10/mo. for laundering uniforms |
| | <u>Printing & Reproduction</u> | | |
| | FA Printing (On Campus) | \$ 100.00 | |
| | <u>Dues/Membership/Convention Fees</u> | | |
| | HA Registration/Convention Fees | <u>\$ 700.00</u> | Conference fees for men & women |
| | TOTAL OBJECT E | 3,251.00 | |
| G | <u>Travel</u> | | |
| | DA Motor Pool Vehicle | \$ 400.00 | \$100/mo. for 4 mos. |
| | DB Other Public Carrier | <u>3,200.00</u> | \$400 per trip average for 8 away games for the men's varsity soccer team & for the women's soccer club, the latter of which would travel less extensively due to the nature of club sports. Team rosters would include 20 players each. |
| | TOTAL OBJECT G | \$3,600.00 | |
| L | <u>Employee Benefits</u> | <u>\$ 720.00</u> | |
| | TOTAL OBJECT L | \$ 720.00 | |

OPERATIONS SUPPORT

THE EVERGREEN STATE COLLEGE
ESTIMATED COST INTERCOLLEGIATE ATHLETICS

| Object Code | Item | Amount | Remarks |
|-------------|-----------------------------|-----------------|---------|
| B- | Salaries | \$32,242.00 | |
| C- | Personal Services Contracts | .00 | |
| E- | Goods and Services | 3,060.00 | |
| G- | Travel | 450.00 | |
| J- | Equipment | .00 | |
| L- | Employee Benefits | <u>2,612.00</u> | |
| | Budget Total | \$38,364.00 | |

Sources of Funds:

- The Institutional Operating Budget
- Services & Activities Fees
- Contributions via the Development Office

THE EVERGREEN STATE COLLEGE
ESTIMATED COST INTERCOLLEGIATE ATHLETICS

| Object Code | Item | Amount | Remarks |
|-------------|--|-------------|---|
| B | <u>Salaries & Wages</u> | | |
| | EA Permanent Full Time | | |
| | Director or Coordinator | \$11,250.00 | Salary for 9 months for administering & developing a program of sports for Men and women. \$1,250.00/month (\$15,00/12 months) |
| | HA Part Time Trainer | 4,000.00 | Seasonal physio-therapist trainer would provide service as needed for both men and women. |
| | Office Assistant III | 7,200.00 | To be decided after consultation with the Director of Personnel. |
| | Administrative Support Person | 9,792.00 | |
| | TOTAL OBJECT B | \$32,242.00 | |
| | <u>Goods & Services</u> | | |
| | <u>Supplies and Materials</u> | | |
| | AA Office Supplies | \$ 300.00 | \$100.00/quarter. letter awards, emblems, and trophies. |
| | AK Athletic Supplies | 200.00 | Training supplies based upon one fourth of Pacific Lutheran University's budget. |
| | Training Explanation-Budget | 720.00 | |
| | <u>Communications</u> | | |
| | BC Telephone (SCAN) | \$ 180.00 | \$20/mo. X 9 mos. |
| | BC Telephone (WATS) | 180.00 | \$20/mo. X 9 mos. |
| | BF Telephone (Pental) | 180.00 | \$15/mo. X 12 mos. =180. |
| | <u>Repairs, Alterations, & Maintenance</u> | | |
| | EM Physical Plant Job Orders | \$ 1,000.00 | |
| | <u>Printing & Reproduction</u> | | |
| | FA Printing (On Campus) | \$ 300.00 | |
| | <u>Insurance</u> | | |
| | Liability and medical. | \$ 1,000.00 | |
| | TOTAL OBJECT E | \$ 4,060.00 | |

THE EVERGREEN STATE COLLEGE
ESTIMATED COST INTERCOLLEGIATE ATHLETICS

| Object Code | Item | Remarks |
|-------------|---|--------------------|
| C | <u>Travel</u> DA In-State Motor Pool | \$ <u>450.00</u> |
| | TOTAL OBJECT C | \$ 450.00 |
| | <u>Employee Benefits</u> | <u>\$ 2,612.00</u> |
| | TOTAL OBJECT L | \$ 2,612.00 |

EXHIBIT C
 COST ESTIMATES FOR SUPPLYING
 THE EVERGREEN STATE COLLEGE INTERCOLLEGIATE ATHLETIC PROGRAM
 WITH UNIFORMS, EQUIPMENT AND OTHER SUPPLIES

prepared by Dave Kent, THE JOCK SHOP

| <u>QUANTITY</u> | <u>SOCCER</u> | <u>UNIT</u> | <u>PRICE</u> |
|-----------------|----------------------------------|-------------|----------------|
| 15 | Uniforms (Jersey, Short, Hose) | 25.00 | 375.00 |
| 15 | Shinguards | 7.00 | 105.00 |
| 18 | Game Soccer Balls | 15.00 | 180.00 |
| 12 | Quality Practice Balls | 20.00 | 360.00 |
| 3 | Goalie Gloves | 10.00 | 30.00 |
| * 1 set | Goal Markers | 100.00 | 100.00 |
| 15 | Rain Game Warm-ups Lined | 50.00 | 750.00 |
| 24 | Practice Sweats | 10.00 | 240.00 |
| 2 | Scorebooks | 3.00 | 6.00 |
| * 1 set | Soccer Goal and Nets | 1900.00 | 1000.00 |
| 1 | Coaching Aids - Misc. | 25.00 | 25.00 |
| 15 | Travel Bags | 8.00 | 120.00 |
| | | | <u>3291.00</u> |
| | <u>CROSS COUNTRY -- MEN</u> | | |
| 10 | Match Uniforms - (Top and Pants) | 15.00 | 150.00 |
| 10 | Match Warm-ups - Rain Lined | 50.00 | 500.00 |
| 18 | Practice Sweats | 10.00 | 100.00 |
| 10 | Travel Bags | 8.00 | 80.00 |
| | <u>CROSS COUNTRY -- WOMEN</u> | | |
| 10 | Match Uniforms - (Top and Pants) | 15.00 | 150.00 |
| 10 | Match Warm-ups - Rain Lined | 50.00 | 500.00 |
| 18 | Practice Sweats | 10.00 | 100.00 |
| 10 | Travel Bags | 8.00 | 80.00 |
| | <u>COMBINED SUPPLIES</u> | | |
| 6 | Stop Watches | 30.00 | 180.00 |
| 1 | Misc. Cones and Ropes | | 75.00 |
| | | | <u>1915.00</u> |
| | <u>GYMNASTICS</u> | | |
| 18 | Meet Leotards | 10.00 | 180.00 |
| 18 | Meet Warm-ups | 35.00 | 630.00 |
| 12 | Hand Grips | 4.00 | 48.00 |
| 18 | Travel Bags | 8.00 | 144.00 |
| 1 | Beam | | 700.00 |
| 1 | Uneven Bars | | 1200.00 |
| 1 | Vaulting Horse | | 1000.00 |
| 1 | Spotting Block | | 200.00 |
| 1 | Lunge Belt | | 30.00 |
| 10 lbs. | Chalk | | 35.00 |
| 1 | Chalk Container | | 70.00 |
| 1 | Free Exercise Mat | | 3500.00 |
| 1 | Bar Mat | | 650.00 |

| <u>QUANTITY</u> | <u>GYMNASTICS (cont'd)</u> | <u>UNIT</u> | <u>PRICE</u> |
|-----------------|----------------------------|-------------|----------------|
| 1 | Side Horse Mat | | 475.00 |
| 1 | Practice Landing or Crash | | 275.00 |
| 1 | Competition Landing Pad | | 300.00 |
| 1 | Mat Dolly | | 300.00 |
| 1 | Coaching Aids - Misc. | | 25.00 |
| | | | <u>9762.00</u> |

TENNIS - MEN

| | | | |
|----|--------------------------|-------|--------|
| 8 | Tennis Shorts and Shirts | 22.00 | 176.00 |
| 8 | Match Warm-ups | 35.00 | 280.00 |
| 12 | Practice Sweats | 10.00 | 120.00 |
| 8 | Travel Bags | 8.00 | 64.00 |

TENNIS - WOMEN

| | | | |
|----|-----------------|-------|--------|
| 8 | Tennis Dresses | 20.00 | 160.00 |
| 8 | Match Warm-ups | 35.00 | 280.00 |
| 12 | Practice Sweats | 10.00 | 120.00 |
| 8 | Travel Bags | 8.00 | 64.00 |

COMBINED SUPPLIES

| | | | |
|--------|-------------|-------|----------------|
| 36 dz. | Balls | 11.00 | 396.00 |
| 1 | Court Broom | | 60.00 |
| | | | <u>1760.00</u> |

BASKETBALL

| | | | |
|----|-----------------------------------|--------|----------------|
| 15 | Game Uniforms Top, Pants, Sox | 45.00 | 675.00 |
| 15 | Game Warm-ups | 50.00 | 750.00 |
| 18 | Practice Shirt, Short, Sox, Jocks | 15.00 | 270.00 |
| 15 | Travel Bags | 8.00 | 120.00 |
| 2 | Toss Bags | 295.00 | 590.00 |
| 1 | Misc. Nets - Rebounder | | 25.00 |
| 1 | Coaching Aids - Misc. | | 25.00 |
| 3 | Scorebooks | | 10.00 |
| | | | <u>2465.00</u> |

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Contact: Kate Steele

WOMEN'S BASKETBALL
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== title & function change

Recreation & Campus Activities
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