

...and the like. Again, we are looking for long experience and high activity.

THE EVERGREEN STATE COLLEGE

(6) Administrative background--assessed by January 19, 1977 of formal education, and by degrees completed in areas related to personnel selection. This may be administration, social science, psychology, sociology, economics, political science, etc.

TO: Dean Clabaugh
FROM: Rob Knapp, Chairman, Director of Personnel Selection DTF
RE: Criteria for selection of final candidates for Personnel Director

The DTF intends to consider six criteria in selecting three final candidates out of the pool of applicants. In rough priority order, they are:

(1) Experience with higher education personnel affairs--assessed by length of time spent working in this area. We feel that experience with the existing Washington State Higher Education Personnel Board is most directly relevant to the position of Personnel Director because of the importance of a detailed grasp of policies and procedures for effective functioning, that experience with comparable systems in other states ranks next in relevance; we did not establish a ranking procedure for this criterion to deal with the possibility of having to compare a candidate who has a large amount of out-of-state experience with someone who has a smaller but still substantial amount of in-state experience.

(2) Supervisory and administrative skills and experience--assessed primarily via number of persons supervised directly, number of employees affected by the candidate's personnel activities (a measure of the spread of responsibility of the candidate's current work), and length of time spend at or close to current level of responsibility. As a secondary matter, we considered whether candidates had training in administration, as evidenced by courses attended, degrees acquired, and the like.

(3) Governmental merit system experience--assessed by years of experience in civil service or similar governmental merit systems, whether in higher education personnel or not. Again we considered experience in the state of Washington to be more relevant to the Personnel Director's work than out-of-state experience.

(4) Affirmative action experience--assessed by description (in resume, cover letter, or recommending letters) of length of involvement with affirmative action programs and degree of activity in them (director or secondary responsibility, expansion of program or maintenance of existing levels). We are looking for long experience and high activity.

The foregoing group of four criteria contains the most important considerations in our review of applications. In addition, we intend to take note of two further criteria, of distinctly lower priority but significant in that a candidate who met them would be capable of a broader range of relevant activity as Personnel Director than one who did not.

(5) Experience with staff development--assessed by description in resume or cover letter of length of experience and degree of activity with staff

training programs, staff career ladders, and the like. Again, we are looking for long experience and high activity.

(6) Educational background--assessed by number of years of formal education, and by degrees completed in areas relevant to personnel work (in addition to administration, these include psychology, sociology, economics, political science, education).

A seventh criterion--familiarity with The Evergreen State College--was dismissed by the DTF as of doubtful relevance.

Breakdown of applicants

The DTF has received 29 applications:

<u>Name</u>	<u>Race</u>	<u>Sex</u>
Birdsell, Don	Appears from photo to be Caucasian	M
Carney, Kim William	Not Indicated	M
Cooper, Rita	Black	F
Davaz, Carl	Not Indicated	M
De Shon, George	Not Indicated	M
Dove, Jess	Not Indicated	M
Falor, Rodney	Not Indicated	M
Garceau, Raymond	Not Indicated	M
Garceau, Jo	Not Indicated	F
Davino, Candido	Philippino	M
Harris, Leon	Appears from application to be Black	M
Howat, David	Not Indicated	M
Johnson, Eugene	Not Indicated	M
Johnson, Marjorie	Not Indicated	F
Kennedy, Charles	Not Indicated	M
King, David	Not Indicated	M
Monahan, Terrence	Not Indicated	M
Miller, Ronald	Appears from photo to be Caucasian	M
Perryman, Bruce	Not Indicated	M
Peterson, Anna	Not Indicated	F
Reed, Sam	Not Indicated	M
Romero, Arthur	Chicano	M
Sawhill, Merry	Not Indicated	F
Scott, Robert	Not Indicated	M
Snyder, Wadell	Not Indicated	M
Sobomehin, Oladapo	Not Indicated	M
Standeven, John	Not Indicated	M
Thom, Katharine	Not Indicated	F
Thompson, Ruth	Not Indicated	F

RK:pl