

November 22, 1974

informal mediation results

HARBAUGH TO BE REINTERVIEWED; DEANS OFFER APOLOGY

Chuck Harbaugh, a rejected candidate for a visiting faculty appointment to the Developmental Learning Coordinated Studies program will be reinterviewed today as a result of an informal mediation session held Nov. 19 between the academic deans, representatives of the Gay Resource Center and the Ombuds/Advocate Office.

Harbaugh was rejected by the deans in a Nov 5 six-point memo which described him as an "avowed liberationist", ... a person they believed "not to be a counselor who happens to be gay, but one whose gayness is an important and strong part of all he does and all he says."

The Gay Resource Center, in cooperation with the newly-established Ombuds/Advocate Office, requested an informal mediation, conducted by Dean of Student Development Programs Larry Stenberg, to discuss the deans' memo and seek a reversal of their decision.

Results of the all-day mediation were released at the Sounding Board meeting held Wednesday morning. The mediation, according to the printed statement issued by representatives of Gay Resource, the Deans and the Ombuds/Advocate office, achieved agreement on "an approach to resolving all major disagreements..."

"Some of the parties involved in this mediation session still disagree on certain points," the statement read, "but they all agreed that the approach outlined here is acceptable to them." The full context of the remainder of the memo is as follows:

"The demands presented by the Gay Resource Center to the Academic Deans and the responses to those demands are listed below:

- Demand #1 That Chuck Harbaugh be hired to the program as a Visiting Faculty member for the remainder of this school year, as originally recommended by the Developmental Learning program.
- Agreement The Academic Deans will work with the Gay Resource Center to request Chuck Harbaugh's return to campus for a follow-up interview with the deans. The purpose of this interview will be to re-address Chuck's abilities as they relate to the open Visiting Faculty position assigned to the Developmental Learning program. The following time schedule and process will be used:
- a) The interview will be concluded by 5:00 p.m. on Friday, November 22, 1974.
 - b) The Academic Deans will release a written statement in support of their decision to hire or not hire Harbaugh by 5:00 p.m. on Monday, November 25.
 - c) Two representatives each from the Gay Resource Center and the Developmental Learning program will be selected by their respective groups to be present with the Academic Deans in the interview process. That interview will be otherwise closed to members of the campus population.
 - d) The interview will be taped and the recording placed in the custody of the informal mediator, Larry Stenberg. Utilizations of the tape will be determined by him.
 - e) Owing to the ambiguous nature of this specific case, the parties involved accept these conditions and procedures as not setting a precedent to be followed in cases of future faculty applicants.

- Demand #2 That Chuck be presented a formal public apology by the Academic Deans.
- Demand #3 That the six articles of the deans' memo of November 5, 1974, be publically repudiated point by point by the Academic Deans.
- Agreement The following statement prepared by the Academic Deans is intended to address Demand Nos. 2 and 3:

"We repudiate those items in our November 5, 1974, memorandum that are discriminatory as written; i.e., those items that deal specifically with sexual orientation or political ideology rather than with issues of educational obligations and services expected of Evergreen faculty members. They do not represent a position we believe in. We are aware of the pain and confusion they may have caused, and we apologize for them."

- Demand #4 That the Academic Deans adopt a policy that clearly prohibits discrimination on the basis of sexual orientation or political ideology in those hirings under their jurisdiction.

Agreement Four decisions were reached:

- a) The Academic Deans interpret current hiring policy to prohibit discrimination on the basis of sexual orientation or political ideology.
- b) Dean Rudy Martin will initiate discussion to develop a Faculty Handbook statement aimed at prohibiting discrimination based on sexual orientation or political ideology.
- c) Dean of Student Development Programs Larry Stenberg and Academic Dean Willie Parson will initiate discussion to develop a Social Contract statement aimed at prohibiting discrimination at Evergreen based on sexual orientation or political ideology.
- d) Dean Lynn Patterson, Larry Stenberg and Gay Resource Center representative Craig Conner will initiate discussion to develop an Affirmative Action/Equal Opportunity policy statement to prohibit discrimination at Evergreen based on sexual orientation or political ideology.

The participants in this mediation session hope this document will help respond to concerns and clarify issues related to this specific case and raise the campus consciousness about some of the kinds of discrimination that are possible in such a community as this.

EVERGREEN "COMMUNITY" TOPIC OF TOWN HALL MEETING TODAY

The Evergreen "Community" will be the general topic for a Town Hall meeting which begins at 1 p.m. today in CAB 110. Called by a group of concerned students, the meeting will discuss ways to get students involved in campus issues, according to Ned Swift, one of the meeting organizers.

Need for the meeting became evident to some students following a series of discussions held throughout the campus and on the main CAB mall this week on a proposal to organize a student union. "What we found was that the student union may be a symptom (of the problem of community) rather than an end," Swift said. "We began talking about such issues as the hiring of Chuck Harbaugh, the allocation of Services and Activities Fees, and curriculum planning. We shared our thoughts on the issues and wondered if other students had similar thoughts or if we were trying to lay our trip on other people.

"We're not trying to do that," Swift said. "We just want to discuss things---from topics as general as the concept of community at Evergreen or the college's philosophy as a whole, to possible development of a student union."

Swift added that the open meeting---to which all Evergreeners are invited---will be "Process oriented." "We see no immediate end to the meeting," he explained. "It's all part of the process we've been going through all week in talking and sharing our thoughts."

THREE BRIEF ANNOUNCEMENTS

- The Newsletter will not be published next week due to the Thanksgiving Holiday. Next issue will hit the streets Dec. 7.
- Flu shots will be given Nov. 26 from 10 a.m. to noon in Library 1205...\$2 fee.
- Dec. 13 is deadline for payment of Winter Quarter tuition and fees.

EVERGREENERS HAIL PRIMARILY FROM WESTERN WASHINGTON

Did you ever wonder where our 2,463 full- and part-time students came from. Western Washington? Bellevue? California? A recent report compiled by the Admissions Office and Computer Services shows that students enrolled Fall Quarter '74 were drawn primarily from eight counties in Western Washington.

King, Thurston and Pierce counties contributed the biggest percentage of students, with 531, 453, and 215, respectively. Other counties well represented in the Fall Quarter enrollment are: Spokane with 72 students; Clark, 53; Kitsap, 43; Cowlitz, 39; Yakima, 38; Snohomish, 36; Mason and Grays Harbor, both with 28, and Lewis County with 26 students.

Olympians attending Evergreen this fall total 376. Other cities with high numbers of students at Evergreen include Seattle with 294; Tacoma, 171; Bellevue, 92; Spokane, 60; Mercer Island, 57; Vancouver, 45; Lacey, 35; Longview, 28; and Richland and Shelton, both with 24 students.

Out-of-state students, who comprise less than 25 percent of the total enrollment, come primarily from eight states: California, 193; Oregon, 109; New York, 59; Illinois, 41; Massachusetts, 39; Colorado, 22; Connecticut, 21 and Ohio, 20.

a real turkey

ANNUAL THREE-MILE THANKSGIVING RUN SET SATURDAY

Here's your chance to win your Thanksgiving Turkey. Mark Nov. 23 on your calendar now for the sporting event of the month---the Third Annual Turkey Trot, scheduled to begin at 10 a.m. at Evergreen.

Sponsored by the Office of Recreation and Campus Activities and the Olympia Parks and Recreation Department, the event offers runners a chance to enter in one of eight categories and win a turkey for first place, a chicken for second place, a game hen for third place, or a dozen eggs for fourth place.

Registration for the three-mile run will begin at 10 a.m. in front of the Library building. The race begins promptly at 11 a.m. and follows the course of the Evergreen Parkway.

Four divisions are offered for each sex: boys or girls 12 or under; men and women 13-30 years of age; men and women 31-35 years of age, and men and women 45 years of age or older.

For additional information on this classic Turkey Trot, call 866-6530.

JAZZ ENSEMBLE SLATES DEC. 3 CONCERT

The Evergreen Jazz Ensemble will present its fourth annual Winter Concert Dec. 3 at 8 p.m. in the main lobby of the Evans Library Building. Directed by Faculty Member Don Chan, the 22-member ensemble will feature Olympia saxophonist Chuck Stentz and Tillicum (Wash.) trumpeter Jay McCament on two popular pieces, "Freedom Jazz Dance," and the classic, "Take the 'A' Train."

Other numbers to be performed by the Evergreen jazz group include "Backbone," "Us," and "Morning Reverend," by popular jazz composer Thad Jones; "Hanks Opener," by Hank Levy, and "The Big Sur" by Kim Richmond. Additional numbers may be added to the program later, according to Chan.

The 22-member ensemble is composed primarily of Evergreen students, but also includes the two guest artists---Stentz and McCament---as well as three recent TESC graduates. The concert is free and open to the public.

INTERCITY TRANSIT SURPASSING EXPECTATIONS

Use of the Intercity Transit System, which is providing bus service to the campus in conjunction with its regular Olympia-Lacey-Tumwater runs, is "far surpassing expectations," according to John Moss, Director of Auxiliary Services.

The service, which runs seven times a day on weekdays and four times a day on Saturdays, attracted 2,265 fee-paying passengers during the month of October, which Moss said, "surpassed expectations based on previous experience by 28 percent."

The Transit System will not service the college Nov. 28, Thanksgiving Day. It will, however, resume normal operations Nov. 29 and 30.

CAPTAIN KENTUCKY TO PRESENT READINGS NOV. 26

Ed McClanahan, unofficially known as Captain Kentucky and officially as an assistant professor of English at the University of Montana in Missoula, will read selected portions of his works in a free, public appearance at Evergreen Nov. 26 beginning at 8 p.m. in Lecture Hall Three.

Primarily known for his unique style of autobiographical journalism, McClanahan has been a frequent contributor to Esquire, Playboy, the Rolling Stone and other national magazines. Among his articles are "Famous People I Have Known," "The Little Known Bird of the Inner Eye," "The Greatest Writing Ever Wrote," and "Grateful Dead I Have Known."

In addition to writing essays and fiction, the Montana journalist and educator has also been an editor and reviewer for several publications and is currently working on a book devoted to an analysis and commentary of blue-grass and other folk lyrics.

NEW BILLING COLLECTION SYSTEM DEvised

The Evergreen Business Office has created a comprehensive collection system for all overdue student accounts, according to Mark Clouse, a student interning in that office.

The new system, which will compile data on all accounts from the various campus services (such as Media Loan, Library, Housing, SAGA Food, etc.), will be in operation before the December billings are sent out, Clouse said. He advised all students who have overdue accounts with any campus agency to "pay them up as soon as possible."

"If they have a dispute about a bill, students should at least discuss it with the billing agency before the comprehensive system goes into effect," he added. "If the bills are cleared up now, it will save all of us a lot of headaches."

In the past, followup of overdue accounts was left to the individual billing agency. Now, the college has contracted with a collection agency and established a system for processing late accounts which includes referral of past due bills to the collection agent.

THREE NOON CONCERTS SLATED FOR FIRST WEEK IN DECEMBER

Three noon concerts are scheduled for the main lobby of the Evans Library Building the first week of December.

The Evergreen Chamber Orchestra, directed by Faculty Member Robert Gottlieb, will perform Dec. 4. Featured selections include "Concerto for Guitar in D Major," composed by Antonio Vivaldi and performed by guitar soloist Charles Brotman; "Adagio for Strings," composed by Samuel Barber; and "Brandenburg Concerto No. 5 in D Major," composed by Bach and featuring soloists Randy Meade, flute; Ken Ritland, violin; and Kitty Preston, harpsichord.

Students from the Technics of Musical Craftsmanship program will present their informal recital Dec. 3. Musical selections will include "Trio in E flat major for Clarinet, Viola and Piano," by Mozart; selections for solo guitar, harp and voice; a four-hand piano composition by Schumann, and a string quartet in G minor by Joseph Haydn.

And finally, the Evergreen Chamber Singers, directed by Don Chan, have scheduled a concert Dec. 6. The 25-member group will present their annual Christmas program, with accompaniment by members of the Recorder Consort.

All three concerts are free and open to the public.

"INTERPLAY" TO STAGE ORIGINAL PRODUCTION DEC. 6

Original experimental student work will be presented through the media of theater, dance, music and art by members of the Interplay Coordinated Studies Program in a free public performance at Evergreen Dec. 6 in the main lobby of the Library.

Directed by Faculty Member Bud Johanson, students will present their own compositions, choreography, theatrical expressions or artistic works in the evening performance. An art exhibit, compiled jointly by the program's 80 students and five faculty, will go on display in the Library lobby the afternoon of Dec. 6 and remain on view throughout the evening.

Members of the Contemporary Theater group in Interplay will also perform with the Jazz Ensemble in its Dec. 4 Winter Concert scheduled to begin at 8 p.m. in the main Library lobby. Directed by Ainara Wilder, the theatrical group will present an experimental piece without dialog.

first four-year graduate

HIGH SCHOOL DROP-OUT EARNS EVERGREEN "PIONEER" DEGREE IN THREE YEARS

Richard Matchette was not very excited about education. In fact, he dropped out of high school to work in an Olympia consignment shop for artists and craftsmen and earned his diploma through night classes.

The Olympia native applied to one college, didn't get in, and, at the very last minute enrolled in Evergreen "without really giving it much thought."

Now, three years and two months later, Matchette has not only earned the first full four-year Evergreen degree, he's teaching at an alternative elementary school and planning a life long career in education.

NO GRADES AND NO TESTS

"I guess I was attracted to Evergreen because there were no grades or tests," he recalls. "I just had had it with those." "I'd also decided I really wanted to learn and I was interested in the opportunities for individual study here," he says. "I liked the idea that Evergreen placed a lot of the responsibility for learning on the learners, not just on the teacher."

Matchette says he didn't do much independent study his first year. He enrolled in the Individual, Citizen and State Coordinated Studies program which primarily emphasized literature and political science. Later he studied computer programming and, his first summer he concentrated on literature and the works of Charles Dickens, Jules Verne and Mark Twain.

But, Matchette says, he really didn't start to learn until his second year, when he enrolled in a program entitled "Politics, Values and Social Change, which "really taught me how to read hard books and analyze things." That program got Matchette interested in mythology, anthropology and psychology, which he later explored on an individual basis with three different faculty members.

He spent his senior year interning in the Evergreen library, learning first hand the keys to finding resources and ordering some \$10,000 worth of books on anthropology. "I really learned a lot about using reference tools," he says. "I'd like to go on to graduate school in anthropology now, and I know I'd have an advantage because I already know how to use the resources I'd need."

EVERGREEN: IDEAL JOB PREPARATION

Matchette says his Evergreen education ideally prepared him for his first post graduate job --- as a teacher in an alternative elementary school run by Olympian Barbara Rainey and headquartered in Tumwater. "Our school emphasizes individualized instruction and an open structure --- one which is ungraded but not without order.

"It, like Evergreen, is different not in WHAT it teaches, but in HOW it teaches," he says. Matchette's teaching assignment at the fully-certified school came through the Program for Local Service, a part of the national ACTION program, which also sponsors VISTA and Peace Corps volunteers.

"Through PLS, which is available only in Washington, I am able to work for the school," Matchette says. "The federal government pays 40 percent of my salary, the state pays 40 percent, and the school pays only the remaining 20 percent."

Once he has completed his one-year PLS assignment, Matchette hopes to join the Teacher Corps with his wife Andrea and work "with either Alaska Eskimos or Eastern Washington Indians.

"I really don't want to work in a big city," he says. "I get nervous after an hour of shopping in Seattle.

The 21-year-old Evergreen graduate says he hopes eventually to settle "somewhere in Washington and to establish an alternative school for fourth, fifth and sixth graders. "There are alternative elementary and high schools now," he says. "But, students in the middle grades are left with only a traditional approach to education."

That traditional approach didn't work for Matchette. He's a college graduate and

and a teacher now because he was given an opportunity to gain an education through an alternative system. And, he fully intends to offer that chance to others in the future.

FAREWELL COFFEE BREAK WITH YOUNGQUIST SET NOV. 27

Personnel Director Diann Youngquist, who has resigned to accept a new post with the Higher Education Personnel Board, will be honored at a 3 p.m. coffee hour Nov. 27 in room 110 of the College Activities Building. All Evergreeners are invited to spend their break with Diann on her last day at Evergreen.

CHEMIST TO VISIT NEXT WEEK

Rod O'Conner, head of the General Chemistry Division of Texas A & M University, will be on campus Nov. 25 and 26 to work with faculty members interested in producing self-paced learning materials on general chemistry.

O'Conner, author of the book Fundamentals of Chemistry, which is being used by students in the Life and Health Coordinated Studies program, will also devote "a considerable amount of his time on campus to Life and Health students and faculty," according to Faculty Member Bob Barnard from the Self-Paced Learning Laboratory.

DTF CHARGED TO REVIEW FEES FOR RECREATION CENTER

Administrative Vice President Dean Clabaugh has charged a 12-member Disappearing Task Force to "review the current College Recreation Center use policy and fee schedule... and to make recommendations for change."

The DTF, chaired by student Lizabeth Van Meter, met initially Nov. 19 and has been asked to submit its final report by Dec. 20.

ARMY FILM FESTIVAL SLATED DEC. 4

Ten films loaned from the U.S. Army and brought to Evergreen by H (Dave Hitchens) and M (Paul Marsh) Productions will be shown in the "Bride of the Sixth Army Film Festival" slated to begin at 8 p.m. Dec. 4 in Lecture Hall One.

The film extravaganza, which will last two hours and 21 minutes, covers such topics as: the "Care and Use of Hand Tools --- Part II --- Pliers and Screwdrivers," "Invasion of Crete by the German Army (captured German film)," and "Hail Alma Mater," a six-minute song by the West Point Choir.

The films, made between 1942 and 1970, "should be a lot of fun," according to Marsh, who claims "They're not meant as a spoof. The human potential the films show is in all of us."

The entire showing is free and open to the public.