

February 8, 1974

JONES TO DIRECT AFFIRMATIVE ACTION

Rindetta Jones, an adviser to the Educational Opportunities Program and a part-time instructor at Central Washington State College, has been named Evergreen's Affirmative Action Officer. The appointment, effective March 1, was announced at a February 1 meeting of the Board of Trustees by President Charles J. McCann. It carries with it primary responsibility for developing and implementing programs to insure elimination of discriminatory conditions with regard to race, sex, creed, age, national origin and physical disability and programs for any additional affirmative action efforts needed.

Ms. Jones, 38, has a bachelor of arts degree in psychology and sociology from Central, and has worked for Pacific Northwest Bell Telephone, Battelle Northwest of Richland and the Computer Science Corporation. She replaces W. Joe White, who resigned effective January 31.

heavy agenda

BOARD OF TRUSTEES EXAMINES AFFIRMATIVE ACTION, COG II POLICIES: APPROVES RIF PLAN

In what has to be one of the heaviest agendas in recent memory, Evergreen's five-member Board of Trustees examined the college's proposed Affirmative Action plan, reviewed suggested revision to the governance document, approved a Reduction in Force plan, and approved the first major force account construction of a \$4,000 equipment storage shed. Conducted before a large crowd of faculty, students and staff, the February 1 meeting also featured the introduction of Rindetta Jones, named Affirmative Action Officer effective March 1, and Thomas Ybarra, new executive secretary of the Non-White Coalition.

WHITE PRESENTS AA PLAN

Joe White, who resigned as Affirmative Action Officer January 31, presented his 34-page plan, noting that the document "requires affirmative action on campus according to equal opportunity principles...and prohibits discrimination." The plan does not, White said, offer solutions to problems of equal opportunity at Evergreen. It outlines policies and procedures and pinpoints some areas where problems now exist. The major difference between the present Affirmative Action policy and the one White proposes is an increase in the hiring and recruiting goals of non-whites and women, he pointed out.

Discussion arose over the percentages of those goals when Board Chairman Herb Hadley of Longview noted that Evergreen "already has the highest percent of non-white enrollment in the state." Tacoma Board Member Tom Dixon felt that comparisons between what Evergreen IS and what it OUGHT to be were more important than comparisons of Evergreen to other schools. "I think Evergreen is doing a fine job," he said. "But we should measure ourselves against our own objectives --- not the achievements of other institutions."

Dixon urged the Board to approve the policy and seek special ways of achieving its non-white and female hiring and recruiting goals. "If we're going to bridge the gap (between how many non-whites we have and how many we want to have), we have to do something special," he said. "If we ain't, we ain't." The constitutionality of percentage goals was questioned by Hadley and again responded to by Dixon. "We want to equalize...we have to be about that," he said. "If we're gonna be afraid because someone might sue us, then we're not serious."

Revisions to the document were suggested by the Non-White Coalition, represented by Ybarra, who felt the policy lacked sanctions and urged that the Board indicate a stronger level of commitment by establishing a means for it to act should a violation of the policy occur. Dixon noted that the president is responsible to the Board for up-

holding the policy and that he would have to issue sanctions should they be needed. Then, if the party with a grievance is still unsatisfied, perhaps the Board could be drawn in.

Computer Director York Wong said the plan "won't work" until the college and the Board pay more attention to the problems non-whites face at Evergreen. "I believe that one of the reasons the plan has not worked to date is because Evergreen lacks vehicles to meet the needs of non-whites and women," Wong said. He added that the affirmative action goals "were fine," but urged the Board to pay "as much attention to how to KEEP non-whites and women here" as "how to BRING them here in the first place." "I'm not talking about numbers games," he said. "I'm concerned not so much with numbers but with substance."

President Charles McCann said the proposed plan would be polished, clarified and presented to the Board for final approval at its March meeting.

COG II "NOT RATIFIED"

Revisions to the Governance and Decision-Making policies at Evergreen brought much discussion from the floor, particularly from members of the COG II Disappearing Task Force DTF Chairwoman Helen Hannigan introduced and reviewed the document which she said made the Sounding Board "more responsive and responsible," and clarified much of the language of the COG document. Student Dave Siemens said the proposal has two basic problems: (1) "The document has not been ratified by the community...consensus has not been reached;" and (2) consultation required of administrators who are making key decisions was not adequately defined. "My differences are not in concerns, but in mechanisms," he said. "We don't think the mechanisms of COG II will solve the problem." COG II was tabled until the next meeting and committee members were asked to clarify ratification procedures for the document before that meeting.

RIF POLICY UNIQUE

The Reduction in Force policy, presented by Student DTF Chairman James Tatz, established the first such policy in the state which does not use seniority as the primary guideline for reducing faculty in cases of financial exigency. Instead, faculty would be individually evaluated by an elected faculty review panel and selected to remain on a basis of their ability to contribute to the academic mission of the college.

The document establishes "the survival of Evergreen's ability to pursue its goals as a learning community," as its primary objective, and seeks to "provide the maximum notice to those persons affected." It requires clear communication of all action, maintenance of the legislatively-approved student/faculty ratio, and of the college affirmative action goals. It also asserts that the college will make every effort to help terminated employees find employment elsewhere.

The RIF also requires establishment of an advisory group by the president to recommend a plan for reorganization and reduction. The group, composed of representatives from all segments of the campus community, is responsible for maintaining liaison with the rest of the campus. Unique elements of the policy include establishment of buffers which may prevent the need for future cutbacks. Those buffers include: establishing a "visiting faculty status" which can be eliminated at the end of any academic year and would allow visiting professors to comprise as much as ten percent of the faculty, but agree to one-year-only appointments; allowing faculty members to teach a maximum of three out of every four quarters; requesting a voluntary list of faculty members willing to accept a year's leave without pay; and asking faculty to consider various job-sharing options.

President McCann "applauded" the document for its innovation and Faculty Member Richard Jones noted with relief that he had come to fight any kind of seniority system and "was glad we don't have to do it."

The final major item for Board consideration was construction of a \$4,000 equipment storage shed in the garage and shops area. The "force account" project would be built by Evergreen employees "as time permitted", according to Facilities Director Jerry Schillinger. The first such project approved on campus "could not be built any other way," Schillinger told the Board. "We just don't have the money to bid this one out." With a vote of three to two, the construction was approved.

The Board's next scheduled meeting is March 14.

EXECUTIVE SECRETARY TO NON-WHITE COALITION NAMED

Thomas Ybarra, a full-time student and part-time coordinator for the Office of Cooperative Education, has been named executive secretary to the Non-White Coalition. The appointment, announced by President Charles McCann, was effective January 29.

Ybarra, a 1968 graduate of Spokane's University High School, is a transfer from Washington State University, where he served as a tutor for the High School Equivalency Program. Ybarra has also served as a field officer for the United Farm Workers Union in California. His office is Library 3217, his temporary phone is 866-6025.

FIGHT INFLATION...ATTEND WORKSHOP

Helpful hints on how to manage your personal budget and how to get the most out of your food dollar will provide topics for discussion at the Personal Money Management and Nutrition Workshop being sponsored by the Office of Financial Aid and Placement February 13 from 2:30 to 5 p.m. in CAB 110.

Offered one time only, the workshop will be directed by Faculty Member Priscilla Bowerman, an economist, and volunteer nutrition counselor Mrs. Juliet Parker, a frequent Evergreen consultant.

No enrollment procedure is necessary. Everyone is invited. For more information, contact Financial Aid and Placement Secretary Carol Curts, 866-6205.

EVERGREENER OFFERS SENATE TESTIMONY

She's enrolled in Faculty Member Ron Woodbury's group contract, "Power and Decision Making in American Society," but this quarter she's been studying that topic first hand --- as a witness before two different State Senate Committees.

Chris Meserve, a 20-year-old Evergreen junior, is, according to Woodbury, "The state authority" on the laws governing charitable contributions. She spent last Winter Quarter working for passage of the Charitable Contributions Act while serving an internship in the Office of the Governor. The act requires charitable organizations to register with the Division of Professional Licensing, Department of Motor Vehicles, and to report how much of the funds they raise go to charities, to their own organizations, and to professional fund raisers.

"The act didn't go into effect until January 1," Ms. Meserve reports, "and many of the organizations affected by it just didn't want to register, so they offered amendments to the original bill which would weaken its affect."

The Washington Commission on Consumer Interest asked Chris to testify against those amendments before the Senate Constitutions and Elections Committee and the Senate Judiciary Committee. Chris reports that so far, the amendments which would weaken the bill appear to have failed. But, she adds, the amendment she helped author, which would exempt religious organizations from registering if they were soliciting funds for religious purposes, has moved from one Senate Committee.

The Bellevue three-year Evergreener, doesn't expect to be called for additional testimony. But it's likely lawmakers have not seen the last of Chris Meserve. She's studying political science and hoping to attend law school.

CONSTRUCTION BIDS UNDER STUDY

Bids for four Evergreen construction projects are currently under study by Jerry Schillinger, director of facilities planning. At bid openings February 1, Schillinger said the following companies were the apparent low bidders:

Almer Construction of Seattle, which bid \$48,459 for Phase I Seminar Building site landscaping; Zylstra Construction, Seattle, \$45,217 for tennis courts and \$19,000 for lighting of those courts; Zylstra Construction, \$10,266 for bike shelters in the modular housing area; and H and C Construction of Tacoma, \$12,073 for a storage shed.

SOUTHWESTERN INVITATIONAL EXHIBIT OPENS SUNDAY

Eighteen area artists have been invited to participate in the first Southwestern Washington Invitational Exhibition, to begin February 10 at Evergreen. The exhibit, sponsored by the Evergreen Visual Environment Group, will include the works of fifteen painters, one sculptor, one jeweler and one artist-craftsman, including persons from Thurston County, and the cities of Aberdeen and Longview.

Opening February 10 at 2 p.m. in the circulation gallery of the Evergreen Library, the show will continue through March 2 and is open to the public free of charge. Library hours are from 8 a.m. to 10 p.m. weekdays; 10 a.m. to 5 p.m., Saturdays, and from 1 to 8 p.m. Sundays.

Persons invited from the Olympia area include: Penny and James Chapman, and Eileen Stanton Way, all of Tumwater; Haruko Moniz, Lacey; and Maury Haseltine, Linda Harris, Mildred Neal, Marilyn Frasca, Susan Christian, Robert Wilson, Gloria Crouse, Weldon Neuschwanger, Margaret McCarthy, Errol McCarthy and Joel Shapiro, all of Olympia.

Louis Benanto Jr. and Edna Crews of Aberdeen have also been invited, along with Arthur Miller of Longview.

Slides of the works exhibited will be archived in the Library and form the foundation for an Evergreen Slide Archives of the works of Southwestern Washington artists.

PUBLIC INFORMATION GROUP CONTRACT PLANNED

Students with advanced skills in photography, writing, narrating, and graphics design who want practical experience in preparing public information materials are invited to join a public information group contract and internship cluster Spring quarter. Sid White and Margaret Gribskov, faculty members for the contract/cluster, are seeking 20-25 students with one or more of the skills listed above. Students will have an opportunity to improve their skills and perhaps to gain new ones, in addition to learning about the field of public information.

Interested students should contact either White, extension 6276, or Gribskov, extension 6639, as soon as possible.

WHITE OFFERS CONSULTING SERVICES

Faculty Member Sid White is available this quarter to serve as a consultant to students, faculty and staff who need assistance in preparing graphic and media presentations. White reports he's especially interested in working with people who need help in publicizing or explaining campus (or community) needs or services. He can be contacted by calling either 866-6276 or 866-6605...or by stopping by Library 1420.

IRS TO POLL COMMUNITY OPINION

An effort to assess Evergreen community opinion will begin next week when a team of student pollsters begins interviewing a selected sample of students, faculty and staff. The effort, directed by student Piet Dobbins, with support from Dean of Student Services Larry Stenberg, is the first official act of the new Input Resource Senter (IRS) which Dobbins and Stenberg hope will provide a means of improving campus

communications.

"There never has been a communications system that really worked," Dobbins, IRS student coordinator, says. "And, we're expecting to experience failure as well as success. But," he adds, "we're determined to seek ways of gaining input from those who don't normally participate in Evergreen decisions."

Stenberg and Dobbins both feel that Evergreen "is most responsive to people who are vocal, persistent, aggressive," but that the opinions of others need to be heard and weighed. They'll try to discover what those opinions are by polling the community and offering instant feedback of the information to everyone.

For their first project, Stenberg, Dobbins and (hopefully) a volunteer staff of 15 to 18 students will seek reactions to the description of Evergreen's philosophy found on pages 14 and 15 of the 1974-75 Catalog. The IRS team members will each spend one week interviewing 15 persons who are representative of Evergreen's demographic population. The following week, questionnaires on the same topic will be available to everyone on campus. Then data from the two surveys will be analyzed and shared with the community through KAOS, the Newsletter, The Cooper Point Journal, and the Information Center.

Goal of both the first survey and the entire IRS operation is to improve institutional responsiveness and to offer Evergreeners a place to come with suggestions, opinions or ideas, Stenberg says.

The IRS will be able to provide that place within the next week or so. Dobbins hopes space will be allocated in the College Activities Building and a phone installed soon. He's recruiting one to three part-time staff members who'll join IRS by the middle of the month if funding can be obtained from the Services and Activities Board, and, he's hopeful he can find 15 to 18 volunteers who are needed immediately to help poll community opinion. Dobbins suggests that students "will find it fun" to participate --- and may also find that the data collection and interviewing skills they develop could apply to their academic work.

Persons interested in volunteering or in finding out more about IRS can contact Dobbins through Stenberg's Office (Library room 1217, 866-6296).

MEDIA SPECIALISTS HERE SATURDAY

Media specialists from Thurston, Mason, Lewis, Pierce, Grays Harbor, and Jefferson Counties will visit the Evergreen campus Saturday, February 9 to participate in a series of regional workshops sponsored by the Washington Association for Communications and Technology. About 25 visitors are expected to participate, according to Associate Dean of Library Services Dave Carnahan.

Evergreen media staff and faculty will conduct the workshops, which will include presentations and evaluations of some of the latest hardware available for communications work--projectors, audio recording devices, photographic equipment, study carrel media units, etc. Workshop sessions will run from 9 a.m. to noon.

PUB BOARD ISSUES CALL FOR APPLICATIONS

Evergreen's Board of Publications, which governs the Cooper Point Journal, has issued a call for applications for editor and business manager of the weekly student newspaper. Faculty adviser Margaret Gribskov reports that applications are due by 5 p.m. March 1 in the office of Bonnie Hilts (Library 1217). Applicants will be interviewed March 8 by members of the PUB Board and sometime the week of March 1 by members of the paper staff.

Applications are also sought from students interested in serving a one-year term on the PUB Board. Ms. Gribskov said student member Greg Rice will retire the end of Winter Quarter after serving a full year. Persons interested in applying are invited to sign up with Ms. Hilts.

Final approval of revisions to the PUB Board document will be made at the board's next meeting, February 22 at 3 p.m. in Library 3121. Copies of the original document and the suggested revisions are available at the Information Center, the Journal

Office (CAB 105), and at the offices of Secretary Marsha Stead (Library 2155) and Ms. Hilts.

PORTLAND POET HERE MONDAY

Anthony Ostroff, poet and professor of English at Portland's Lewis and Clark College, will read selections of his works in a free public performance Monday, February 11 at 8 p.m. in the third floor Library lounge.

Ostroff, former Lewis and Clark vice president for academic affairs and dean of the faculty, has published more than 150 articles, short stories and poems in a wide variety of journals, including Atlantic Monthly, Harper's and the New Yorker. His works have been included in 20 books and anthologies, and he has written three books: Three Self Evaluations, published by Beloit in 1953; Imperatives, published by Harcourt, Brace and World in 1962; and The Contemporary Poet as Artist and Critic, published by Little, Brown Company in 1964.

The recipient of numerous awards and fellowships, Ostroff has lectured throughout the United States and Europe on education affairs and American Literature, and has taught at the University of California, Berkeley, University of Buffalo, and Vassar. He obtained his bachelor's degree from Northwest University in 1946 and his master's from the University of Michigan in 1949.

Sponsored by Eye-5, the Portland poet will spend three days in the South Puget Sound area working with students at Evergreen, St. Martin's College, Pacific Lutheran University and Olympia-area high schools.

NEW BUS FOR EVERGREENERS

A new 15-passenger van will soon be traveling the route of the Evergreen bus system, according to Annette Klapstein, one of the student managers of the system. The bus, expected within two weeks, "will make a great improvement in our reliability --- not to mention our comfort," she reports.

In other bus news, money has been allocated to fund one additional bus run. Students are asked to indicate their preference on the sign-up sheets at the bus kiosk (second floor CAB mall). They can choose from among runs at 10:30 a.m., 4 p.m. or 7:30 p.m. The afternoon route is also being changed, Ms. Klapstein reports. On the old route, the bus crossed Highway 101 between the Greenwood Inn and Olympia Vocational Technical Institute. The crossing is a dangerous one and will now be avoided. Instead, the bus will go to the Colony Inn, then down Deschutes Parkway, and follow the morning route through Olympia.

Tickets for the Evergreen bus system --- and discount tickets for the Olympia Inter-City Transit --- are available at the bookstore. Ms. Klapstein urges Evergreeners to "buy them and save us the hassles of having to handle money and worry about theft." "If you must use money," she adds, "please try to have the correct change." Those who don't have the right change have sometimes asked for a "go now, pay later" bargain, have been given a ride --- and have neglected to pay for it. "If you forget your money and we let you ride (which we always do)," she says, "please remember to pay us back."

EVERGREENERS IN THE NEWS

Dean of Student Services Larry Stenberg and Administrative Vice President Dean Clabaugh attended a three-day Western Dean's Conference in San Francisco January 23-26. ...Faculty Member Leo Daugherty has been invited to present a paper at the annual meeting of the Pacific Northwest College English Association, meeting at Tacoma's Pacific Lutheran University February 16. Daugherty's paper will describe an interdisciplinary teaching model which relates to the fields of linguistics, psychology and philosophy. ...Three newcomers have joined the Evergreen team: ...Michael Colyar, electronics technician; Jimmie Lagrave, custodian, and Diane Miller, secretary in Affirmative Action Office...Resignations have been accepted from Faculty Members Chet Royse and Jose Arguelles. Provost Ed Kormondy says both resignations are effective immediately. ...Tom Hoey, purchasing assistant, has also resigned.