

May 24, 1974

three hours later

HEARING BOARD ADJUDICATES KAN-HILLAIRE DISPUTE

Describing itself as having been "put in a ticklish position," a five-person All-Campus Hearing Board --- convened May 21 to adjudicate a dispute between faculty member Mary Ellen Hillaire and recently-resigned Student Accounts Supervisor Kingsley Kan --- concluded a statement of findings by observing that "a willingness for open and honest personal exchange before the use of formal measures may have been more appropriate in this case."

The board's two-page statement was read to an audience of more than 50 grim-faced Evergreeners --- mostly staff members --- at the end of a tense three-hour hearing which featured testimony by Ms. Hillaire, Kan, Native American students, and Financial Aid and Placement Officer Bill Smith.

The hearing was called May 17 by Vice Presidents Ed Kormondy and Dean Clabaugh after the dispute arose between Ms. Hillaire and Kan over statements attributed to the faculty member during an April 10 meeting of the Non-White Disappearing Task Force. The statements in question related to college Business Services and, specifically, to the operation of Student Accounts by Kan.

"SLANDER" AND "NO OPPORTUNITY TO RESPOND"

According to a memo sent by Kingsley after the April 10 meeting, Ms. Hillaire made "several accusations...against me and my section without opportunity of a response by myself. My accuser, a faculty member, has not given me the chance to respond to those accusations which I consider slander." Kan declared that he did "not intend to become a scapegoat for persons who are malcontents or are dissatisfied with the administration or policies of this college," and repeated four questions which he said were presented "by persons at the meeting." Those questions were: (1) questions and statements about his competency; (2) questions concerning misappropriation of funds which he felt questioned his character, honesty and integrity; (3) questions regarding students being mistreated by him or his staff; and (4) statements to the effect that because of Student Accounts policies and procedures, students are leaving the college. He felt the points were made without specific documentation; that the comment on misappropriation of funds "has been one of extreme cruelty," and that further explanation was necessary.

"I request an explanation," Kan wrote to his supervisor, Al Spence. "I not only request an explanation --- I demand one."

He indicated he has "lost faith that due process can be accomplished at this college" and that "the chances of having a fair hearing seem to be open only to a certain section of our community." He wrote he was "appalled by the lack of support that staff personnel have" at Evergreen, and he offered his resignation, effective May 24.

HILLAIRE ASKED TO SUBSTANTIATE CHARGES

Kan's May 8 memo was answered the next day by Kormondy and Clabaugh, who asked that Ms. Hillaire prepare in writing either a substantiation of the verbal accusations citing incidents and sufficient specifics as to permit the charges to be investigated and responded to publicly or offer a written apology. They set a deadline of noon, May 15, for either response.

Ms. Hillaire "elected to bypass the step of mediation" offered by the two vice presidents. On May 17, Kormondy --- using a random computer selection process --- called together a five-member hearing board to "adjudicate the grievance" of Kan against Ms. Hillaire. Named to the board were Faculty Member Winifred Ingram and Oscar Soule, Staff

members Yves Duverglas and William Mobbs, and student John "Randy" Acker, a New York senior.

The hearing board convened shortly after 9 a.m. May 21. Kan offered his opening statement: "All I am asking for is some documentation." Ms. Hillaire asked for testimony by Pauline Covington and Hazel Pete, both Native American students who have had difficulty with their financial aid. Ms. Hillaire also explained a comment she made during the Non-White DTF meeting that "a great number of non-white students...are really being shafted." Being shafted, Ms. Hillaire said, doesn't mean dishonesty or malicious forethought. It may mean that someone isn't doing the job well. She said her whole comment was a question of Business Manager Ken Winkley's statement about the high quality of work he felt Student Accounts was doing, and was not meant to describe Kingsley's personal abilities. She added, "Counter-accusations are not appropriate and I will not make them."

"In summation," she said, "I am at this time stating that Kingsley Kan's accusations of me are vague, misleading and unfounded."

Testimony was offered by Financial Aid Officer Bill Smith who indicated he felt the hearing was "a circus" and that Student Accounts in cooperation with the Financial Aid and Placement Office provided as efficient and error free a system --- one which "cared a great deal" --- as could be found in "Washington and perhaps the nation."

BOARD OFFERS FIVE-POINT CONCLUSION

The board adjourned to draft a statement, which was then read shortly after 1 p.m. by Faculty Member Ingram. The board found:

"1. Our interpretation of Kingsley's grievance is stated in his memo of May 8 in the first paragraph, to wit: My accuser, faculty member, has not given me the chance to respond to those accusations which I consider slander.

"2. Of the "four questions" raised by Kan, three are directly attributable to Mary Hillaire. Number 4, "statements to the effect that because of Student Account's policies and procedures, students are leaving this college" was not made by Mary Hillaire as this Board determined by comparing the transcript and the tape.

"3. With reference to point 1 concerning Kingsley's competency, Mary said that her statements were not directed at Kingsley but toward an inefficient system. The tape and transcript records show that both Mary Hillaire and Ken Winkley referred to the complexity of the system which Kingsley Kan administers.

"4. With regard to point 2, "misappropriation of funds which question my character, honesty and integrity;" the exact terms "misappropriation of funds" is revealed by the tape as not having been said by Mary. Determination of the amount of financial aid is not part of Kingsley's responsibility. As described by Ken Winkley and (Director of Auxiliary Services) John Moss on pages 8 and 9 of the transcript, the amount of money to be disbursed is not determined by Student Accounts. Because of some uncertainty on the part of the Board, we have gone directly to the transcript to cover the question of handling of funds. On page 7 Mary says "students have not been getting all that they were eligible for." As shown above this is not Kingsley's responsibility. She states further, "But they give the money and it is the money that is short." It is the view of the Board that there has been no evidence brought forth to substantiate the mishandling of funds.

"5. Concerning point 3 "regarding students being mistreated by myself or my staff," Mary's statements referring to students being "shafted" and "hassled" in student account- and "his" lacking "an Affirmative Action attitude" are the only likely indications of mistreatment. Considering the number of accounts to be processed and the size of the staff, delays are inevitable. The Board feels in reviewing the situation that the Student Accounts office is to be commended. Nevertheless, a constant vigilance is necessary to provide service that is as understanding and prompt as possible."

"The Board feels that it has been put in a ticklish position in being asked to adjudicate a grievance that on one side was viewed as being directed against the system and on the other side against a person. It is difficult for those accountable not to take personally a grievance directed against their office. Yet with the number of pressure points at Evergreen, this will happen. A willingness for open and honest personal exchange before the use of formal measures may have been more appropriate in this case."

ZENO AND THE KING WILL VISIT LOCAL ELEMENTARY SCHOOLS

"The King of Ice Cream Mountain" will visit at least three elementary schools and two day care centers next week compliments of a group of student performers from the Theater/Dance Group contract.

The "King" is a 30-minute play being presented by four Evergreen students under the supervision of Faculty Member Ainara Wilder. It tells the story of Zeno, the evil sorcerer who tries to retain control over the world's largest ice cream mine which is in the kingdom of King Bumpy Gruff.

Starring in the play are Clark Sandford, of Seattle, who will play the evil sorcerer; Doug Ellis, also of Seattle, as the King; Lisa Epstein of Amherst, Mass., as Muffles the penguin, and Shelly Rae Berry of Bellevue as Princess Happy. The foursome will perform the children's play on campus May 27 for children from the Evergreen Day Care Center, at Napavine Elementary School May 28 and at two Seattle elementary schools later in the week. They also hope to present the play to an Olympia Day Care group.

PIANO RECITAL SET MAY 29

Ardis Ostrom, a faculty member of the Cornish School of Allied Arts, will present a piano recital at Evergreen May 29 at 8 p.m. in the main lobby of the Library. Ms. Ostrom, who has performed extensively in the mid-West, will present the works of Pierre Boulex, composer and director of the New York Philharmonic, and the late Danish composer Carl Nielsen, whose music has seldom been performed in the Pacific Northwest. The program will include Boulex' "Troisieme Sonate," Nielsen's "Suite, Opus 45," "Thema med Variationer, Opus 40" and "Tre Klaverstykker."

A former student of the Juilliard School of Music, Ms. Ostrom earned her master's degree in music from Indiana University. She is the winner of four-state contest sponsored by the National Federation of Women's Club and has completed post graduate study at the University of Washington.

Her evening concert is free and open to the public.

REALTORS MEET HERE MAY 31

The Olympia Board of Realtors will gather in Room 110 of the College Activities Building on May 31 to hear a presentation about Evergreen by President Charles McCann and Vice Presidents Ed Kormondy and Dean Clabaugh. Plans for the 75-member group to visit Evergreen are being coordinated by Director of Auxiliary Services John Moss and Director of Public Information Dick Nichols.

ALUMS APPROVE ASSOCIATION

Two temporary chairmen have been appointed to head development of an Evergreen alumni association as a result of an alum meeting May 25, chaired by alum Al Rose.

Heading the new organization temporarily are recent graduates Tom Sampson and Bob Crocker who will carry out the alums' decision to organize an association within the institution.

The purpose of the association will be to "provide input and service toward the development of The Evergreen State College and to provide a vehicle for interaction and information among the members of the Evergreen community," according to Development Officer Marianne Nelson who is charged with helping form the association.

Crocker and Sampson will work with Ms. Nelson to put together proposals for ratification of an association and to begin developing the structure and identifying alums by their interest.

Ms. Nelson explains that the alums decided not to formally incorporate because "they don't want to lock into an organization at this time --- when the number of alums and their corresponding needs will change so much in the next few years."

She said the alums still have to decide on a name for the association and to determine who will be considered alums --- graduates or any former students who wish to be considered alums.

SEACOST MANAGEMENT STUDENTS EYE OLYMPIA PORT

Wading through the mud of the Port of Olympia, gathering specimens and censusing shore life has all been part of the job of six Evergreen students and Faculty Member Pete Taylor this quarter. Working on a \$400 contract from the Port of Olympia, the students and Taylor --- all members of the Seacoast Management Program --- have been gathering data which the Port will use to develop a comprehensive plan for improvement and expansion of its facilities and eventual construction of a pleasure-boat marina.

Taylor said his students have been collecting specimens from the Port bottom and from along the shore, identifying organisms and pinpointing their distribution and population size. They've walked the entire port shoreline from East Bay to West Bay gathering samples, taking a census of shore life, and making general notes on the species they've observed. They've toured the port area in a chartered vessel, carefully collecting still more samples, and have spent long hours sifting, sieving, and classifying their specimens. Jars of worms, clams and innumerable other sea creatures --- all labeled and neatly cataloged --- fill their work room in the college Laboratory Building.

All of this activity followed two quarters of academic preparation led by Taylor, an oceanographer and marine biologist. "We spent a great deal of time reviewing literature on marine science and regional planning," he said, "but this port survey was our first opportunity to do an actual field project in the same way an environmental assessment study is done.

"Students have had a chance to not only provide an invaluable but inexpensive service to the community," he added, "but to gain field and laboratory experience and a practical, first hand review of inter-tidal life and of environmental regulations."

While their studies are not yet complete, Taylor said his students have found that the port area is "not as sterile as some would believe it to be" and that it has "a good variety of invertebrates living there." He said they've worked in cooperation with Olympia birdwatchers and members of the Black Hills Audubon Society, studying water fowl and trying to determine their food supply since a great many of the birds stay in the port area throughout the winter.

Taylor's students have also been preparing a brief history of the port as part of their project which, he said, will provide a small piece of the data needed by the port to prepare its environmental assessment report. Taylor and his students plan to present their findings to the port by the end of the quarter.

SENIORS PLAN BRIEF, "ENJOYABLE" JUNE 2 CELEBRATION

Plans are being finalized for the June 2 commencement ceremonies scheduled to be held on the central campus plaza all afternoon. Headed by graduating seniors George Porter, Trey Imfeld and Julie Blanchard, the Graduation DTF has organized a program of senior performances and exhibits to begin at noon with a "formal" ceremony scheduled from 2 to approximately 3:30 p.m.

Faculty Members Maxine Mimms and Andrew Hanfman will address the graduating seniors in what they describe as a "short, meaningful, entertaining observance to which we can bring parents, grandparents, cousins and friends to enjoy themselves." Following the ceremonies, seniors will stage "the largest potluck in Evergreen history" complete with breads, cheeses, fruits and punch.

The Graduation DTF says the purpose of the exhibits, performances and the graduation magazine they are compiling for release during the afternoon event is, "to create an opportunity for us to receive personal recognition as Evergreeners." Students will not be individually introduced during the "formal" part of the ceremony since an estimated 350 seniors and Fall and Winter Quarter graduates have been invited to participate in the celebration. Diplomas will be mailed after the ceremony and when the Registrar's Office has complete transcripts on all the seniors.

Seniors or other interested persons can contact the following persons for more information on the June 2 event: Academic Dean Lynn Patterson (866-6310), Porter (866-6210), Imfeld (357-3829) or Ms. Blanchard (866-0284).

MORE THAN 300 TO PARTICIPATE IN SPRING GRADUATION CEREMONIES

Three hundred and sixty-two students are expected to graduate from Evergreen June 2 in afternoon commencement ceremonies. The number includes 201 persons who expect to complete their degrees the end of Spring Quarter and 45 who hope to finish their academic work in August. It also includes 74 graduates from Fall Quarter 1973 and 42 graduates from Winter Quarter 1974.

Of the 201 students hoping to graduate the end of Spring Quarter, 20 are from Olympia. They include: Robert Albee, Ursula Austin, Louise Batson, Julie Blanchard, David Boggs, Karen Davis, Mary Anne Lewis, Teresa Moore, Thomas Moran, Sharon Morelan, Jane Normoyle, Brent Normoyle, Joseph Ochoa, Richard Oehlerich, Ralph Provident, Darlene Sayan, William Slaymaker, George Smith, Richard Trospen, and Preston Wheaton.

Others who hope to graduate June 2 and their hometowns are:

Tacoma: Kathleen Baseden, Cynthia Burrell, Gary Farer, Demarie Fellows, Lynn Garner, Carol Hunter, David Klinger, Martin Lind, Leslie Ann Lynam, Frank J. McCarthy, Sally Mendoza, Bruce Nyland, John O'Malley, Elaine Parks, Mark Peterson, Michael Petersen, and Chris Tollefson.

Seattle: Eric Bardsley, Mariel Brockway, Eileen Burton, Grace Cox, Anthony Ferrucci, Carl Gowen, Alain Herriott, William Hillman, Jeanette Johnson, Gregory Jones, LaVerne Justice, Laina Kilborn, Jeffery Mahan, Tim Moffat, Brian Porter, Mary Lou Reslock, Yvonne Roberson, Paul Roberts, Nancy Rowell, Justice Sakamoto, Mark Stevens, Stewart Tilger, Stanley Tombs, John Umlauf, Charles Williams, and Gloria Wong.

OTHER SPRING DEGREE CANDIDATES

Bellevue: Scott Andreasen, Robert Grochow, Lee McDonald, Stephen Sullivan;
Bothell: Bruce Yasutake; Bremerton: Ruth Anderson, David Delmendo; Brush Prairie: Peter Hessler; Centralia: Dan McEwen; Chehalis: Charles Paul Marshall, Dennis McClure;
Chelan: Susan Snyder; Cosmopolis: Elaine Tipton; Des Moines: Glenn Whitmire; Elma: Donald Derifield; Ellensburg: Judith Moore; Everett: David R. Anderson, Gregory Parkinson; Hoquiam: Harold Matheson.

Issaquah: Karen Caldwell; Kelso: James Carpenter, Thomas Juarez; Kent: Jill Milholland; Lacey: Sheila Dinwiddie, Mary Hoffman, Russell Millar, Julia Smith and Robert Thomsen; Langley: Bernard Smith; Leavenworth: Sally Jo Lee, Allan Marson; Lilliwaup: Christina Peterson; Longview: Edwin Deery, Steven DeJarnatt; Mercer Island: Bruce McAuley, Jules J. Michel; Mount Vernon: Lydia Christensen, Patsy Galbraith.

Port Angeles: Norman Hanely; Port Orchard: Betty Mahan, Joseph Oswald, Jr.;
Puyallup: Jay Brewster, Thomas Johnston, Annette Klapstein, Gary McCutcheon;
Reardon: James Krupke; Redmond: Bruce Bedinger, Margaret Imrie; Renton: Nancy Haller, Marcella Wing; Rolling Bay: Randall Groves; Rochester: Margaret Wharton; Shelton: Edward Logue Jr., Neil McClanahan, Mark Oliviero.

Spokane: Michael Carr, Debra Gilbert, Gerald McLaughlin, Daniel Montgomery, Ronald Pergamit, David Rice and Steven Thomas; South Bend: Lynda Bridges; Sumner: Jane Ohler; Sedro Woolley: Lloyd Houston; Tri-Cities: Karen Drumheller, Samuel Farmer, Bruce Horton, Marya Nowakowski and David Walsh; Vancouver: Barbara Baldwin, Kathie Budd, Peter Dobbins, Ricke Tucker, Evangelos Varkados; Vashon: Gail Tanaka.

Wenatchee: Joan Gregg, Wendy Isenhardt, Dean Ball; Westport: George Rother;
Yakima: Robert Houser, Lucio Martinez; Yelm: Josie McCloud.

Fifty-five out-of-state students expect to graduate the end of Spring Quarter. They are:

Arizona: Michael Mobley; California: Teresa Boyer, Colleen Coleman, Susan Eisenhower, Wendy Hunt, Merry Kogut, Charlotte Larabie, Sol Levitt, Sarah Lilly, Susie McCune, Carrie McKay, Kathleen McCormick, George Miner, Patricia Mirabal, George Porter, Roxanne Schammel, Robynne Snow, Stephen Waste, Kaslon Zoller.

Colorado: Charles Davis; Connecticut: Peter Renault and Marc Schwartz; Florida: Sherlee Sounders; Hawaii: Brian Nishimura; Idaho: Mike Blackaller; Illinois: Richard Bender, Deborah Kuehl, Lynn McClenahan; Indiana: Joanne Kingsbury; Maine: Berry Roderick; Maryland: Jane Austin, Peter May, Susan Miller; Minnesota: Marguerite Hauberg; Missouri: Michael Owen; Nevada: Donna Bunn; New York: John Acker, Linda

Eber, Christine Fowley, Gary Norton,

North Dakota: Debra Nystrom; Ohio: Neal Broida, Clem Imfeld; Oregon: Phyllis Craig, David Ettinger, Patrick Sugg; Pennsylvania: Caroline Early, Marc Ross, David Williams; Texas: Amalia Garza, Curtice Griffin; West Virginia: Douglas Chadwick; Virginia: William H. Smith; Wisconsin: Melissa Brown, Linda Manders, Johanna Nitzke.

SUMMER QUARTER GRADS LISTED

Forty-five Evergreeners also hope to complete degree requirements the end of Summer Quarter and plan to participate in the June 2 ceremony. In-state seniors include: John Manley, Brush Prairie; Carmi Brooks, Chewelah; Renee Couchee, Susan Gunderson-Hunt, Kenneth La Fountaine, and Keith Peterson, Edmonds; Ken Christman, Longview; Richard Matchette, Jan Rensel, Steven Diddy and Mary Zamora, Olympia; Daniel Briggs, Pomeroy; Stephen Armstrong, Mary Harper and William Kiley, Tacoma; Constance Cambern, Lynn Engles, James McCartney, James B. Meyer, Marilyn Odegaard, Vernon Schermer, Stephen Sullivan, Carolyn Yost and Keller Wightman, all of Seattle; and Archer Goff and Arnold Price of Vancouver, Wash.

Out-of-state students who hope to graduate in August include: James Bennett, Suzanna Murray, Philip Price and Melaine Crawford, California; Dana Illo, Michael Saul and Alan White, Oregon; Pauline Jackson, Maryland; Deborah Lev and Suzanna Shaw, Ohio; Martin Oppenheimer and Robert Meyerson, New York; Susan Mileson, Virginia; Robert Favor, Illinois; Robert Reagan, New Jersey; Roger Heine, Indiana; and Melissa Brown, Wisconsin.

Babatunde Osunsanmi of Lagos, Nigeria is the only foreign student who expects to graduate from Evergreen the end of Summer Quarter.

NEWS FROM EVERGREEN ALUMS

A recent questionnaire mailed out by the Development Office reveals the activities of a few alums who have so far escaped our reporter's pen.

Rita Pougalias reports she is working in Worchester, Massachusetts on a nine-month urban education program as an advisor/counselor. Robert Keatts is temporarily employed by the Olympic National Park and Olympic Community College where he is teaching a night class. J.D. Chappell is enrolled at the University of Puget Sound's Seattle Municipal campus working on his master's degree in public administration. Chappell says he's also working as a community organizer and researcher for the Central Seattle Community Council Federation.

Laurie Payne writes of plans to attend the Covenant Theological Seminary in St. Louis where she hopes to earn her master's degree in religious education, and Geraldine Lawrence reports from Centralia that she is working for Weyerhaeuser and writing a history of logging in the Curtis area, site of the new multi-million dollar sawmill. She says the project "is one which is very interesting to me and which can be done from my home."

Jim Blanchard reports from Oklahoma City that he's temporarily employed as a biologist technician in Everglades National Park. "I'm working mainly on the water quality in Biscayne Bay, which is part of Biscayne National Monument. I run around taking water samples," he says. "There are other projects that I assist with, including banding of young osprey and examining water quality in various parts of the Everglades. What I do is very similar to the work I did at Evergreen. My supervisor is desk-ridden so all field research is my responsibility; but," he says, "it keeps me off the streets."

AMERICA'S MUSIC SLATES MAY 28 PROGRAM

An evening of dance, song and drama will be presented by members of the America's Music program at Evergreen May 28 beginning at 8 p.m. in the main lobby of the Library. The 90-minute presentation, which is free and open to the public, will include songs and excerpts from West Side Story, Annie Get Your Gun, Kiss Me, Kate, The Princess and the Pea, The Old Maid and the Thief, Trouble in Tahiti, and the Ballad of Baby Doe,....

The presentation will be directed by Evergreen Faculty Member William Winden and will be performed entirely by students, including Mary Zamora, an Olympian who is graduating from Evergreen in June.