

Faculty Meeting Minutes
December 8, 2010
SEM II B1105 and 1107, 1:00-3:00pm

Faculty Chair Joe Tougas opened the meeting in harmony at 1:17pm.

Joe invited **Announcements:**

- **Day of Absence/Day of Presence** – Raquel Salinas, Coordinator for Student Support Programs in First Peoples Advising, indicated that Day of Absence/Day of Presence will have a different format this year, beginning with a workshop this fall on December 22. She invited faculty to let the planning committee know if they are planning events that they would consider opening up to the community at large. “Who’s in, Who’s Out” is this year’s theme. The dates for the main events will be April 22 (Day of Absence) and April 27 (Day of Presence).
- **Evaluation Week Deans’ Treats** – Bill Ransom indicated there will be treats available in the deans’ area on Monday-Wednesday of Evaluation Week

Ethics Policy DTF – Joe provided background on the DTF. The charge, almost finalized, was displayed. Faculty were requested to consider serving on the DTF and to let the Agenda Committee know if they are interested. A request was made to remember that the public service centers should be represented in this work. Faculty were provided an opportunity to read the draft charge. Joe indicated that the DTF will bring their work to the faculty for comments. Concerns were expressed regarding the charge, particularly as it relates to the audit of the Labor Center and academic freedom. Joe indicated that if there are specific concerns or questions regarding the charge, they should be directed to Lee Hoemann. A request was made to invite Lee to a faculty meeting to discuss the charge prior to implementation, Joe agreed to invite her. The need for faculty to participate on the DTF was emphasized. A request for the list of members was sought. It was also requested that the teachers education program be represented.

Faculty Chair-Elect – Andrew Reece opened nominations for chair-elect. He reminded faculty that a change was made to the process so that a chair-elect a three year governance commitment and is elected two years prior to service as chair. The first year, (next year), the chair-elect serves as a member of the Agenda Committee and shadows the chair. The floor was opened for nominations:

- Krishna Chowdary
- Lisa Sweet
- Tom Womeldorff
- Sarah Ryan
- George Freeman
- Rob Knapp

Elections will be held in early winter quarter

Provost Search Hiring DTF – Co-chairs Lisa Sweet and Heather Heying began their update by expressing their gratitude for not being pressed for information. Lisa reminded

the faculty of last spring's survey, which they took to heart and informed the entire process. She indicated they have completed the off-campus interviews and are currently conducting reference checks on the finalists. They expect to announce finalists by the end of next week. All candidates demonstrated a commitment to scholarship, academic leadership, liberal arts (including public in some cases), and have respect for Evergreen's current and potential innovation. Heather added that all of the current candidates have had an on-going focus on Evergreen. Lisa added they all have a quality of excellence in teaching. They hope the list will be published next Friday or before. Copies of candidate resumes will be made available both in the library, online and in the Presidents' office. Candidates will begin to arrive on campus week 2 of winter quarter. Lisa indicated the schedule will be a grueling three days, including interviews with public service center directors, graduate directors, Tacoma campus, etc. They will each visit two Oly daytime programs as well as visits with day-time and evening students. The more formal interviews will be on Wednesday afternoons. In the open forum, the candidates will be invited to talk about their scholarship for an hour, then about the five qualities they'd like to see in an Evergreen graduate. Heather continued by indicating the open forum will be from 1-3, followed by a faculty meeting interview from 3:30-5 beginning with four questions identified by the Agenda Committee. After the finalists have interviewed, there will be an additional faculty meeting to debrief the candidates in hopes of arriving at a unified voice amongst the faculty. Other factors will also be considered, some public and some not (e.g., reference checks, DTF deliberations). While not expected, if the DTF's list does not match the will of the faculty, they will come back and explain. Heather and Lisa invited faculty to contact them or anyone else on the DTF. Heather indicated that, after the last search, there was concern that people were going around the process and speaking directly to Les. They asked that faculty work with, rather than around, the DTF. Questions ensued:

- What is the diversity of the candidates? (Cannot say, but can say they worked with Paul Gallegos throughout the process)
- Is it possible to only forward one candidate's name to Les? (It's possible, but not likely given the extraordinary nature of the candidates. All strategies are on the table right now.)
- The DTF was urged to be cautious about representing a single voice of the faculty because the faculty do not often agree based on biases, areas taught in the curriculum, etc. They don't want faculty to feel in a position to need to strategize to get "their" candidate to rise to the top. (It's as likely that faculty sense of the strengths and weaknesses of each candidate is what would result, we need to strike a balance).
- Hope was expressed that there would be a prioritization of the candidates provided to Les (DTF will provide a ranked list, hopefully informed by the ranking provided by the faculty. We need to remember Les gathers information from a lot of sources, including the candidates, who may not wait around for a unified faculty voice.)
- Suggestion made to provide additional time for faculty deliberation and ranking. (Don't know if there will be time in the schedule; perhaps if there is a Monday, and then the Wednesday meeting, it will work.)
- The DTF was thanked for their work, which includes a very demanding process. It was suggested that Les' decision needs to be based on multiple factors, including the availability of the preferred candidates.

- The Agenda Committee was urged to require faculty to spend some time practicing having faculty come to a unified voice on different issues.
- The Co-chairs exited to applause. Applause and thanks were also extended to the rest of the DTF members.

Mission Statement and Core Themes for Standard One Accreditation Report – Ken Tabbutt began by indicating that we have a new accreditation process which occurs on a seven-year cycle. Reports are due every two years and are iterative in nature. The Standard One report, due fall 2011, is the foundation of the accreditation process. The Steering Committee is looking for feedback on the draft of a new mission statement, as well as the core themes which are the shared values reflected by the entire college. The steering committee has worked diligently to identify the core themes and now need to understand if faculty see themselves represented in the core themes. The new accreditation standards require the college to assess whether or not we are doing what we say, particularly related to the mission (which needs to be approved by the Board of Trustees this winter). In winter quarter, the core themes will be finalized. By spring quarter, the core themes will be defined and verifiable indicators which can be measured will be added. The 4-5 indicators per core theme are the more refined way that we will measure how we are doing in relation to our mission. Questions ensued:

- How were the core themes developed? (We began by considering the Six Expectations, then switched to Core Themes and listed under each of the themes as part of the foci, expectations and the strategic plan were included in each. Other campus' core themes tend to be more straightforward whereas ours attempt to look at our core values)
- Interesting that the Six Expectations are being viewed as in the way. (They were created for a specific response to General Education. The core themes are intended to represent the college as a whole.)

Nancy Anderson then provided a structure to divide up into five groups with one member of the Re-Accreditation Committee in each group who will take notes. .

The meeting reconvened in small groups for the remainder of the meeting.