

**Faculty Meeting Minutes**  
**September 21, 2011**  
**SEM II D1105, 1:00 – 3:00pm**

2011-12 Faculty Chair Andrew Reece opened the meeting at 1:17. SEM II D1105 was standing room only.

He began by welcoming participants to the first faculty meeting of the year and introducing President Les Purce.

**President Les Purce Welcome** – Les began by inviting faculty to attend next Wednesday's women's soccer game at 2:00. He then proceeded to welcome our new Provost, Michael Zimmerman. He went on to describe some conversations he has had with founding faculty emeritus Dave Hitchens, including one with Michael and Les over the summer, which included conversations about the history of the college as well as the present day.

Les provided an overview of the activities being planned in recognition of Evergreen's 40<sup>th</sup> Anniversary. He indicated the college is building on many ongoing activities as well as a conference being planned for the spring. He also described the Gates grant, which provides an opportunity for matching funds for gifts attained this year. Les indicated his support (and the support written into the Gates grant) for the work currently underway facilitated by the RTaLE DTF.

Les went on to provide information about the financial constraints the college currently faces and the great efforts the college has taken to maintain reserves for tough budget times. He indicated that the Governor has asked that the college prepare to take an additional \$1.5 million dollar budget cut, which is the amount that had been set aside in the recently approved biennial budget (at the time intended for strategic initiatives). He suggested there is a strong possibility that there will be an additional request for yet another cut beyond the 10% (\$1.5 million) currently on the table. The continued decrease in state support raises questions by some about our standing as a state institution. Les promised that there will be continued communication about the state of the budget and its impact on the college. He indicated there is increased emphasis on bringing state lawmakers to campus and encouraged faculty to describe their work with students at every opportunity. In addition, there will be a strenuous outreach campaign.

**Announcements**

- Ken Tabbutt announced that there will be a budget coordinator meeting directly after this meeting (3:30)

**Rules of Order Vote** – Andrew indicated that the Agenda Committee proposes the adoption of Robert's Rules of Order, which was unanimously passed. Andrew provided a pithy quote from Robert's Rules.

**Agenda Committee Introductions** – Andrew introduced the rest of the Agenda Committee members (Nancy Anderson, Abir Biswas, Rob Esposito, Dylan Fischer, David McAvity, Paul McCreary, Karen Gaul, Faculty Representative to the Board of Trustees Joe Tougas), as well as Julie Slone and Linda Hohman who provide support to the Agenda Committee. He indicated that due to the resignation over the summer of one member (Zoltan Grossman), there is a need to nominate an additional member.

**New Faculty Introductions** – Nancy Murray provided an introduction of 19 new faculty colleagues.

**Re-Modeling Teaching and Learning at Evergreen (RTaLE DTF)** – DTF member Krishna Chowdary began by providing a review of his remarks from the Academic Retreat as a way of framing the DTF's work for fall quarter. He provided an overview of the handout that was provided and discussed at the Academic Retreat and Planning Unit meetings last week. Co-chair Julia Zay indicated that the current work is the faculty-at-large's work, supported by preparation for the discussions by the DTF. The DTF is currently still sorting through the notes from last week's conversation in preparation for revising the prototypes for the week two faculty meeting discussion. Co-chair Kathleen Eamon indicated that the DTF is entering the quarter confident that the faculty as a collective whole can work together to agree on a model to move the work forward. Kathleen provided an overview of the quarter's work.

**Collective Bargaining Agreement Update** – Rebecca Sunderman indicated faculty should have already received a handout that provides an overview of the negotiation process thus far. She indicated that an MOU (copies provided) has already been reached to establish a pay grid that is maintained from the prior year, a status quo on the CBA until bargaining is complete, maintenance of the PUC release time, and that progress will be made on permanent faculty hires. She indicated they are still in negotiations with a priority of maintaining the academic priorities of the college, including the ability to plan ahead, as well as compensation. The next negotiation session is planned for next week and conversations have been going well. In response to questions, Rebecca indicated that Rod Younker, Allen Olson, Steve Trotter and Laurel Uznanski are on the administration's team. Contingent faculty continue as an issue for management and the union and the last round of negotiations resulted in some attention to pay equity as well as a process by which four long-term visitors were hired into permanent lines. Evergreen is included in a national study where of 574 public colleges and universities that reported their salary information, Evergreen ranks 517<sup>th</sup>.

Michael Zimmerman continued the discussion by indicating there has been a lot of good, collaborative work done thus far. He is pleased to see that there is agreement on many of the issues to try to find ways to make the teaching and learning environment for faculty and students better. He indicated that the MOU that was reached has been helpful and expressed hope that we will reach a final productive conclusion on the contract negotiations at the same time as RTaLE. In response to a question, Michael indicated that his role is to ensure the management team speaks with a single voice to look out for the faculty, students and institution-at-large.

**Faculty Priorities for 2011-2012 Discussion** – Andrew invited faculty to help the Agenda Committee to shape their agenda for the year. He presented a list generated by the Agenda Committee for faculty input. Major Agenda Committee themes include:

- Building and nurturing lines of communication
- Keeping faculty informed
- Helping advance campus initiatives

Andrew went on to describe examples within the first two themes. The third theme was presented as more complex, with initiatives such as wellness, campus safety, academic freedom, recruiting/admissions/registration, faculty handbook, accreditation, RTaLE, Long view curriculum planning and governance assignments. He opened it for faculty discussion, where the following ideas were raised:

1. Decrease information sharing to provide as much time as possible for deliberation

2. Specific initiatives to address: faculty/staff lounge, place the “real” faculty handbook online, better communication between Facilities and Academics about what it means to make a classroom usable.
3. Student access, including affordable tuition
4. Invite Board of Trustees to become more familiar with the work of the college; host conversations about faculty and planning unit initiatives (e.g., with Consciousness Studies)
5. The list should include mention of adequate time for deliberation.
6. Get to know each others’ work better as there is too much divide between faculty and staff regarding what is needed, what matters and how to get there.
7. Interest in greater discussion regarding Faculty Handbook Revision deliberations. (Nancy Koppelman responded as de facto chair that the last work done is that the PUCs reviewed and provided feedback on a current draft of an updated handbook. She indicated that at this point the only members of the group are John Carmichael and Allen Olson)
8. The list does not include the graduate programs, with a commitment expressed to further education of the faculty.
9. A question was raised whether or not there will be a long-range hiring DTF. It was suggested that the PUCs would like to begin a DTF later this quarter. Michael responded that there needs to be a good look at the process.
10. It was suggested that we should have a good look at our place as an alternative liberal arts institution.
11. There should be active conversation leading to understanding about our short-term and contingent hiring processes.
12. Re-visit of the Social Contract related to campus climate.
13. What is contingent faculty’s role within their Planning Unit and Planning Unit Coordinator.
14. Continue to support the public service mission of the college
15. This year two academic deans will be replaced and faculty should plan to participate in this process.
16. Hear from the 40<sup>th</sup> anniversary activities and the library re-organization committee.

Andrew thanked the faculty for their suggestions and indicated that the Agenda Committee will review the discussion at their meeting next week.

**Faculty Hiring Update** – Michael Zimmerman indicated that there will be six permanent hires made this year (one additional hire has been approved since his academic retreat announcement last week). He indicated that while a serious discussion about the nature of permanent positions is needed, there is also a need to move quickly to reverse the trend of a decrease in the percentage of permanent faculty at the college. The first four (Creative Writing, Social or Developmental Psychology, Communications/Journalism, 3-D Art) are the top four that remain on the most recent Hiring Priorities list. The fifth position is a 2-D art position that is the result of a vacancy within the first three years of hire. The sixth position is to replace Alan Parker, who recently announced his retirement. Michael indicated that the goal is to get ads out by the second week of October and constitute both the hiring DTF and the sub-committees as soon as possible. A request was made to distribute the position descriptions broadly.