

MEETING OF THE BOARD OF TRUSTEES
OF THE EVERGREEN STATE COLLEGE

Thursday, December 12, 1974
The Evergreen State College Campus
Daniel J. Evans Library, Room 3112

The meeting was called to order by Chairman Dixon at 10:50 AM.

Trustees Present: Thomas Dixon
Herbert D. Hadley
Janet P. Tourtellotte

Staff Present: Dean Clabaugh, Administrative Vice President
Rita Grace, Recording Secretary
Ed Kormondy, Vice President and Provost
Charles McCann, President
Dick Nichols, Director of Public Information
Lynn Patterson, Academic Dean
Charles Teske, Academic Dean
See permanent roster for others attending

Others Present: Richard Montecucco, Assistant Attorney General
Alice Watts, The Daily Olympian

ADDITION TO AGENDA AND APPROVAL OF MINUTES - Action

Mr. McCann requested the addition of Laboratory, Phase II change order and KAOS Advisory Board resolution to the agenda under item 9.

Motion 74-59 Mrs. Tourtellotte moved approval of the minutes of the October 17, 1974 meeting as disseminated. Seconded by Mr. Hadley and passed.

REPORTS - Discussion

Individual Contracts: Charles Teske reported that 87 faculty members (with 577 students) and 24 staff members (with 92 students) are carrying individual contracts and reflected on the individual contract arrangement.

External Credit: Lynn Patterson, chairman of the external credit disappearing task force, reported on the work and recommendations of this DTF in finding ways to assess learning experiences, prior to the Board's considering fees for external credit.

PETITIONS PRESENTED TO BOARD - Discussion

Hap Freund requested the Trustees to listen to his concerns and those of others who were in disagreement with Dean Clabaugh's decision to appoint John Moss in dual directorships of Auxiliary Services and Personnel. Petitions have been circulated and signed by approximately 150 people, Mr. Freund told the Trustees.

After hearing Mr. Freund's statement of the group's position, the Trustees heard views of various members of the audience. Trustees were informed that a mediation meeting was set for January 9, with Dean Parson as mediator.

RECESS

The Board recessed for five minutes at 12:40 PM.

EXTERNAL CREDIT FEES - Action

Mr. McCann recommended adoption of the proposed external credit fee schedule.

Motion
74-60

Mr. Hadley moved approval of the following fees effective immediately for award of external credit:

Application Fee	\$25.00
Credit Award	20.00 per unit of credit

Seconded by Mrs. Tourtellotte and passed.

RESOLUTIONS - Action

Mr. McCann recommended approval of the purchasing authority resolution and the resolution establishing the Bernard Saibel Memorial Loan Fund.

Motion
74-61

Mrs. Tourtellotte moved approval of the attached Resolution No. 74-2 authorizing certain individuals by appointment to enter into purchasing contracts on behalf of The Evergreen State College. Seconded by Mr. Hadley and passed.

Motion
74-62

Mrs. Tourtellotte moved acceptance of the attached Resolution No. 74-3 accepting and providing for the disposition of the Bernard Saibel Memorial Loan Fund. Seconded by Mr. Hadley and passed.

LIQUOR ON CAMPUS - Discussion

Mr. McCann recommended the Board's reviewing and placing the policies for serving alcoholic beverages on campus on the agenda for a public hearing under the Administrative Procedures Act at the next meeting.

Motion
74-63

Mr. Hadley moved to place the procedure for obtaining a banquet permit for serving alcoholic beverages on The Evergreen State College campus on the agenda for a public hearing at the next meeting under the Administrative Procedures Act. Seconded by Mrs. Tourtellotte and passed.

CAPITAL PROJECT CHANGE ORDERS - Discussion

The Trustees requested more information before acting on existing and proposed change orders for the Science Laboratory Building, Phase II. Mr. Clabaugh is to poll the Board members for telephonic approval.

EXPANSION OF KAOS ADVISORY BOARD - Discussion; deferred to next meeting

Mr. McCann discussed enlarging the membership of the KAOS Advisory Board from six to eight people. Mr. Hadley asked that there be a provision for a quorum in decisions made by the Advisory Board.

Mrs. Tourtellotte moved adoption of the resolution relative to expansion of the KAOS Advisory Board. Seconded by Mr. Hadley. Motion failed.

Mrs. Tourtellotte moved to table the discussion and decision concerning expansion of the KAOS Advisory Board until the next meeting. Seconded by Mr. Hadley and passed.

Motion
74-64

ANNOUNCEMENTS, DATE OF NEXT MEETING AND ADJOURNMENT

Mr. McCann announced the receipt of awards for the following buildings during the last two years: College Recreation Center, Utility Plant, Lecture Halls (2), Library Building, and Residence Halls.

The date of the next meeting was set for January 23.

The meeting adjourned at 1:25 PM.


THOMAS DIXON, Chairman


MRS. NEAL TOURTELLOTTE, Secretary

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Attachments - 2

RECEIVED
DEC 23 1974
T. E. S. C.
OFFICE OF THE PRESIDENT

THE EVERGREEN STATE COLLEGE

RESOLUTION NO. 74-2

RECEIVED
DEC 20 1974
JACOMA URBAN
TEACHIE

RESOLUTION OF THE BOARD OF TRUSTEES OF THE
EVERGREEN STATE COLLEGE, AUTHORIZING CERTAIN
INDIVIDUALS BY APPOINTMENT TO ENTER INTO
PURCHASING CONTRACTS ON BEHALF OF THE EVER-
GREEN STATE COLLEGE

WHEREAS, the Board of Trustees of The Evergreen State College recognizes the need for the execution of purchasing contracts on a day-to-day basis; and

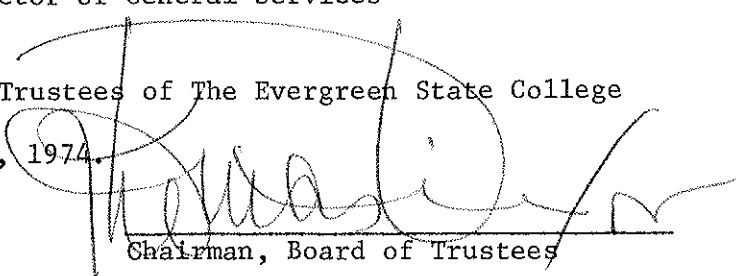
WHEREAS, it is necessary for the continued operation of the college that certain persons be appointed to initially approve and execute such purchasing contracts; and

WHEREAS, the Board at its monthly meetings will be able to review and approve those purchasing contracts initially executed;

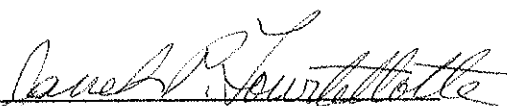
BE IT RESOLVED by the Board of Trustees of The Evergreen State College that the following persons are hereby appointed to initially approve and execute, on a day-to-day basis, purchasing contracts for The Evergreen State College:

Charles J. McCann, President
Dean E. Clabaugh, Administrative Vice President
Kenneth M. Winkley, Business Manager
Arnold J. Doerksen, Director of General Services
Linda G. Peterson, Buyer

ADOPTED by the Board of Trustees of The Evergreen State College
on this 12th day of December, 1974.


Chairman, Board of Trustees

Attest:


Secretary, Board of Trustees

THE EVERGREEN STATE COLLEGE

RESOLUTION NO. 74-3

RESOLUTION OF THE BOARD OF TRUSTEES OF
THE EVERGREEN STATE COLLEGE
ACCEPTING AND PROVIDING FOR THE DISPOSITION OF THE
BERNARD SAIBEL MEMORIAL LOAN FUND

WHEREAS, Family, friends and colleagues of Bernard Saibel have contributed to a revolving loan fund in his memory, and

WHEREAS, By resolution of May 5, 1971, The Board of Trustees of the College established a Revolving Loan Fund for the receipt, processing and depositing of such contributions:

NOW, THEREFORE, BE IT RESOLVED, That the Board of Trustees of The Evergreen State College gratefully accepts the sum of \$784.77 and future supplements thereto, representing gifts for a revolving loan fund memorializing Bernard Saibel to be used for assistance to Evergreen students in the appreciation and performance of music, and

BE IT FURTHER RESOLVED, That the \$784.77 paid into the Bernard Saibel Revolving Memorial Loan Fund to become, with accrued earnings and supplementation, a separate Loan Fund known as the "Bernard Saibel Memorial Loan Fund."

Adopted December 12, 1974

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To: Charles McCann
Board of Trustees

We request that you overrule and rescind Dean Clabaugh's decision to combine the positions of Auxiliary Services and Personnel under the directorship of John Moss. This decision and the method of decision-making is offensive to a large segment of the Evergreen community.

Dean Clabaugh characterized the decision as "a failing to fill a position." He claims that a reallocation of duties and a changing of job titles does not require him to open the position to other applicants, nor to consider our affirmative action goals. This is evasive rhetoric. Either this is a reorganization, or it is a hiring, both of which necessitate openness and compliance with affirmative action.

Even if one were to recognize this action as "a failing to fill a position", what is the rationale for avoiding a consideration of all interested employees for the position? Both Clabaugh and Moss recognize that Moss is not particularly qualified for the position. Yet, apparently, no effort was made to solicit more qualified applicants. And, at the minimum, others who are equally as unqualified could have been sought. The appointment indicates an attitude of arrogance and evasion, and is a blatant violation of both the spirit and intent of our affirmative action and hiring policies.

What rationale supports this new "failing to fill a position" philosophy? Vague illusions to prospective budget cuts permeate the air. No budget cuts have been announced. To act in anticipation of one violates the college's Reduction In Force policy, and fosters a serious morale problem. The spectre of reorganization prompts unpleasant memories of the suspect manner in which it was carried out two years ago. We will not allow a reorganization rumor to excuse open violation of our affirmative action, hiring and RIF policies.

The combination of the two positions compels us to question the commitment to established personnel goals. It is difficult to imagine that staff training programs, staff development, affirmative action and upward mobility can be maintained or improved when the individual responsible is directing only part-time attention to the position.

In addition to those of us who sign this letter, you should be aware of the many people who support these viewpoints but, quite simply, fear possible repercussions. The fact is that Director of Personnel is a critical position, one which controls who comes to work here and who stays. Both the issue of who fills the position, and how the position is filled must be openly discussed.

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December 5, 1974

To The Evergreen Community,

On November 15 it became public that Administrative Vice-President Clabaugh had named John Moss, Director of Auxilliary Services, to fill the position of Personnel Director, which Diann Youngquist resigned from effective November 30.

Clabaugh's action caused an uproar from all sections of the campus. Immediately after the announcement a group of angry and concerned people (staff, faculty, students, administration) met to discuss and plan actions to bring about a reversal of Clabaugh's decision.

Clabaugh claims he "failed to fill the position of Director of Personnel" by "reassigning" the duties to Moss, in anticipation of budget cuts by the new legislature. This argument doesn't hold water because

(1) Our existing budget runs until June 30, 1975

(2) The money saved by not filling Diann's position (she received \$16,980 / yr) goes to the President's reserve (45%), Vice President's reserve (45%), and Termination Fund (10%).

This is the same kind of action Clabaugh took as when he directed S & A money into a "building reserve" before the S & A Board had a chance to decide on the allocation of the money. We oppose Clabaugh's action and the fact that the needs (training, recruitment, job security) of the staff are being totally discarded.

We recognize that the present economic crisis has caused the Governor's office to warn that the 75-77 state budget will be cut and that layoffs are inevitable. Clabaugh seems to be working for the Governor to get us ready to swallow this bitter pill. Whose side is Clabaugh on?

Question: Why did Clabaugh put his close friend and associate into the position of Director of Personnel--the safest and most controlling position--in the face of severe budget cuts?

When the economy gets bad the first people to lose their jobs are third world people and women. Two years ago at Evergreen, the reorganization followed this rule. It looks as if the groundwork for the much feared 1975 reorganization, following the same pattern as the 1973 one, is being established. We see this as an attack on the people working, studying, and teaching at Evergreen.

We are fighting Clabaugh's arbitrary power and decision. Join us. Come to the Board of Trustees meeting December 12. Ten am... Board Room.