

Faculty Meeting Minutes

October 28, 2009

SEM II B1105, 1:00-3:00pm

Faculty Chair Welcome – Rita Pougiales opened the meeting at 1:15 and thanked all for attending. She indicated that many key topics for the year will be introduced, with particular note given to the Re-Modeling Teaching and Learning at Evergreen DTF and the Budget (updates, process and development), which will both likely require our sustained attention over the year.

UPDATE ON Re-Modeling Teaching and Learning at Evergreen DTF - Co-chairs Kathleen Eamon and Julia Zay began by thanking everyone for their enthusiastic involvement in the week two governance groups discussions as well as the subsequent feedback they have received. The DTF is currently reviewing minutes from these discussions and highlighting proposals, as well as gathering and providing more detailed information and evidence for the faculty to consider in the week 8 governance groups discussions. The DTF is working on links for a blog and a moodle as a way of both sharing and discussing their work. They indicated that more information will be forthcoming.

UPDATE on Fall 2009 Enrollment & Curriculum --- Allen Olson began the presentation by providing comparative information on the curriculum between 1999 & 2009. He indicated the state mandated target for 2008-2009 is 4213 FTE and that the institutional target was 4313, to provide a cushion of 100 FTE. In 2008-09, the actual average was 4473. In spring 2009, the application numbers suggested that we might lose our cushion when new admit numbers fell. This turned out to be incorrect because many more students remained enrolled at the college (e.g., deferred graduation) than anticipated. When the retention numbers went up the Strategic Enrollment Group was asked to add seats to the curriculum, resulting in 16 faculty lines added over the summer. This provided seats for an additional 375 student FTE. As of the 10th day of fall, 2009, there were 4834 student FTE's registered. Allen then showed information on the breakdown of where student FTE's are enrolled (70% in Olympia day; 8% EWS programs; 7% EWS courses; 3% Individual Study; 5% Tacoma; 7% Graduate Program; less than 1% Res Based). Discussion ensued regarding when admission officially closed (mid-August) and why. Allen then provided information regarding membership and history of the Strategic Enrollment Planning Group (Hunter, Sprague, Przybylowicz, Ransom, Olson, Aragon, Trotter, Niemiec, Coghlan, Orr, Suchanek, Murray).

A question was asked about whether there is a limit/control on special students. The response was there is no limit except that non-matriculated student can't take more than 8 credits.

Paul continued the presentation with a description of how the curriculum is planned, including how decisions about enrollment capacity are made. He described the distribution between one, two and three quarter programs. Several questions were raised regarding the distribution of seats (available seats for multi-quarter programs; why less seats are available in the spring).

Allen then provided a breakdown comparison between 1999 and 2009 of the number of programs and courses offered at different credit levels. He showed the only disproportionate growth has been in ½ time programs. He then provided a comparison of the number of faculty teaching together in programs between 1999 and 2009. Finally, he provided a comparison in the length of programs between the same years showing no significant change in proportion in each. In each quarter 10% of students are taking more than 16 credits. 1/3 of EWS are taking 16 credits; 1/3 12-16 credits; 1/3 less than 12 credits.

UPDATE ON Budget – Don Bantz began the presentation with a question about why only 4 faculty applied for the \$5000 Foundation Activity Grant that was due on Friday? There is \$50,000 available to 10 applicants. It

was requested that the deadlines be changed so that summer school and grant deadlines do not occur at the same time.

Don then shared that the deficit is currently \$1.8 billion dollars. He then reminded the faculty that there was already a \$4.3 million dollar cut (almost 8%) which includes the 14% tuition and fees increase. Our additional share with the information known today for this biennium would be \$1.3 million more; we should receive additional information from the Governor on November 19. He went on to describe the variables, including initiatives in the upcoming election; Boeing may leave the state; what the legislature decides regarding reserves & tuition; federal stimulus dollars that may disappear next biennium. He suggested we'll need to revisit last year's budget priority list as a first review for additional cuts.

Walter then continued with a re-cap of the work that has taken place to date. He outlined cuts in goods and services, personnel, travel and equipment. He indicated that most of the cuts were taken in salaries and benefits, which is likely to be the continued case. He then indicated that major cuts were taken by the public service centers (30%); library (16%); equipment (12%); and faculty development (4%). The remaining 38% came from many different sources.

Walter also began a discussion of how budget cutting decisions are made. He indicated that the legislature sets the level of support for students, financial aid, and tuition support. He thus cautioned that we should not do too much planning until the Governor and Legislature provide additional directives. He indicated that the cut for next year is likely close to what we currently know but that there are too many unknowns for substantive planning to occur for the following year. He then pointed out that the Board of Trustees has budget setting authority for the college and relies on input from the President. The President's input comes from the Vice Presidents and the community. He also indicated that unions have a formalized relationship to the decisions. He supported the discussions taking place to make the work between FAP, UFE and the academic administration work more smoothly.

Laurie Meeker, UFE Chair, then indicated that one meeting has taken place between the Agenda Committee, UFE, FAP and management. She suggested that there is some continued clarification that is needed on how each party will work together. She indicated there are ways the Union and FAP, and the Union and Management, should continue to improve their work together. She highlighted student faculty ratio and faculty salaries as two of the major areas that cannot shift without a re-negotiation of the contract. She conveyed that, as the exclusive bargaining party, the UFE sees its role is to defend what is in the contract.

Clarissa Dirks began by introducing the current **FAP members**: Grace Huerta, Clarissa Dirks, Jules Unsel, David McAvity. Members gave an overview of how they saw the process play out last year, with particular emphasis on how last year unfolded, both within and outside of Academics, and how they see their role as a conduit for faculty to Administration and the UFE: a) to become as educated as possible about the budget; b) present possible budget pictures to the faculty and then provide recommendations to decision-makers based on faculty feedback. She went on to reiterate that the UFE negotiates anything that affects faculty working conditions. FAP's website was highlighted as a budget resource. <http://collab.evegreen.edu/fap/home>

INFORMATION on Collective Bargaining Agreement -- Clarification on Conversion Process – Chuck Pailthorp provided a brief overview of the CBA as it relates to the Conversion process (Article 8). He indicated that the pertinent criteria are stipulated in article 6 and article 8.4. The new feature is a further commitment to faculty development. Chuck went on to review the new pertinent parts of the contract which inserts an additional new faculty review, which imposes an additional burden on regular faculty. It was pointed out that any issues that could be considered for non-conversion must be brought up at the end of the 1st year term in writing. A question was raised regarding whether or not there are students on the panel (it was responded there are not). Questions and discussion ensued regarding the evidence required for the group to recommend non-conversion and that fair notice needs to be provided to the candidates.

DISCUSSION of Proposed Campus Veteran's Day Observance (beginning Nov 11, 2010) – Walter provided background information including recommendations that came to Art Costantino from the Veteran's Work Group. Doug Shanafelt, a classified staff member, indicated this has already been negotiated into the Classified Staff Union contract to begin in 2010 to observe Veteran's Day on Veteran's Day (vs. the current practice which is to tack it onto the Christmas holiday, which does not generally impact faculty). Faculty have indicated they can work with this, although losing a teaching day has a disproportionate impact to EWS. Faculty were asked to consider how they would work with all people impacted by war, both those who have served as well as those who have lived in war zones and are otherwise impacted by the tragedy of war. It was requested that there be some type of forum or other opportunity to address the ramifications of war for vets, refugees, families, etc.

GENERAL ANNOUNCEMENTS

- Evergreen Bookstore Introductions – Ken Danis introduced Ken Riehl, who is the new text book buyer. All returns must be turned in by November 9 for fall quarter. Orders for spring quarter are due by January 22; fall quarter orders will be due in April. The Bookstore also has a new supplies person – Jamie Guzman.
- Health Benefits Open Enrollment begins on October 26 and goes through November 30, information forums are being offered. Handouts were provided.
- Art of Living Auction – Kevin Francis announced that the Auction raised about \$75,000. He thanked Lara Evans, Lucia Harrison and Amy Cook for their donations.
- William Winden Achievement for the Arts Scholarship – Andy Buchman announced this new scholarship.
- Academic Freedom/AAUP – Krishna indicated the Agenda Committee will bring this up for a faculty discussion. Anne Fischel indicated that the AAUP report raises concerns about academic freedom, with particular attention to an audit report conducted at Evergreen.
- Curriculum Retreat – Kevin announced that the PUCs are planning next week's retreat, which will be centered around current events to be considered in the curriculum. Read your email for details.
- Contract Café – Anne Fischel indicated that this is taking place in the second floor library lobby directly after the faculty meeting. If you can consider a contract, please attend.

Meeting adjourned.

Next Faculty meeting – Wednesday, November 18, 2009, 1-3pm, SEM II B1105