

TACOMA COMMUNITY COLLEGE

926-1525-C
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Meeting of the Board of Trustees

December 16, 1971

3:30 P. M.

Northwest History Room

AGENDA

1. Roll call
2. Minutes
3. Correspondence
4. Unfinished business
 - (a) Resolution re. Cooperative Board--Academic Personnel Relations agreement
5.
 - (a)
 1. Supplementary faculty appointments for Winter Quarter, 1972
 2. Faculty appointments under the Federal Emergency Economic Assistance Act -- Dr. Jacobson
 - (b) Resolution re. Drug Abuse Information Committee policy -- Dr. Lathrop
 - (c) Resolution re. request for sabbatical leave for Dr. Ronald Magden
 - (d) Discussion of George Huffman's letter of 12/6/71 to Board Chairman -- Chairman Yamashita and AAG Robert Patterson
 - (e) Resolution re. sabbatical leave policy
6. Reports
 - (a) ASB -- Mr. Whitbeck
 - (b) WACCSG -- Mr. Miller
 - (c) TCCA -- Mr. Jansen
 - (d) TCCSA -- Mrs. Hotel
 - (e) Student Services -- Dr. Lathrop
 - (f) Instruction -- Dr. Jacobson
 - (g) Community Services -- Mr. Schafer
 - (h) Occupational Education -- Dr. Rhule
 - (i) Instructional Resource Center -- Mrs. Amoroso
 - (j) Administrative Services -- Mr. Van Mieghem
 - (k) Planning and Program Development -- Dr. Falk
 - (l) President's Report -- Dr. Ford
 - (m) Trustee Comments
7. Information

TACOMA COMMUNITY COLLEGE
BOARD OF TRUSTEES

MINUTES OF MEETING
December 16, 1971

The regular meeting of the Board of Trustees was held on Thursday, December 16, 1971, in the Northwest History Room at Tacoma Community College.

Members and Officers of the Board in Attendance:

Rev. Robert M. Yamashita, Chairman
Mr. Charles L. Edmunds, Vice-Chairman
Dr. Dewey Tuggle
Mr. Don E. Anderson
Mr. Robert O. Springer
Dr. Thornton Ford, Secretary

Absent:

None

Administrative Staff, Students, and Others Who Regularly Attend:

Mrs. Doreen Amoroso	Dr. Ronald Magden
Mr. Barry Boyer	Mr. Jerry McCourt
Mr. Gerald Coe	Dr. Tom McLaughlin
Mr. Paul Creyssels	Mr. Mike McLavy
Miss Cheryl Doten	Dr. Robert R. Rhule
Dr. Richard C. Falk	Mr. H. J. Schafer
Mr. Howard Ferguson	Miss Amy Shaw
Mr. Dennis Hale	Mr. Ken Slusher
Mr. Ron Hale	Mr. George Van Mieghem
Mrs. Carolyn Hotel	Mr. Steve Whitbeck
Mrs. Lorraine Hildebrand	Dr. Dale Wirsing
Mr. George Huffman	Mr. Ed Zimmerman
Dr. Paul Jacobson	
Mr. Luther Jansen	
Dr. Robert C. Lathrop	

CALL TO ORDER

The meeting was called to order by Chairman Yamashita at 3:42 P.M. A quorum was present with all members of the Board in attendance.

APPROVAL OF MINUTES

The minutes of the November 18, 1971 meeting stand approved as printed.

CORRESPONDENCE

President Ford discussed several items of correspondence, as follows:

1. Letter dated December 2, 1971 from Fred B. Phillips, Jr., of the Law Offices of Johnson, Inslee, Best & Chapin regarding the part-time faculty dispute. A meeting, Dr. Ford said, has been set for December 22 at which time the Attorney General's Office will have a representative present.
2. Metropolitan Development Council letter of December 2, 1971 to Rev. Yamashita expressing appreciation for the cooperation of members of the TCC staff in reaching the agreement (between TCC and MDC) on an educational research project to develop an innovative learning experience designed for academic credit. Dr. Jacobson's memorandum (Sup. 6-f) on this experimental program gives the details.
3. Washington State University's letter of December 1, 1971 announcing that WSU will accept students from TCC with the Associate in Arts or Associate in Science degree as having attained junior standing at that university.
4. Higher Education Personnel Board letter of December 2, 1971 enclosing a copy of the official "Notice of Certification" identifying the Washington Federation of State Employees (WFSE) as the exclusive bargaining representative of certain classified personnel at TCC.
5. Tacoma Community College Association's letter from their president, Luther Jansen, requesting the college administration to grant 1/3 release time for the president of the TCCA to begin not later than Spring Quarter 1972.
6. Letter from Robert W. Denomy, chairman of the UGN Higher Education Unit, expressing appreciation of the UGN agencies to members of TCC who responded to the 1971 UGN commitment. "The per capita gift for TCC faculty and staff," he said, "will again be among the highest of similar groups in comparable salary categories."
7. Letter of December 10, 1971 from the School of Nursing at Tacoma General Hospital advising TCC that they have designed a curriculum in nursing with the assistance of the University of Puget Sound and that after Spring Quarter 1972 they will no longer be sending students to TCC. Appreciation was expressed to TCC and its staff for the pleasure of the past years of association, and Mr. Don Gangnes was commended for handling their problems and requests with efficiency and tact.

UNFINISHED BUSINESS

Resolution No. 71-21 (Sup. 4-a) -- the Cooperative Board--Academic Personnel Relations agreement was discussed, with one amendment offered by the TCCA as follows:

V
ACADEMIC FREEDOM

" . . . employment as a member of the college's academic staff (~~except-to-the-extent that-such-exercise-shall-not-interfere-with-his-contract-duties~~). . . . "
(See page 5 of agreement.)

Luther Jansen reported that the TCCA members had voted unanimously to accept the agreement as previously set forth except for the words crossed out above.

Motion: Dr. Tuggle moved and Mr. Edmunds seconded that the Board adopt Resolution No. 71-21, as amended.

Motion carried unanimously.

NEW BUSINESS

Recommended supplementary faculty appointments for Winter Quarter 1972 (Sup. 5-a-1) were discussed along with the recommended faculty appointments under the Federal Emergency Assistance Program (Sup. 5-a-2).

Motion: Mr. Anderson moved and Dr. Tuggle seconded that the Board approve the candidates recommended as supplementary faculty for Winter Quarter 1972 contained in Sup. 5-a-1, and further, that the Board authorize President Ford to enter into an agreement with each candidate at a rate consistent with the college's part-time pay schedule; and that the Board approve the candidates recommended for faculty appointments under the Federal Emergency Economic Assistance Program contained in Sup. 5-a-2, and further, that President Ford be authorized to enter into an agreement with these candidates for services rendered.

Motion to

Amend: Mr. Edmunds moved and Dr. Tuggle seconded that the motion be amended to add the words "and that the program that is related to McChord Air Force Base and McNeil Island Federal Penitentiary be approved subject to acceptance after the president has had conferences with the Attorney General's Office and subject, further, to a ruling by the State Board for Community College Education."

Motion to amend carried unanimously.

The main motion was then voted on. Motion carried unanimously.

Resolution No. 71-48 (Sup. 5-b) -- the Drug Abuse Committee's recommended policy statement was discussed extensively. The statement reads:

"The Board of Trustees approves the development of a drug awareness program aimed at the elimination of drug abuse and related problems in the campus community. This program will include elements of the following: (1) Education, (2) Counseling, (3) Referrals, and (4) Enforcement."

Dr. Lathrop said application has been made for a grant under the Drug Abuse Education Act of 1970 managed by the U. S. Office of Education. Notification is expected by the middle of January.

After further discussion, the following action was taken:

Motion: Mr. Anderson moved and Dr. Tuggle seconded that the Board adopt Resolution No. 71-48.

The role was called with Trustees Tuggle and Anderson voting "aye" and Trustees Edmunds and Springer voting "no." The Chair voted "aye."

Motion carried 3-2 and the resolution was adopted.

NOTE: Mr. Edmunds objected to inclusion of the word "enforcement" in the policy statement. He felt that existing laws and campus rules and regulations already provide for enforcement. But he pointed out that he strongly supports the drug abuse information program.

Resolution No. 71-46 (Sup. 5-c) -- a request for sabbatical leave during Spring Quarter 1972 for Dr. Ronald Magden was discussed. Dr. Magden has been selected to take part in a teacher-training program in Yugoslavia.

Motion: Mr. Edmunds moved and Mr. Springer seconded the adoption of Resolution No. 71-46.

Motion carried unanimously.

TCCFT President George Huffman's letter to Rev. Yamashita was discussed. Mr. Huffman indicated that the TCCFT now represents at least 30 per cent of the academic employees at TCC and requested that the Board set an election date to determine the bargaining agent for these employees.

It was determined that no procedures have, as yet, been adopted by the Board in relation to this subject. Jerry Coe, Assistant Attorney General, suggested that a meeting be held with all interested parties, i.e., faculty organizations on campus, administrators, etc. to put together some rules and regulations for an election procedure. It will then have to be codified in the Washington Administrative Code.

It was suggested that a resolution be brought to the next Board meeting (January 27, 1972) in this regard.

Mr. Edmunds suggested that the Department of Labor and Industries in Olympia might be asked to conduct such an election.

It was informally agreed by the Board that a study session be put together on this matter soon after the holiday season.

Resolution No. 71-47 (Sup. 5-e) -- Guidelines for Sabbatical Leaves in the 1972-73 College Year was discussed. The resolution was amended as follows:

RESOLUTION NO. 71-47

WHEREAS, The Council on Higher Education has provided Professional Leave Guidelines which now apply to all state institutions of higher learning; and

WHEREAS, The previously negotiated Tacoma Community College Sabbatical Leave Policy and the Council on Higher Education's Professional Leave Guidelines have been merged into a single document by a committee of faculty members and administrators; and

WHEREAS, There is need (~~for a district sabbatical policy, for consideration of sabbatical applications~~) to adopt a means by which sabbatical leaves may be approved for the 1972-73 academic year; therefore, be it

Tacoma

RESOLVED by a majority vote of the Board of Trustees of/Community College, That the composite document TCC-CHE Sabbatical Leave (~~Policy~~) Guidelines for 1972-73, be adopted.

Motion: Mr. Edmunds moved and Mr. Springer seconded that the Board adopt Resolution No. 71-47, as amended.

Motion carried unanimously.

NOTE: The composite document title is to be changed to Sabbatical Leave Guidelines as well (rather than "Policy").

Mr. Jansen noted that the adoption of Resolution No. 71-47 does not alter the negotiated sabbatical leave policy but is merely an expedient method of handling immediate matters in this regard.

Assistant Attorney General Jerry Coe reiterated what AAG Robert Patterson advised at the November 18, 1971 Board meeting, that "the college cannot legally spend appropriated funds for sabbatical leaves which are not within the Sabbatical Leave Guidelines issued by the Council on Higher Education."

REPORTS

ASB.--No report.

WACCSG.--No report.

TCCA.--No report.

TCCSA.--Mrs. Hotel, President, said "We're happy" (about the notification by the Higher Education Personnel Board of the certification of the Washington Federation of State Employees as the exclusive bargaining representative of certain classified personnel).

Student Services.--No report.

Instruction.--No report.

Community Services.--No report.

Occupational Education.--Dr. Rhule noted that a detailed report on enrollments in preparatory occupational education programs was mailed to the trustees earlier.

Instructional Resource Center.--Mrs. Amoroso distributed copies of the latest Library-Media Handbook.

Administrative Services.--No report.

Planning and Program Development.--Dr. Falk reported that the Accreditation Steering Committee is under way.

He referred also to Sup. 6-k on the Career Development Program commending Mrs. Karen Becker for providing the college and the community with an outstanding program.

The greenhouse, approved by TCC's Board on October 28, 1971, has been approved at the State level.

The TCC college district has been notified that \$11,000 will be made available for preplanning in capital projects in the years ahead, Dr. Falk said.

President's Report.--Dr. Ford said the problem regarding the military bases could be a critical one.

Budget specifics will be put together as soon as possible.

Trustee Comments.--Mr. Edmunds urged everyone to support the TCC basketball team which he terms "terrific." Family season tickets are available for \$5.00.

INFORMATION

Copies of A Six-Year Plan for Community College Education in Washington, which is the State Board's 1971 Annual Report to the Governor, were given to all trustees.

NEXT MEETING

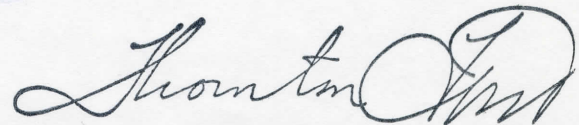
The next meeting will be held on January 27, 1971, at 3:30 P.M. in the Northwest History Room of the college.

ADJOURNMENT

Motion: Mr. Anderson moved and it was seconded that the meeting adjourn.

Motion carried unanimously.

The meeting adjourned at 6:05 P.M.



Thornton Ford, Secretary

LAW OFFICES OF

JOHNSON, INSLEE, BEST & CHAPIN, P.S.

David Alpheus Best
Richard U. Chapin
Elmayah M. Doezie
Evan E. Inslee

Ray L. Johnson
Fred B. Phillips, Jr.
James R. Reynolds
Leslie A. Wahlstrom

CASCADE BUILDING
855 - 106th N.E.
BELLEVUE, WASHINGTON 98004
(206) GL 5-5820

December 2, 1971

Dr. Thornton Ford
President
Tacoma Community College
Tacoma, Washington

Re: Tacoma Community College
Educators Association

Dear Dr. Ford:

As you know, the Attorney General's office has advised TCC that it may negotiate directly with the members of the TCCEA. Since these negotiations will take place pursuant to Chapter 196 §4, as enacted by the 1971 Legislature, which provides that academic employees may negotiate on their own behalf on matters relating to their employment with a Community College District, I will be representing the following individuals, and no others, in any such negotiations:

Vera Wiseman
Joanne Shelley
Dan H. McLachlan, and
Robert C. Adams.

The purpose of this letter is to inform you and your staff of our position with respect to the matters currently in dispute, and to allow you an opportunity to consult with the Attorney General's office prior to our first meeting. Hopefully, this will serve to expedite our finding a solution to the various problems involved.

Dr. Thornton Ford
Page 2

December 2, 1971

As you are no doubt aware, my clients primary concern is the fact that they are doing full-time work for part-time pay. Additionally, the fact that their respective contracts have been designated "part time" renders them ineligible to receive the fringe benefits given to other full time employees, and has apparently been construed to preclude the running of statutory probationary period prior to consideration for tenure.

Our position with respect to each of these matters, not necessarily in the order of their importance, is essentially as follows:

(a) Insofar as the present, and past, contracts have failed to provide for the running of the probationary period prior to consideration for tenure, they are in violation of the state's statutory public policy and are, therefore, void in that respect;

(b) Faculty members working full time under ostensibly "part time" contracts should be entitled to receive the same fringe benefits available to employees working full time under "full time" contracts;

(c) These full time, part time teachers are entitled to receive compensation for work already performed and to be performed in the future, at the full time rate, notwithstanding the absence of a contractual provision for such compensation.

For your benefit, and for the benefit of the Attorney General, I will explain the legal reasoning underlying my conclusion concerning compensation for my clients. First, I realize that the "full time -- Part time" resolution adopted by TCC was apparently negotiated without benefit of counsel for either side. Furthermore, we are not now contending that this resolution was either negotiated or adopted in bad faith, we are merely saying that the law requires full time pay for full time work in this particular

Dr. Thornton Ford
Page 3

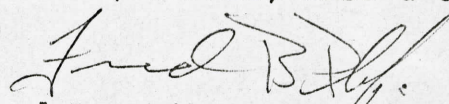
December 2, 1971

situation. The "part time" contracts involved here provide for compensation for an average of slightly in excess of twenty hours per week. However, these contracts make no provision for time spent in class preparation, grading, and other similar and essential activities. As an educator, you can certainly appreciate the fact that a teacher's failure to prepare for class or to grade the student's work would put that teacher well below a minimum standard of competence. Consequently, my clients are in fact required to spend a considerable amount of uncompensated time to adequately perform the duties required by the terms of their existing contracts. In situations of this type, the legal doctrines of "quasi-contract" or "quantum meruit" apply, and the law creates an implied agreement on the part of the employer to pay the employee the reasonable value of such services in the absence of an agreement for payment, even if the party who performs the work has no expectation that he will be compensated therefor.

I will be in touch with you within the next few days to arrange a mutually agreeable time when, hopefully, we can solve the various problems here involved. Your cooperation and assistance will be highly appreciated, both by myself and my clients.

Very truly yours,

JOHNSON, INSLEE, BEST & CHAPIN


Fred B. Phillips, Jr.

FBP:mac
CC: Clients

Robert Patterson
Office of Attorney General

Dr. Richard Falk, TCC
George VanMieghem, TCC

Tacoma Community College



MEMORANDUM

Date: December 9, 1971
To: Tom Ford
From: Paul Jacobson
Subject: Information Pertaining to Part-Time Hiring Practices

I have studied the letter from Mr. Fred B. Phillips, Jr., of Johnson, Insley, Best & Chapin, P. S., and feel that the following information should be brought to your attention.

1. A distinction should be drawn between the assignments given to part-time faculty members and those given to the full-time contracted faculty. In addition to their classroom duties, the full-time faculty members are asked to: (1) maintain up to ten office hours per week (classroom hours + office hours are to equal 25); (2) handle a regular assignment of advising; (3) be present for the faculty orientation in the fall of the year; and (4) be active participants on faculty committees and councils. Part-time instructors are not asked to participate in these activities, although part-time faculty carrying 15-credit-hour teaching loads or their equivalent are paid for five office hours per week, and some have volunteered to participate in some of the advising and registration functions. In such cases permission has always been granted.
2. Persons teaching 15 credit hours or their equivalent, but who have been retained on part-time contracts, have not been approached by the institution to carry such heavy assignments but instead have themselves asked if they might be permitted to do so. While it is not possible for me to know all of the things which have been said in the retention of such part-time employees, in all of my negotiations and discussions with them I have emphasized the quarterly nature of the assignments, and have always tried to encourage them to believe that they were not handling the full range of assignment which would be given to a contracted faculty member. In addition, I have always attempted to tell them that there was no institutional intent to assure them of a full-time contract, but rather that they would undoubtedly earn first consideration for such a contract if one were to become available.
3. In the past there have been several instances where the college has been able to grant full-time contracts to persons involved in the part-time program. However, the granting of such contracts has always been contingent upon evaluations of the needs for such services, the college's ability to pay for them, and the prior performances of the part-timers involved.

PEJ

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Metropolitan Development Council

P.O. BOX 165 TACOMA, WASH. 98401 MA 7-6197

December 3, 1971

Rev. Robert Yamashita, Chairman
Board of Trustees
Tacoma Community College
Tacoma, Washington 98465

Dear Rev. Yamashita: *Bob*

I am very pleased that Metropolitan Development Council and Tacoma Community College have reached agreement on an educational research project to develop an innovative learning experience designed for academic credit.

The agreement provides that 20 or more MDC employees will enroll at TCC for a combination of independent study off campus and courses on campus. Credit will be awarded for on-job experience as long as the experience is a continuing learning experience and as long as the course of study relates to approved instructional objectives for parallel courses on campus.

Both Tacoma Community College faculty and Metropolitan Development Council staff will work with the students on an individual basis and will make every effort to assure that the students are provided a quality education.

In reaching this innovative agreement, we at MDC have appreciated the cooperation of Dr. Ford, Dr. Jacobson, Miss Becker, and other members of the TCC staff. I feel that through our mutual efforts we can upgrade the academic and employment level of our staff while at the same time demonstrating the College's ability to respond more adequately to the educational needs of these employees.

Sincerely yours,

Bill

William G. Seline
Executive Director

WGS:t

cc: Dr. Thornton Ford

WASHINGTON STATE UNIVERSITY

PULLMAN, WASHINGTON 99163

OFFICE OF ADMISSIONS

December 1, 1971

Dr. Thornton Ford
President
Tacoma Community College
P.O. Box 1357
Tacoma, WA 98465

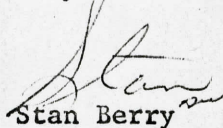
Dear Tom:

It is my pleasure to write this letter announcing that henceforth, Washington State University will accept students coming from your institution with the Associate in Arts or the Associate in Science degree as having attained full junior standing and as having completed the General University Requirements at Washington State University. Students from your institution entering WSU beginning with the fall semester, 1972, will be held only for the departmental requirements of the program in which they seek to earn a degree and of course sufficient total credits to meet the 120 hours basically required for all degrees at Washington State.

The All-University Senate at Washington State adopted this policy on October 21 and the Admissions Committee has seen fit to implement the policy without delay.

We are looking forward to a closer and even more harmonious relationship with you in the future.

Very sincerely yours,

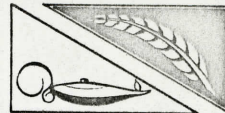


Stan Berry
Director of Admissions

SB:lh

cc: Joseph H. Kosai

Higher Education Personnel Board



LOCATION: 1202 BLACK LAKE BLVD.

DOUGLAS E. SAYAN, DIRECTOR

MAIL ADDRESS: P. O. BOX 1729, OLYMPIA, 98501

TELEPHONE 753-3850

DANIEL J. EVANS, GOVERNOR

PERSONNEL BOARD
F. CLEARY, CHAIRMAN
GLEN NORMAN
J. BERT TROUP

December 2, 1971

Mr. Norm Schut, Executive Director
Washington Federation of State
Employees, AFL-CIO
524 South Jefferson
Olympia, WA 98501

Re: HRC-19 Petition of the Washington Federation of
State Employees for Certification as the
Exclusive Representative of a Collective
Bargaining Unit at Tacoma Community College

Dear Mr. Schut:

Enclosed is a copy of the official Notice of Certification
identifying your organization as the exclusive bargaining
representative of classified personnel employed at Tacoma
Community College as identified in said notice.

Sincerely,

DOUGLAS E. SAYAN
Director

By: *Deryl L. Wood*

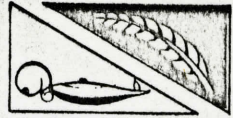
DERYL L. WOOD
Chief of Personnel Services

DES:DLW:j
enc.

cc: Dr. Thornton M. Ford, President, Tacoma CC ✓
Mr. George Van Mieghem, Dean of Admin. Serv., Tacoma CC
Mr. Kenneth Elfbrandt, Assistant Attorney General, HEPB

STATE OF WASHINGTON

Higher Education Personnel Board



LOCATION: 1202 BLACK LAKE BLVD.
DOUGLAS E. SAYAN, DIRECTOR

MAIL ADDRESS: P. O. BOX 1729, OLYMPIA, 98501
TELEPHONE 753-3850

DANIEL J. EVANS, GOVERNOR
PERSONNEL BOARD
F. CLEARY, CHAIRMAN
GLEN NORMAN
J. BERT TROUP

NOTICE OF CERTIFICATION

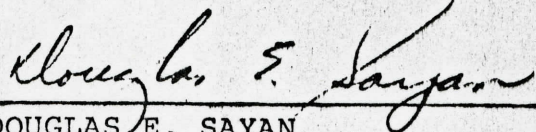
PETITION OF: Washington Federation of State Employees, AFL-CIO
#HRC-19

INSTITUTION: Tacoma Community College

You are hereby certified as exclusive representative of the employees in the following bargaining unit located at Tacoma Community College. This bargaining unit was determined appropriate by the Higher Education Personnel Board pursuant to Chapter 28B.16 RCW on December 15, 1970.

"All classified personnel employed at Tacoma Community College, except those custodial/maintenance personnel who are members of the bargaining unit represented by the International Union of Operating Engineers, Local 286, and except those classified employees whose positions are supervisory in nature.

DATED this 30th day of November 1971.



DOUGLAS E. SAYAN
Director

TACOMA COMMUNITY COLLEGE ASSOCIATION

5900 So. 12th St.

A/C 206 SK 2-6641

TACOMA, WASHINGTON 98465

December 14, 1971

Dr. Thornton M. Ford
President
Tacoma Community College
5900 South 12th Street
Tacoma, Washington 98465

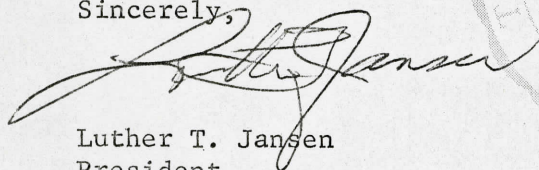
Dear Dr. Ford:

At the meeting of the Tacoma Community College Association last Thursday, December 9, 1971, it was unanimously decided to request the college administration to grant 1/3 release time for the President of the Tacoma Community College Association to begin not later than Spring Quarter, 1972. We hope that a decision and commitment to do this can be made just as early as possible.

Since the Tacoma Community College Association has been accepted as an organization in lieu of a Faculty Senate, it has a dual role, part of which is to function within the college structure. For this reason, we see no impediment to this sort of arrangement. We know, also, that it is being done at several other community colleges in the state.

I hope that we can have a favorable response from you very soon.

Sincerely,

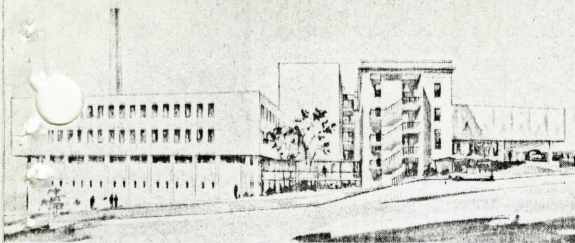


Luther T. Jansen
President
Tacoma Community College Association

LTJ:aj

CC: Robert Yamashita
Paul Jacobson

A Chapter of the Association of Higher Education



TACOMA GENERAL HOSPITAL

THE FANNIE C. PADDOCK MEMORIAL

315 SOUTH K STREET • TACOMA, WASHINGTON 98405

AREA CODE 206 MA 7-1181

SCHOOL OF NURSING

BESS M. PIGGOTT

Director

December 10, 1971

Dr. Robert R. Rule
Director of Occupational Education
Tacoma Community College
Tacoma, Washington

Dear Dr. Rule:

First, may I state that the past few years of association with Tacoma Community College have been a pleasure.

Mr. Gangness has handled all our problems and requests with efficiency and tact, and working with women may not always be the easiest assignment!

Because of our intense desire to offer a diploma nursing student more career mobility educationally, and in a shorter period of time, we have designed a curriculum with the assistance of the University of Puget Sound which we feel accomplishes that goal.

We plan to begin in July of 1972, therefore, we will no longer send our students to Tacoma Community College after Spring Quarter 1972. All classes will be held at our school of nursing.

Again, may I extend our appreciation to Tacoma Community College and its staff.

Sincerely,

(Mrs.) Patricia Thomas, R.N.

Assistant Director
School of Nursing

PT:mm

TACOMA COMMUNITY COLLEGE ASSOCIATION

5900 So. 12th St.

A/C 206 SK 2-6641

TACOMA, WASHINGTON 98465

December 14, 1971

Rev. Robert Yamashita
Director
Tacoma Community House
1311 South M Street
Tacoma, Washington 98405

Dear Rev. Yamashita:

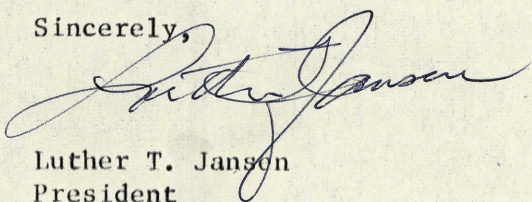
The matter of the Cooperative Board Academic Personnel Relations Agreement was once again taken up at the last meeting of the Tacoma Community College Association on December 9, 1971.

The members voted unanimously to accept:

V on Academic Freedom (except for the words "except to the extent that such exercise shall not interfere with his contract duties.") The members felt that this clause was redundant in that references made earlier in the same paragraph to the importance of the purpose and conditions of employment. It was the feeling of the members that a failure on the part of a staff member to adequately fulfill his contract duties is a matter which can be dealt with quite apart from any consideration from academic freedom.

As it stands now, Tacoma Community College Association has approved the entire agreement document with the exception of this one clause. We hope that the Board will see fit to approve it in this form also so that the matter can be settled. If the Board is unable to do so, we feel that it will be necessary to engage in more detailed across-the-table discussion and, therefore, would expect the Board to initiate formal negotiation processes to resolve the matter.

Sincerely,



Luther T. Janson
President
Tacoma Community College Association

LTJ:aj

CC: Dr. Thornton M. Ford

RESOLUTION NO. 71-21

WHEREAS, The agreement on COOPERATIVE BOARD--ACADEMIC PERSONNEL RELATIONS has proved to be mutually beneficial; and

WHEREAS, The Tacoma Community College Association (TCCA) has indicated a desire to extend the agreement; therefore, be it

RESOLVED by a majority vote of the Board of Trustees of Tacoma Community College, That the COOPERATIVE BOARD--ACADEMIC PERSONNEL RELATIONS agreement, as amended, be extended until November, 1972, pursuant to provisions for renewal contained in Section VI of the agreement.

*Adopted as amended
herein on 12/16/71*

COOPERATIVE BOARD--ACADEMIC PERSONNEL RELATIONS

Between the Board of Trustees Tacoma Community College District 22 and
the Tacoma Community College Association

The Board of Trustees of the Tacoma Community College District 22 and the Tacoma Community College Association do hereby agree that the educational welfare of the students of Tacoma Community College is of paramount importance and shall be accepted as the basic consideration by both parties. Pursuant to Chapter 196, Laws of 1971, 1st Extraordinary Session, the parties do hereby agree as follows:

I RECOGNITION

The Board of Trustees of Tacoma Community College District 22, hereinafter known as the Board, recognizes that teaching is a profession and that the Tacoma Community College Association, hereinafter referred to as the Association, having received the majority of votes cast by the academic staff of the college, shall be the representative of all the academic employees employed, or to be employed, by the Board. The Association recognizes the Board as the duly authorized governing body of Tacoma Community College District 22 and as the employer of all academic employees. The purpose of recognition is the mutual agreement that the parties will negotiate with regard to matters as outlined in Section II-C.

II PRINCIPLES

A. Attaining Objectives

Attainment of objectives of the educational program of the district requires mutual understanding and cooperation between the Board and the professional personnel. Free and open exchange of views is desirable and necessary, with all parties participating in deliberations leading to the determination of matters of mutual concern.

B. Professional Teaching Personnel

Teaching is a profession requiring specialized qualifications, and the success of the instructional program in the college depends upon the maximum utilization of the abilities of academic employees who are satisfied with the conditions under which their services are rendered.

Academic employees have the right to join, or not to join, any organization for their professional or economic improvement, and membership in any organization shall not be required as a condition of employment.

C. Representation

The Board and the president, or their designated representatives shall meet with representatives of the Association to negotiate in good faith on policies governing professional compensation; faculty leave; conditions of employment; the recruitment of instructors, deans, and the president; community support for the school program; budget preparation; communications; and other matters which affect the quality of the educational program.

III
PROCEDURES

A. Association Participation

When requested by either party, the president of the college and/or the Board of Trustees shall meet with Association representatives to confer on matters outlined in Section II-C. Matters not satisfactorily resolved at these meetings may, at the request of either party be the subject of negotiation between a committee of Board members, the president of the college, and Association representatives.

B. Meetings

Meetings between the Association representatives, the Board, and the president of the college shall be called upon the written request of any one of the parties involved. Requests for meetings shall include specific statements of the reasons for the requests.

C. Directing Requests

Requests from the Association for meetings between Association representatives, the Board, and the president, shall be made to the president of the college. Requests from the president of the college or the Board shall be made to the president of the Association. A mutually convenient meeting shall be arranged within fifteen days of the date of the request.

D. Statements of Positions

Proposals, counterproposals, information and supporting data shall be exchanged freely and in good faith during the meeting or meetings in an effort to reach mutual understanding and agreement. The Association negotiations committee, the president of the college, and where applicable a committee of the Board shall act, insofar as possible, as a committee of the whole.

E. Requests for Assistance

All participants have the right to utilize the services of their own consultants in the deliberations.

F. Agreement reached by the participants shall be put in written form and shall be subject to ratification by the Board and the Association.

G. Nothing in this agreement shall be interpreted as denying the right of an academic employee to appear before the Board on his own behalf on matters as outlined in Section II-C. In the event such matters shall affect other academic staff members, the Association shall have the right to express its considered professional judgment before the Board prior to the Board's final decision on an individual case.

IV
RESOLUTION OF DIFFERENCES

A. Special Committee

If the participants reach an impasse or if they reach agreement but such agreement is not ratified by both parties, either party may within five days thereafter, and provided twenty-four (24) hours notice of such intended action has first been served upon the other party, request the Office of the State Director of Community Colleges or whoever else may be the duly authorized authority, by registered mail, to appoint a special committee to assist and advise in the resolution of differences. Said committee shall make a written report with recommendations to both parties within twenty calendar days of receipt of the request for assistance.

V
ACADEMIC FREEDOM

The Board recognizes and respects the right of citizens to make suggestions for the improvements of the college, but the Board also recognizes that the educational profession has both the right and the responsibility to insist that students must be free to learn and faculty members free to teach broad areas of knowledge, including those which may be considered controversial, consistent with the purpose for which they are employed. The rights guaranteed to all citizens

under the Constitution of the United States of America in regard to freedom of speech shall not otherwise be limited or diminished by reason of a person's employment as a member of the college's academic staff. Whenever any group or individual brings charges against a faculty member concerning the faculty member's freedom to teach, if the Board concurs with the faculty member's position, it may grant, as provided by state law (RCW 4.92.060 and RCW 4.92.070), without charge to the faculty member the necessary and sufficient leave, legal assistance and other support for the protection of academic freedom.

VI
RENEWAL

The provisions of this agreement shall continue in effect for one year following the date of signing and may be renewed at the regular meeting of the Board of Trustees in the month of renewal unless challenged by an employee organization showing proof of at least thirty per cent membership of the college's academic employees. This agreement may be amended or supplemented at any time by mutual agreement of the parties thereto. It may be terminated at the end of each annual period by either party by giving written notice of intent to terminate not less than thirty days prior to the renewal date.

VII
SAVING CLAUSE

If any provision of this agreement or the application thereof to any person or circumstance is held invalid, the agreement can be given effect without the invalid provision or application; and to this end the provisions of this agreement are declared to be severable.

In the event a portion of the agreement is held to be invalid, then the parties to this agreement shall renegotiate to bring that portion into conformity with the law.

VIII
ACCEPTANCE

This agreement is signed and adopted this _____ day of _____, 1971.

ATTEST:

Chairman
Board of Trustees

President
Tacoma Community College Association

Vice-Chairman

Association Secretary

Board Secretary

TACOMA COMMUNITY COLLEGE
MEETING OF THE BOARD OF TRUSTEES
DECEMBER 16, 1971

THE FOLLOWING CANDIDATES ARE RECOMMENDED AS SUPPLEMENTARY FACULTY FOR WINTER QUARTER, 1972. IT IS FURTHER RECOMMENDED THAT THE BOARD AUTHORIZE PRESIDENT FORD TO ENTER INTO AN AGREEMENT WITH EACH CANDIDATE AT A RATE OF PAY CONSISTENT WITH THE COLLEGE'S PART-TIME PAY SCHEDULE.

COMMUNITY SERVICES CREDIT COURSES

COMMUNITY SERVICES NON-CREDIT COURSES

GENERAL EDUCATION AND UNIVERSITY PARALLEL COURSES

HIGH SCHOOL COMPLETION PROGRAM

OCCUPATIONAL EDUCATION COURSES

COMMUNITY SERVICES
SUPPLEMENTAL FACULTY

Supplement 5a - /

WINTER QUARTER 1972
CREDIT PROGRAMS

<u>Name</u>	<u>Degree</u>	<u>Field</u>	<u>Program</u>
James Bangs	M.B.A.	Business	McChord
Daphne Davis	M.A.	History	McChord
Richard Giroux	M.S.	Psychology	McChord - Weekend College
Conrad Graham	M.A.	Sociology	McNeil Island
James Harnish	M.A.	History	McChord
Donald Hildreth	B.A.	Reading	McChord
Tom Hulst	M.A.	Political Science	McChord McNeil Island Weekend College
John Jacobs	M.A.	English	Weekend College
Larry Jensen	M.S.	Oceanography	Weekend College
Robert Johnson	M.A.	Sociology	Expediter
Viola Johnson	B.A.	Sociology	PASSAP
Sylvia Lewis	M.A.	English	McChord
Ronald Magden	Ph.d	History	Weekend College
Marlan McKean	M.A.	Anthropology	WTC - Purdy
David Milan	M.A.	English	McChord
Terry Norr	M.A.	Economics	McChord
Nolan Osher	M.A.	Psychology	McChord
Gary Rebholz	M.A.	English	WTC-Purdy
Morris Summers	M.A.	Drama	Weekend College
Robert Thaden	M.Ed.	Psychology	McChord
Kenneth Ulrich	M.A.	Psychology	Expediter

COMMUNITY SERVICES
SUPPLEMENTAL FACULTY

Supplement 5a

WINTER QUARTER 1972
NON-CREDIT PROGRAMS

<u>NAME</u>	<u>QUALIFICATIONS</u>
Mike Armor	B.A.
Margaret Backstrom	Experienced guitar teacher.
Dino Batali	Chairman, Pierce County Democratic Central Committee
Jerry Becker	Artists and experienced instructor of painting
Mary Beyer	Interior decorator and experienced instructor
Toby Butler	Experienced guitar teacher
Billydon Church	Experienced woodcarving instructor
Virginia Conley	Knowledge of and interest in history, theory and practice of Astrology
Frank Dippolito	M.F.A.
P. W. Doerfer	Director of Coast Guard Auxiliary education program
Michael A. Earhart	M.Ed.
DeVon Edrington	M.A.
Jo Emery	Experienced dance instructor
Dennis Flannigan	B.A.
Hugh Fountain	L.L.B
Maria Frank	B.A.
Robert Glueck	M.B.A.
Theodore Gulhaugen	M.A.
Francis Hanson	M.Ed.
George Harper	M.A.
Marion Hawkins	Experienced macrame instructor
Gladys Hemenway	M.A.

Donald Hildreth	B.A.
Ray Ho	M.F.A.
Friedgard Hodges	M.A.
Hal Howell	Chairman, Pierce County Republican Central Committee
Florence Imhoff	Experienced bridge instructor
Luther Jansen	M.A.
Joseph Kennedy	B.A.
Merilyn Lee	M.A.
Clarence Lofing	M.A.
Ronald Magden	Ph.d
Elizabeth Miller	B.A.
Joseph Mitsules	Experienced instructor and researcher in field
Gloria Moorer	Registered antique appraiser
Karin Mooris	A.A.S.
Richard Mulkey	B.A.
Lila Powers	Experienced meditation instructor
Gail Purvis	M.A.
Gary Rebholz	M.A.
Bud Schafer	M.A.
Luciano Stefanini	Experienced Italian instructor--native of Italy
B. F. Sterling	B.A.
Ken Stevens	Ph.d
Marge Stockwell	Experienced sign language instructor
Phil Stovin	M.B.A.
Jerry Vaughan	B.A.
Gloria Wiley	Experienced piano teacher
Ken Wiley	M.Ed.
Bill Wambold	M.A.

COMMUNITY SERVICES NON-CREDIT INSTRUCTORS
BIOGRAPHICAL SKETCH OF GATE INSTRUCTORS (Part III)

Francois, Lela E.	2326 South L. Street, teach Day Care Licensing 6 years experience as a Foster Mother 2 years experience as a Day Care Mother 10 weeks Vocational Training in Child Care Currently a Licensed Day Care Mother
* Gregory, Irene M.	821 South 16th #2, teach Crochet, Knitting Taught sewing and Sunday School, 11 years of schooling.
Jackson, Johnny	4230 Faris Drive, teach Child Development Counselor Olympic Mental Health Center one year Camp Liason Officer McNeil Island Penitentiary 4 months. Teachership experience, President Black Student Union, Job experience at McNeil Island and Olympic Mental Health Center. 16 years of schooling, Degree pending.
Jones, Edna A.	1415 South Union, teach Typing 2 years experience teaching Typing Taught Adult Basic Education
Peyton, Allie M.	1724 East 61st, teach Home Management 2 years experience as an Extension Aide with Pierce County Co-op Service, Experience as a Counselor for U.S.O. for one year. B.S. in Education
Robinson, Horace D.	1212 So. Cushman, teach Basic Arithmetic Supervisor McChord A.F.B. Laboratory 3 years Leadership experience with American Legion Shiloh Baptist Church and 20 Cavemen Social Club. B.S. Degree.
* Sawyer, Gail L.	1056 South 27th #20, teach Sociology, Typing Typist at McChord A.F.B. Leadership roles in Girl Scouts and Church 13½ years of schooling.
Shoffner, Douglas V.	2301 So. 17th Street, teach Black Sociology 3 years work experience at St. Regis Paper Co. Adult Probation and Parole, State of Wash. 1 year 15 years of schooling.
Underwood, Georgia	1615 So. 23rd Street, teach Sewing 5 years Commercial Sewing Experience in New York 5 years schooling beyond High School Leadership experience in Sunday School Teacher Town and Country Garden Club

* Indicates Model Cities Resident

Van Arnam, Ward L.

1007 Greenway, teach Adult Basic Education
and English as a second language.
B.A. plus 4 years work experience as Division
Manager Sears Roebuck
8 years teaching Elementary School for Tacoma
Public Schools
6 years teaching extended education Tacoma
Public Schools.

Wanguri, Peter N.

1216 North 6th, teach Swahili
Work experience as Swahili Instructor at
Fort Steilacoom Community College
Swahili African History at Tacoma Public Schools
R.E.O. Researcher in Tacoma,
B.A. degree in Economics

*Davis, Wylie

2007 So. J. Street, teach Fix-it.
1 year repairman experience with A.B.G Apt.
Bellingham,
1 year custodian with Hi Ho Shopping Center,
1 year salesman for Sears
2 years vocational training.

* Indicates Model Cities Resident

TACOMA COMMUNITY COLLEGE
 GENERAL EDUCATION
 AND
 UNIVERSITY PARALLEL COURSES

WINTER QUARTER 1972
 CREDIT PROGRAMS

Adams, Robert, M.A.	Anthropology-Sociology
Aiken, Richard, M.L.S.	Library
Anderson, Ernest, M.L.S.	Library
Anderson, William, M. Ed.	Psychology
Armistead, Jill, M.A.	English
Arnold, Robert, M.S.	Forestry
Bellamy, Ronald, B.A.	Accounting
Bidwell, Donald, M.A.	Speech
Borek, Kenneth, M.A.	Business
Brightwell, Keith, 20 years of law enforcement experience	Law Enforcement
Butschun, Sue, M.S.	Mathematics
Casey, Kathleen, Ice Skating Professional	Physical Education
Claringbould, Annetje, M.A.	Art
Crawford, W. James, M.S.	Geology
Evans, John, M.A.	Philosophy
Fisher, Winnifred, M.A.	German
Fortier, Marie, B.A.	Music
Freeman, Michiko, B.A.	Business (Typing)
Genda, Ronald, M.A.	Business
Goller, Gayla, M. Ed.	English
Harrison, Richard, M.A.	English
Hildreth, Donald, B.A.	Reading
Hilliard, Kenneth, B.A.	Business
Ho, Raymond, M.F.A.	Art
Hodges, Friedgard, M.A.	German
Hubert, James, M.A.	Business (Real Estate)
Hyde, Jack, M.S.	Geology
Jacobson, Wally D., Ph.D.	Philosophy
Jaech, Warren, M.Ed.	Mathematics
James, Eugene, B.A.Ed.	English
Jansen, Luther, M.A.	Sociology
Jensen, Grant, M.F.A.	Art
Keely, Byron, B.A.	Business (Real Estate)
Kerr, Douglas, M.A.	Drama
Kinnaman, Jean, M.S.	Psychology
Larson, Kenneth, M.S.	Chemistry
Lewis, Richard, M.A.	English
Lynch, Pamela, M.L.S.	Library
McClure, George, Ph.D.	Chemistry
McDaniel, Lawrence, 6 years of business machines, including 4 years of business management experience	Business

(continued)

Tacoma Community College
General Education and
University Parallel Courses
Winter Quarter 1972
Credit Programs

Page 2

McLachlan, Dan, M.A.	English
Mladinov, Joseph, L.L.B.	Business Law
Morford, McKean, M.A.	Anthropology
Moustafa, Saad, Ph.D.	Engineering
Munson, Karen, M.S.	Business
Muse, William, M.S.	Biology
Neese, Varnell, M.S.	Biology
O'Brien, Michael, B.A.	Engineering
Raynolds, Kelly, L.L.B.	Business Law
Rhea, Richard, M.F.A.	Art
Rife, Robert, M.A.	English
Ryan, William, B.A.	English
Shelley, Joanne, B.A.	Chem., Geology, Oceanography
Shulenbarger, Gerald, M.Ed.	Psychology
Sigmen, Gary, M.A.	Economics
Skagen, Morris, M.L.S.	Library
Spangler, Richard, M.A.T.	Mathematics
Stephan, Lorraine, M.B.A.	Business
Streeter, William, M.A.Ed.	Physical Education (Swimming)
Sulenes, Frank, B.A.	Business (Real Estate)
Wanguri, Peter, B.A.	Swahili
Wells, Maryanne, B.A.	Business
Wiseman, Vera, M.A.	Biology
Zimmerman, Ed, M.S.	Mathematics

TACOMA COMMUNITY COLLEGE
SUPPLEMENTAL FACULTY
HIGH SCHOOL COMPLETION PROGRAM

WINTER QUARTER 1972

Clark, Russell, M.S.

Physical Science

Keniston, Richard, B.S.

Social Science

Tellari, Stephen, M.A.

English

TACOMA COMMUNITY COLLEGE
OCCUPATIONAL EDUCATION
SUPPLEMENTARY FACULTY
WINTER QUARTER 1972

Adams, Robert, M.A.	Sociology
Demarest, Loni, M.A.	English
Freeman, Michiko, B.A.	Business
Godderis, Gene, J.D.	Criminal Law
Harnish, James, M.A.	History
Heinrick, John R., M.A.	Health
Hubert, James, B.A.	Real Estate
James, Eugene, B.A.Ed.	English
Joyce, Burton, M.A.	Law Enforcement
Keely, Byron, B.A.	Real Estate
Kennedy, Mary L., Med. Sec., Madigan Hosp.	Medical Record
Lofing, Clarence, M.A.	History
Mladinov, Joseph, L.L.B.	Law Enforcement
McCabe, Ivonna, M.S.	Biology
McDaniel, Lawrence, 6 years of business machines including 4 years of business management experience	Business
McNeely, Warren L., M.S.	Physical Science
Muse, William, M.S.	Biology
Phillips, Mary L., B.S.	Psychology
Scott, Earl, M.A.	Philosophy
Shull, B. Howard, M.A.	Speech
Smith, Enid, Supervisor Medical Transcription Madigan General Hospital	Medical Terminology
Sulenes, Frank, B.A.	Real Estate
Urschel, Melvin F., Jr., M.S.	Health Technology
Wells, Maryanne, B.A.	Business

TACOMA COMMUNITY COLLEGE
OCCUPATIONAL EDUCATION
SUPPLEMENTARY FACULTY
WINTER QUARTER 1972

Adams, Robert, M.A.	Sociology
Demarest, Loni, M.A.	English
Freeman, Michiko, B.A.	Business
Godderis, Gene, J.D.	Criminal Law
Harnish, James, M.A.	History
Heinrick, John R., M.A.	Health
Hubert, James, B.A.	Real Estate
James, Eugene, B.A.Ed.	English
Joyce, Burton, M.A.	Law Enforcement
Keely, Byron, B.A.	Real Estate
Kennedy, Mary L., Med. Secr., Madigan Hosp.	Medical Record
Lofing, Clarence, M.A.	History
Mladinov, Joseph, L.L.B.	Law Enforcement
McCabe, Ivonna, M.S.	Biology
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Scott, Earl, M.A.	Philosophy
Shull, B. Howard, M.A.	Speech
Smith, Enid, Supervisor Medical Transcription Madigan General Hospital	Medical Terminology
Sulenes, Frank, B.A.	Real Estate
Urschel, Melvin F., Jr., M.S.	Health Technology
Wells, Maryanne, B.A.	Business

TACOMA COMMUNITY COLLEGE

MEETING OF THE BOARD OF TRUSTEES

December 16, 1971

The following candidates are recommended for faculty appointments for the dates below under the Federal Emergency Economic Assistance Program. It is further recommended that the Board authorize President Ford to enter into an agreement with the candidates for services rendered.

Gary Andrew Miller, B.A.
and 12 years of Army experience

Veterans-Admissions Adviser
Dec. 13, 1971 to Aug. 18, 1972

Arthur Rick Rico,
Two years of community college,
third year of study at Evergreen
State College toward B.A. degree.
He is working in an internship
program in the Chicano community,
credits which count towards his degree.

Minority Students' Counselor
Dec. 2, 1971 to Aug. 18, 1972

RESOLUTION NO. 71-48

WHEREAS, by its approval of Resolution 71-45, the Board of Trustees of Tacoma Community College endorsed the efforts of the Drug Abuse Information Committee to develop a detailed drug abuse information program; therefore, be it

RESOLVED, That the Board of Trustees of Tacoma Community College adopt the following policy recommended by the Drug Abuse Information Committee:

The Board of Trustees approves the development of a drug awareness program aimed at the elimination of drug abuse and related problems in the campus community.

This program will include elements of the following:

- (1) Education, (2) Counseling, (3) Referrals,
- (4) Enforcement.

*Adopted by 3-2
vote on 12/16/71*

RESOLUTION NO. 71-46

WHEREAS, Dr. Ronald Magden's request for sabbatical leave in the spring quarter of 1972 is consistent with both the Tacoma Community College policy relating to sabbatical leave and the Council on Higher Education guidelines on sabbatical leave; and

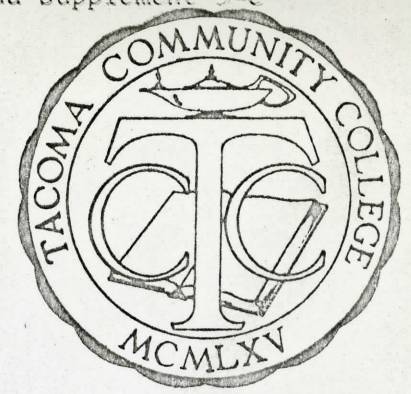
WHEREAS, It has been determined that Dr. Magden's absence during the spring quarter of 1972 will not unduly affect the college's instructional program; and

WHEREAS, The projects which Dr. Magden proposes to undertake during and as a result of his sabbatical leave will be beneficial to the college; therefore be it

RESOLVED by the Board of Trustees of Tacoma Community College, That the request for sabbatical leave by Dr. Ronald Magden during the spring quarter of 1972 be granted.

Adopted 12/16/71

Tacoma Community College



MEMORANDUM

Date: October 12, 1971
To: Dr. Thornton M. Ford
From: Ronald Magden
Subject: Sabbatical Leave - Spring Quarter 1972

I would like to apply for a sabbatical leave for spring quarter, 1972. If the Board of Trustees approves my request for professional leave, I will develop instructional materials and objectives for use in teaching social science classes at Tacoma Community College. Specifically, the quarter will be spent in eastern Europe studying and researching the history, government and culture of Slavic peoples, a field which has been largely overlooked in recent times.

Upon returning to Tacoma Community College, I will make the materials which I have gathered available to other social science instructors. I also will participate in division and department meetings to impart concepts about the Balkans to fellow instructors.

I will also use the materials on eastern Europe as a model for developing instructional objectives. Since the community college includes all aspects of education from high school completion and continuing education to occupational and academic programs, the model must be sufficiently broad to attract all segments of the college.

At the state community college conferences in the fall and spring of the school year, I will formally present findings to other social scientists much as other instructors have introduced new ideas and materials on Africa and the Far East.

If the sabbatical is granted, Tacoma Community College would not have to fund the project at the usual $2/3$ salary. The TTT International Program of the University of Washington, which is sponsoring the study tour, will cooperate with the college in equalizing the cost.

REM

pl

cc: Dr. Paul E. Jacobson
Dean of Instruction

To: Dr. Ford

Application for Sabbatical Leave for Spring Quarter 1971

- (a) "General information including name, department, rank, date of initial service with the college or university, terms of leave desired, dates of previous professional leaves, and percent of salary to be awarded as based on other grants and funding." ¹

Name: Ronald Magden
 Position: Chairman of Social Sciences
 Length of Service: Fall 1965 to present

This is my first request for professional leave. Two-thirds of my Spring Quarter salary to be paid by Tacoma Community College and one-third by the TTT International Program funded by U.S. Department of Health, Education, and Welfare and supervised by the University of Washington.

- (b) "A detailed statement of the applicant's plans for utilizing the time requested. This statement should include such information as the time sequence for completion of any project or plan."

I plan to collect curriculum materials and prepare lectures on Balkan history which will be made available to other History of Civilization teachers. Specifically, I will visit an early Stone Age site on the Danube River, study Orthodox and Moslem religions, and industrialization effects on Yugoslav society. The study will be from March 20 to June 20, 1972. There will be a two-week meeting in Seattle in August 1972 for correlating materials with nine other educators who have been funded to study Yugoslav society.

- (c) "A list of foundations, institutions, or other organizations with which the applicant will be affiliated during the professional leave."

The University of Washington TTT Project, an educational personnel development program funded by the U.S. Office of Education, is directing the overall program. Dr. Lyman Legters is the Director of the TTT Project.

- (d) "A complete listing of grants and stipends other than those granted by the institution which will be available to the applicant during the time of professional leave."

The TTT Project has agreed to fund my project \$1944.00, which is the amount allowed under the CHE guidelines.

¹Quoted material from TCC-CHE Sabbatical Leave Policy, 71-72

- (e) "If there is any travel to be included in the professional leave, the need must be justified in terms of the proposed project or plan for study."

All travel costs are covered by the TTT Project.

- (f) "Background information concerning the applicant's previous professional or scholarly work, especially in the area of the proposed plan."

Taught History of Civilization courses at TCC since 1965. Have participated in curriculum revision work locally and on a national basis through the Washington and National Councils for the Social Studies.

- (g) "A copy of the applicant's bibliography of publications should be attached to the application."

No publications.

- (h) "Supporting letters from faculty members or other appropriate individuals not necessarily associated with the institution may also be submitted if the applicant so desires."

A letter is forthcoming from the TTT Project supporting the request for sabbatical leave, and will be forwarded to you and the Board upon receipt.

- (i) "A statement regarding the value of the applicant's project in terms of benefit to the institution upon return from professional leave."

Each quarter 300 TCC students take History of Civilization. Materials and concepts gathered in Yugoslavia will be distributed to the three instructors in the History of Civilization program. Related materials on such fields as anthropology, geography, political science, and sociology will also be prepared. Complete copies of the project will be forwarded to the Dean of Instruction and an evaluation will be sent to the Dean by January 5, 1973.

cc: Dr. Jacobson

12/3/71



Tacoma Community College

5900 SOUTH 12TH STREET
TACOMA, WASHINGTON 98465
LO 4-7200

December 6, 1971

Rev. Robert Yamashita
Chairman, Board of Trustees
Tacoma Community House
1311 South M Street
Tacoma, Washington 98405

Dear Rev. Yamashita:

In accordance with state law governing academic employee negotiations, I would like to inform you that the Tacoma Community College Federation of Teachers now represents at least 30% of the academic employees here at Tacoma Community College. Consequently we are requesting that the board set a date for an election so that the bargaining agent for the academic employees at Tacoma Community College can be determined.

I would appreciate it if this matter could be placed on the upcoming agenda for discussion.

Sincerely,

George Huffman

GH:dmd

cc:Luther Jansen

cc:Dr. Tom Ford

RESOLUTION NO. 71-47

WHEREAS, The Council on Higher Education has provided Professional Leave Guidelines which now apply to all state institutions of higher learning; and

WHEREAS, The previously negotiated Tacoma Community College Sabbatical Leave Policy and the Council on Higher Education's Professional Leave Guidelines have been merged into a single document by a committee of faculty members and administrators; and

WHEREAS, There is need to adopt a means by which sabbatical leaves may be approved for the 1972-73 academic year; therefore, be it

RESOLVED by a majority vote of the Board of Trustees of Tacoma Community College, That the composite document TCC-CHE Sabbatical Leave Guidelines for 1972-73, be adopted.

TACOMA COMMUNITY COLLEGE - COUNCIL ON HIGHER EDUCATION

SABBATICAL LEAVE POLICY - 1972-73

guidelines
↑
amend

Purpose

The purpose of a professional leave shall be to improve the professional skills of the faculty member through study, research, and creative work. The institution will receive direct benefit of such an experience through the increased effectiveness of those persons participating in a professional leave program. (CHE)

Professional leave will not be granted for the purpose of working for an advanced degree. (CHE)

I. Eligibility

- A. A minimum of six years of service to the institution is required before qualifying for consideration for professional leave. (CHE)

The awarding of professional leave involves not only the selection of a worthy project, but is dependent upon internal academic decisions involving class scheduling, replacement personnel, and budgetary constraints. Therefore, the number of professional leaves may vary from year to year. It is the purpose of these guidelines to allow flexibility in the percent of professional leaves awarded by any one particular institution. However, in order to provide some uniformity and comparability among institutions, each college and university shall submit the number of persons receiving professional leave, the length of the leave, and the number of budgeted F.T.E. faculty members. A percentage figure for each institution shall be generated annually. (CHE)

- B. Periods of sick leave shall not be considered interruptions in consecutive employment. (TCC)
- C. A selection committee shall determine the eligibility of the applicants. The committee's recommendations shall be subject to the final approval of the Board. (TCC)
- D. Selection for professional leave shall be based upon the worthiness of the project or plan as submitted by the faculty member. It is intended that each institution conduct a rigorous and thorough selection procedure in the awarding of professional leave. (CHE)
- E. Projects or plans should be evaluated according to their value to the institution based on the following criteria: (CHE)
- a. Value of project or plan in relationship to teaching responsibilities.
 - b. Ability of applicant to achieve goals of project or plan as based on past experience and academic background.
 - c. Need for new or additional knowledge in subject field to be studied.
 - d. Quality of replacement personnel designated to take the responsibilities of the applicant.
 - e. Evidence of support (in the form of recommendations and/or financial) from other institutions, foundations, or persons concerned with the proposed plan or project.

II. Number

- A. It is the intent of these guidelines to set a range of 2.5 - 3.5 percent for the percentage of professional leaves granted. Any institution exceeding this range shall adjust its policies accordingly. (CHE)

The base figure used to provide some comparability among institutions is the budgeted full time equivalent faculty included in instruction and departmental research. (CHE)

III. Duration

- A. A sabbatical leave may be granted for one, two, or three quarters, or a contract year. (TCC)

IV. Application

- A. Applications must be presented to the selection committee no later than January 1. Applications submitted after January 1 will receive consideration after applications submitted before the deadline. (TCC)
- B. Applications must include a proposal for time spent while on leave. (TCC)
- C. If an applicant's request is refused, he may resubmit it within ten days of notification of refusal in order to clarify his application. (TCC)
- D. Applicants shall receive notification of the Board's decision no later than immediately following the February Board meeting. Applicants must notify the Board of their acceptance or rejection no later than the March Board meeting. (TCC)
- E. The applicant's sabbatical leave program may not be significantly altered without prior written approval from the President. (TCC)
- F. Applications for professional leave at all institutions should include the following information: (CHE)
- a. General information including name, department, rank, date of initial service with the college or university, terms of leave desired, dates of previous professional leaves, and percent of salary to be awarded as based on other grants and funding.
 - b. A detailed statement of the applicant's plans for utilizing the time requested. This statement should include such information as the time sequence for completion of any project or plan.
 - c. A list of foundations, institutions, or other organizations with which the applicant will be affiliated during the professional leave.
 - d. A complete listing of grants and stipends other than those granted by the institution which will be available to the applicant during the time of professional leave.
 - e. If there is any travel to be included in the professional leave, the need must be justified in terms of the proposed project or plan for study.
 - f. Background information concerning the applicant's previous professional or scholarly work, especially in the area of the proposed plan.

- g. A copy of the applicant's bibliography of publications should be attached to the application.
- h. Supporting letters from faculty members or other appropriate individuals not necessarily associated with the institution may also be submitted if the applicant so desires.
- i. A statement regarding the value of the applicant's project in terms of benefit to the institution upon return from professional leave.

V. Compensation

- A. While on leave, an individual shall receive two-thirds of the salary he would have received had he remained at the college in his normal capacity. (TCC)
- B. It is not intended that applicants on a professional leave would engage in other employment. If employment were a part of the project or plan, it would necessarily have to be justified within the terms of the purpose of the professional leave. (CHE)
- C. Institutions should institute programs which would encourage the applicant to apply for and, hopefully, receive outside funds for professional leave programs. Such a program has been outlined by the University of Washington and could be used as an example. This procedure would also assist in the goal of placing a professional leave program on a no-cost basis, without deteriorating the quality of instruction. (CHE)
- D. Recognizing the diversity of methods for providing funds for professional leave, the individual institution should be responsible for allocating the resources necessary for a professional leave. However, it is strongly urged that the institutions establish the professional leave program on a "break-even" basis. In other words, replacements for persons on professional leave should ordinarily take place within existing faculty to the extent that it is possible. (CHE)
- E. The sum of the professional leave salary and additional funds in the form of grants and stipends shall not exceed the amount of the normally contracted salary for the period of the leave. (CHE)

VI. Terms

- A. All sabbatical leaves shall count for the purpose of all employment benefits: increments, medical payments, retirements, seniority. (TCC)
- B. Upon return, an individual shall be reinstated in a position for which he is trained and one which is equal to or better than that which he held immediately prior to taking his leave. (TCC)
- C. Upon return to the institution each person shall submit a written report summarizing the work completed during professional leave and how the new knowledge shall be utilized by the person in teaching assignments and additional research. (CHE)
- D. A period of one year's service following a professional leave will be required upon return from leave. (CHE)

- E. Ordinarily professional leave will not be granted to individuals who, upon return from professional leave, will have less than three years of service to the institution prior to retirement. (CHE)

VII. Replacement

- A. In each sabbatical leave granted by the college, it shall be at the discretion of the appropriate Dean, in consultation with the department concerned, to determine the manner in which temporary duties and responsibilities of the individual on leave shall be dealt with. The following alternatives may be considered: (TCC) (see limitations in Part V, D)

--A full-time staff member shall be employed for the leave period.

--Classes and/or duties shall be assigned to part-time employees in the regular schedule.

--Classes and/or duties shall be assigned to part-time employees in the evening program.

--Classes and/or duties shall be dropped from the college program for the period of the leave.

--A suitable combination of the above.

VIII. Review

- A. The sabbatical leave policy shall be reviewed before January, 1973, and every three years thereafter. (TCC)

Any guidelines adopted by the Council on Higher Education, in conjunction with the institutions, shall be reviewed annually. (CHE)

IX. Special Requests

- A. It is anticipated that special circumstances may arise which are not addressed in the Guidelines. Any institution may submit special requests to the Council on Higher Education for review and recommendation. (CHE)

X. Institutional Accountability

Each institution shall submit a preliminary report to the Council on Higher Education in April of each year and a final report by July 1, stipulating: (CHE)

- a. The number of persons to receive professional leave.
- b. The contracted salary of the recipient.
- c. The percentage of salary to be paid.
- d. The actual cost, subtracting grants and stipends, to the institution.
- e. The length of time the recipient is to be on leave.
- f. The method of replacing the person, and the cost to the institution, if any.

TACOMA COMMUNITY COLLEGE ASSOCIATION

5900 So. 12th St.

A/C 206 ~~SK-2-664+~~
564-7200

TACOMA, WASHINGTON 98465

December 16th, 1971

Dr. Richard Falk
 Assistant to the President
 Tacoma Community College
 Tacoma, Washington

Dear Dick:

As I indicated I would do in our conversation a couple of days ago, I am setting down here a summary of the comments I made at that time.

The Tacoma Community College Association took no specific action at its last meeting on the matter of Sabbatical leave policy.

Our faculty at Tacoma Community College, through its representative on the Faculty Advisory Council to the State Board for Community College Education, has joined with others in protesting the Council on Higher Education Guidelines for Sabbatical Leave both as to content and as to the process of development and implementation.

Most of the members of the Tacoma Community College Association were among the signators of a resolution sent to the Board of Trustees and the Administration of Tacoma Community College stating that "Be it resolved that the current sabbatical policy agreement between the Tacoma Community College Association and the Tacoma Community College Board of Trustees not be revised until one year from the date that the recent sabbatical guidelines issued by the Council on Higher Education have been approved by the Legislative Budget Committee."

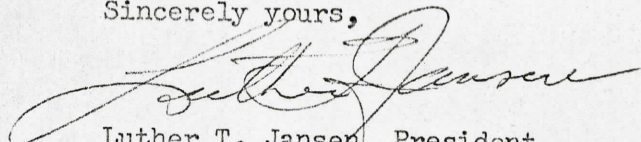
The position of the Tacoma Community College Association in this matter, as I see it now, is that

- A - Tacoma Community College has a Sabbatical Leave policy arrived at through negotiation between the Board of Trustees and the T.C.C.A. according to state law, and that this policy remains in effect.
- B - The faculty is aware of the Council on Higher Education guidelines and recognizes that (1) these create no necessity for changing our policy since they bear directly, not on policy, but on the expenditure of funds, and that (2) the committee reviewing sabbatical leave applications for the school year 1972-73, and the Board of Trustees in making decisions on such applications, will need to take into account the possible impact of the C.H.E. guidelines unless and until their effect is nullified.

page two

We do not see that Tacoma Community College needs a new or revised policy at this time. We should operate within our policy as it now exists and , to the extent necessary and feasible, within the guidelines of the Council on Higher Education as a matter of expediency, meanwhile utilizing whatever means seem appropriate to get around the Council on Higher Education guidelines (such as appeals, seeking funds other than those restricted by the guidelines, etc.) and whatever efforts might be productive not only in modifying the guidelines but in removing the dangerous precedent set by the process through which they came into being and are being implemented.

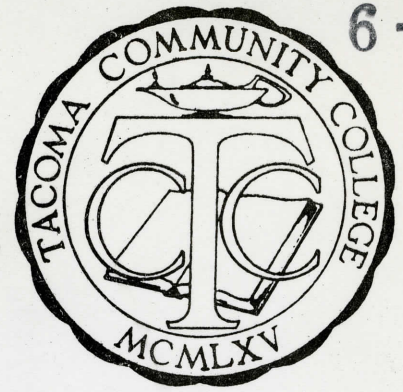
Sincerely yours,



Luther T. Jansen, President
Tacoma Community College Association

Tacoma Community College

6-H



MEMORANDUM

Date: December 7, 1971
To: Members of the Board of Trustees
From: Bob Rhule
Subject: MIS-4

The enclosed report on the occupational program has been submitted to the State Board for Community Colleges. If you have any questions, please feel free to call either Donald Gangnes, the Allied Health Program Manager, or Rolland Evans, the Business Occupations Program Manager, or me.

RRR

Report mailed

ENROLLMENTS IN PREPARATORY
OCCUPATIONAL EDUCATION PROGRAMS

College Tacoma Community College

District Number 22

Fall Quarter, 1971 - Report Due: December 1, 1971

This report submitted and certified by: (signed) _____

Table 1 Program Enrollments

Code #	PROGRAM Title	Maximum Program Capacity	Enrollment				Special Enrollment					Instructors			
			Male		Female		7 Disadvantaged	8 Handicapped	9 Cooperative B	10 Cooperative G	Consumer and Homemaking		13 Full-Time	14 Part-Time	15 Instructor
			First Year	Second Year	First Year	Second Year					11 FI	12 F2			
GRAND TOTAL, UNDUPLICATED															
04.17.00	Real Estate	30	24	0	5	0							2		
04.20.00	Service Representative	50	6	29	6	12			10			3		1	
07.03.01	Cooperative Program for nurses (Tacoma General)	N/A	0	0	68	0							1		
07.03.01	Cooperative Program for nurses (St. Joes)	N/A	0	1	0	34							2		
07.05.01	Cooperative X-Ray Tech. (T.G.)	N/A	1	0	5	4									
07.05.01	Cooperative X-Ray Tech. (S.J.)	N/A	0	0	9	0									
07.09.03	Inhalation Therapy Cooperative Program (S.J.)	12	2	0	11	0							1		
14.01.01	Junior Accountant	30	17	0	10	0						1	1		
14.04.06	Receptionist-Clerk	50	0	0	13	0						2	1	1	
14.04.99	Cooperative Program for Medical Record Tech. (S.J.)	12	0	0	18	0							2		
17.28.02	Law Enforcement	35	45	0	6	0							1		

(N/A - limits on cooperative
program enrollment are
determined by the cooperating
agency.)

Career Development Program

State Board staff have advised that individuals participating in the program should be identifiable as disadvantaged (academically, socially, or economically) and that the thrust of the program should be toward preparation for entry into an occupational program. These program characteristics are provided, accordingly.

1. The Program Instructor-Coordinator is professionally trained in sociology, with a master's in occupational advising in public agencies. She has had successful work experience in similar programs and in public assistance agency work.
2. Each trainee for this pre-occupational training program will be selected according to the State Plan criteria for Disadvantaged, but the Program Instructor-Coordinator and appropriate records will be retained. Extensive cooperation with community agencies is intended, with most clients referred to the Program Instructor-Coordinator by community agencies.
3. The primary purpose of the program is to identify and prepare disadvantaged individuals for entry into occupational programs conducted by the college, for OJT, or for other training or employment - as determined by the client through the Career Development Program.
4. Individual client records will be developed and retained to assist with appropriate placement after the twelve-week exploratory program.

PL 90-576, Part B, 4b (Handicapped)

Interpersonal Growth and Development Program - State Board staff have advised that program participants should ultimately reach a higher degree of employability. While it is noted that individual results of the program might vary from full employment to varying degrees of self-support, the college is cautioned to maintain documentation which shows that the program is assisting individuals toward such goals. The following steps are intended to assure legitimacy of the program, in terms of the funding intent.

1. As directed by State Board Staff, the area DVR Director was consulted regarding an appropriate thrust for institutional efforts in serving the handicapped. His written recommendation (on file here) urges development of program and services for the emotionally handicapped.
2. A community advisory committee, composed of professionals in various specialties of mental health is being formed. This group functions as a typical, occupational program advisory committee: the committee will hold formal meetings with recorded minutes, will examine alternatives and recommend program content and services, and continue to evaluate and recommend program modifications. The committee serves to keep the program aimed at assisting individuals to reach higher levels of self-sufficiency and employability.
3. The instructor-coordinator for the program will meet regularly with the advisory committee. Records of the committee will be retained by the institutional administrator for occupational instruction.
4. The program instructor-coordinator will retain individual records on all emotionally handicapped program participants. Such records to include, but not be limited to:
 - A. documentation regarding the individual's needs for services provided by the program (i.e., personal request to participate in the program for stated reasons, or recommendation from an emotional health agency.)
 - B. pre and post-program measures of emotional health, self-concepts, interpersonal growth, cognition of the world of work, and personal and occupational goals.
5. As with all other occupational instruction and services, funds for the Interpersonal Growth and Development Program will be expended as authorized by the institutional administrator for occupational education, and appropriate documentation will be retained regarding each program expenditure.

PL 90-576, Part G Funds

Cooperative Vocational Education Program - State Board staff have advised that accounting procedures must be established to assure that these expenditures can be separately identifiable and that Part G funds be used specifically for developing and operating cooperative programs (and not for general occupational program effort). The following special uses for Part G funds have been identified and constitute the detailed plan for expenditure.

The 1971-72 plan for Part G funds is aimed exclusively at program organization and development of recently approved training programs which do require cooperative education work experience. Funds are being expended for staff time to accomplish the necessary work or relating formal training to required work experience, for detailed organization of cooperative work-instruction schedules, and to the organization of functional advising schemes for students in cooperative educational programs.

Specific programs involved are Service Representative, Receptionist-Clerk, Real Estate and Junior Accountant. In addition, a concerted effort is being made to design cooperative experience into the Medical Records Program. Institutional records will reflect use of all Part G funds toward cooperative efforts in specific programs.

MIS-4 A

Table 11 Enrollment by Ethnic Background by Type of Student (Preparatory)

1. REGULAR

(1) Native American	<u>10</u>	
(2) Black	<u>18</u>	
(3) Asian American	<u>3</u>	
(4) Mexican American or Chicano	<u>3</u>	
(5) Other, including Caucasian	<u>288</u>	
(6) Not Indicated	<u>56</u>	
TOTAL REGULAR		<u>378</u>

2. DISADVANTAGED

(1) Native American	<u>1</u>	
(2) Black	<u>1</u>	
(3) Asian American	<u>0</u>	
(4) Mexican American or Chicano	<u>0</u>	
(5) Other, including Caucasian	<u>7</u>	
(6) Not Indicated	<u>6</u>	
TOTAL DISADVANTAGED		<u>15</u>

3. HANDICAPPED

(1) Native American	<u>3</u>	
(2) Black	<u>8</u>	
(3) Asian American	<u>1</u>	
(4) Mexican American or Chicano	<u>0</u>	
(5) Other, including Caucasian	<u>58</u>	
(6) Not Indicated	<u>0</u>	
TOTAL HANDICAPPED		<u>70</u>

GRAND TOTAL 463 *

* This figure should agree with total of columns 3 through 6, Table 1

MIS-4 B

Table 11 Enrollment by Ethnic Background by Type of Student (Supplementary)

1. REGULAR

(1) Native American	<u>4</u>	
(2) Black	<u>1</u>	
(3) Asian American	<u>0</u>	
(4) Mexican American or Chicano	<u>0</u>	
(5) Other, Including Caucasian	<u>65</u>	
(6) Not Indicated	<u>12</u>	
TOTAL REGULAR		<u>82</u>

2. DISADVANTAGED

(1) Native American	<u>3</u>	
(2) Black	<u>22</u>	
(3) Asian American	<u>0</u>	
(4) Mexican American or Chicano	<u>1</u>	
(5) Other, including Caucasian	<u>19</u>	
(6) Not Indicated	<u>16</u>	
TOTAL DISADVANTAGED		<u>61</u>

3. HANDICAPPED

(1) Native American	<u> </u>	
(2) Black	<u> </u>	
(3) Asian American	<u> </u>	
(4) Mexican American or Chicano	<u> </u>	
(5) Other, including Caucasian	<u> </u>	
(6) Not Indicated	<u> </u>	
TOTAL HANDICAPPED		<u>0</u>

GRAND TOTAL 143 *

* This figure should agree with totals of columns 2 and 3, Table 1 of MIS-4 B

MIS-4 D

STATUS OF INSTRUCTOR TRAINING

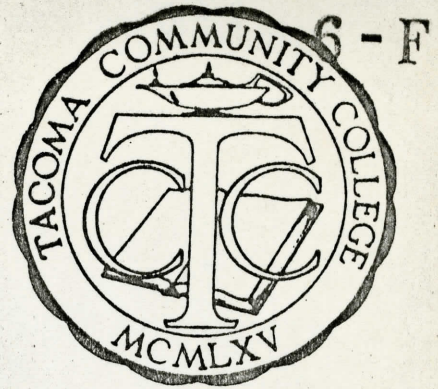
College Tacoma Community College District Number 22

Fall, Winter and Spring Quarters, Unduplicated Headcount - Report Due: June 30, 1972

This report submitted and certified by: (signed) _____

	Number of Enrollees in Instructor Training		Number Completing Instructor Training	
	Pre-Service 1	In-Service 2	Pre-Service 3	In-Service 4
1. TOTAL UNDUPLICATED				
2. Group Guidance				
3. Remedial				
4. Cooperative, Part G				
5. Disadvantaged				
6. Handicapped				
7. (01) Agriculture				
8. (04) Distribution				
9. (07) Health				
10. (09.01) Consumer Homemaking (useful)				
11. (09.02) Home and Family Life (gainful)				
12. (14) Business and Office				
13. (16) Technical				
14. (17) Trades and Industrial				1
15. Other (specify)				

Tacoma Community College



MEMORANDUM

Date: December 7, 1971
To: All Faculty Members
From: Paul Jacobson
Subject: Experimental Program

At the October 28, 1971, meeting of the Board of Trustees, the Board discussed and agreed to an experimental project involving Tacoma Community College and the Metropolitan Development Council of Tacoma. In the project, which is to last during the 1971-72 academic year, there is to be an attempt to provide the opportunity for about twenty students to pursue their associate degree educations both at TCC and at the Metropolitan Development Council offices. The program is to involve a combination of conventional courses, course challenges and credit awards for experience at MDC and at other off-campus sites. If, after a year's trial, this experiment is deemed to be successful, Metropolitan Development Corporation and Tacoma Community College will have an opportunity to make a joint request for federal funding to continue the effort on a larger scale.

In order to carry out its part of the experiment, TCC will need to organize a special faculty committee which will have as its functions the evaluation of the students' off-campus experience, the recommendation of suitable course challenges for each student, and the academic advising of the students. At the end of the experimental period, this faculty committee will also be asked to assist an outside consultant (probably from the University of Washington) in the final evaluation of the experiment.

At the present time, because of the needs and interests of the students to be involved, it appears that one faculty member from each of the following areas should make up the faculty committee: (1) Psychology; (2) Sociology; (3) Political Science; (4) Business-Accounting; (5) Business-Secretarial; (6) Health; (7) Law Enforcement; (8) Remedial English; (9) Remedial Study Skills; (10) Remedial Mathematics; (11) Records; (12) Student Services Administration; (13) Occupational Counseling and Advising.

Will persons in these areas who are interested in helping the institution carry out and evaluate this experiment please contact the office of the Dean of Instruction? An immediate response would be appreciated because some of the students are anxious to begin course work, arrange for challenge exams, etc., during winter quarter.

Thank you.

PEJ

Note: MDC is working on a similar experiment with Evergreen State College. As a result, some meetings of the involved TCC and Evergreen faculty members would seem to be indicated.