

Genia, Erin

From: King, Cheryl Simrell
Sent: Wednesday, July 18, 2012 10:25 AM
To: Lyttle, Lee
Cc: Gates, John; Genia, Erin; Zimmerman, Michael; Murray, Nancy
Subject: Re: Summer Meeting to Revision the Tribal Concentration?

Lee - I wash my hands of this. I don't believe we can have a productive meeting as long as the old guard hangs on and directs the conversation. We will hear what is desired to keep things the same -- maybe, at best, we'll make some content changes in the concentration courses.

There is a summer faculty institute on the Tribal offerings, in general. I believe John is planning to attend that. Perhaps that can be a venue through which some conversations can be held?

As you, John and Erin know, I believe we need serious changes in how we offer the Tribal concentration, particularly the Core courses, and in how the tribal courses are staffed. I will go on record here to say the quality of what is delivered to students is significantly different between the tribal and general cohorts and this is neither the result of the intensive format nor the higher intensity of the challenges for the tribal students (although these two elements do lead to differences, as they should). Serious reconsideration of how the courses are offered and staffed needs to happen and I don't see this happening in the current situation.

For this hire, I think it is imperative we stick with our original intentions and hire someone who can carry the MPA core, whether in tribal or general. I also think we should be setting our sights on a Ph.D. I know all the arguments about the lack of PhDs among natives and our inabilities to compete. I still think we should set our sights where they should be. And, as you know, I believe we should set up a regular rotation pattern where all of us teach Core in both tribal and general, on a rotating basis, irrespective of race, culture, heritage, membership, etc. Which means that the person we hire need not, necessarily, be American Indian. Heretical to say this, I know. I also will point out that pre-determining any category, political or not, in a hiring process is both problematic and potentially illegal. In any case, the law states that if we are going to have a preference, we need to publicly state that (http://www.eeoc.gov/policy/docs/indian_preference.html). So, if the committee believes the person we hire must be Indian, then we need to make that clear from the beginning. And, if we are looking for a particular kind of Indian, we need to make that clear also.

I'm somewhat regretful I am not being asked to serve on the hiring committee again. Perhaps everyone already knows I would say "no" to an invitation. In any case, I regret, from what I hear on the grapevine, that I've been identified as "a problem" with last year's search (perhaps "the problem").

This isn't about me - it's about unclear intentions and machinations and lack of clarity about what is "best" for the program and the college. This new committee needs to be up-front with each other about intentions and everyone needs to be clear about what the college asks of us when we hire faculty. Without this clarity, the search will fail again. And, no conversation with people outside the college about re-visioning the program is going to help us here - only an internal conversation will help us and that, obviously, isn't going to happen.

-cheryl

8/8/2012

cc: John Gates, Erin Genia, Nancy Murray and Michael Zimmerman

Cheryl Simrell King, PhD ~ Member of the Faculty ~ Master of Public Administration Program ~ The Evergreen State College
~ www.evergreen.edu/mpa

On Jul 18, 2012, at 9:01 AM, Lyttle, Lee wrote:

Cheryl and John,

Several months ago you volunteered to take the lead on setting up a summer meeting of select larger Native American community members. What the status of that? Nancy Murray has set up a meeting of the faculty hiring subcommittee for August 9th. We can certainly move forward without the insights and comments of the larger gathering, however we do need to finalize the job description and input from the communities would be nice.

Thanks,

*Lee Lyttle, Director
The Master of Public Administration Program
The Evergreen State College
2700 Evergreen Parkway NW
Olympia, WA 98505
Ph: 360-867-6678*