

CHAIR

Allen StandingBear Jenkins (posted 03/01/08)

Laurie Meeker (posted 02/25/08)

Allen StandingBear Jenkins:

Writing praiseworthy things about myself has always been difficult; perhaps this is a cultural thing. In any case, you deserve to know something about the candidates as well as why I have accepted the nomination to run for chairperson. I do not seek this office for personal gratification, nor do I expect to receive any personal rewards for my service, I seek this position to have our union represent all who teach at Evergreen equitably.

I strongly believe that the union was, is, and will remain necessary at Evergreen. In our college, we have tolerated unjust conditions for a large number of faculty, as well as unequal distribution of resources. Everyone knows of a situation where decisions were made by deans, the provost, and other administrative persons that favored friends or were against others that were as deserving. I will work tirelessly to support all faculty equally, to keep the union's promises. I do not have friends in high places that I owe allegiances to, and I can identify with all who teach, including Visitors and Adjunct faculty.

I am a tenacious person with a strong sense of social justice, and I support the core values underlying our contract, "equity for all who teach". The chairperson should be willing to fight for the rights of faculty, should be accessible to all faculty, and willing to champion issues that benefit faculty, i.e.: teaching support, pay increase (including Cost of Living Adjustments), stable and productive working conditions, and academic freedom, of speech and political position. I will champion open debate free of fear and threats. I promise to be that type of chairperson. I am honored to be nominated; however, I will support the voter's choice for a chairperson, and continue to work to make our union stronger.

Laurie Meeker:

I am running for Chair because I believe in being involved, in being active in one's community, and in positive change. This is the foundation of my work as a documentary filmmaker, and I have come to see my work in governance at Evergreen in this light. If we can't create change in our own backyard, how can we create change elsewhere? I have been centrally involved with faculty governance for the past 15 years, with mixed results. In recent years, I have seen a decline in the influence of faculty voices in the life of the institution, and an inability for the faculty body to truly set its own agenda, despite the best efforts of the Agenda Committee (and I was a recent member). My work in helping to organize the UFE and serving on the Bargaining Team has given me confidence that we can find new ways to envision our future and define our interests in the spirit of what is best about Evergreen. We've begun to work toward solidarity between full time and part time faculty with a focus on pay equity and better job security for part time faculty, recognizing the important contributions of all our faculty. We also need to advocate for faculty salaries that compensate us for what we are truly worth, salaries that reflect the unique contributions of our faculty to a nationally recognized, innovative curriculum. In order to remain effective, we need to work toward a more reasonable number of students in the classroom while addressing the needs of faculty for a saner workload. Finally, I believe in a team approach to leadership. If elected, I would work collaboratively with the Coordinating Committee to continue to develop a strong Stewards Council and to build our membership in United Faculty of Evergreen.

United Faculty of Evergreen Election 2008
Candidate's Statements

VICE-CHAIR

Peter Bohmer (posted 02/25/08)

Jose Gomez (posted 02/25/08)

Peter Bohmer:

I have been involved in the organizing of a faculty union since its beginning. I want to further a truly inclusive union committed to democracy and transparency; that works for and economic and social justice, locally, nationally and globally.

I believe in a union committed to rank and file control. Although a strong supporter of UFE, I'm critical of the process and decision made by the bargaining team to support the foregoing of the COLA until our contract was negotiated. The entire membership and non-members should have been involved in this decision. While I respect our current negotiating team, the membership should have more decision-making in the formulation of the contract and bargaining. This is what I will advocate. The membership should be where the power resides, not the staff, bargaining team or officers.

I am for a union active on-campus and off-campus in support of accessible and quality higher-education, and economic and social justice. This means one whose strength comes from its faculty members, working in solidarity with students, staff and the two other unions on campus, with community organizations, and off-campus unions. To make public higher education more affordable, to improve our salaries and working conditions, we need to work in coalitions for a fairer tax system and a State and Federal Budget that prioritizes equality and education.

We are in a period of growing surveillance, of increasing attempts to restrict voices critical of the status quo. Our union should be a strong voice at Evergreen to support academic freedom. I will make a priority working with others to support all people, on and off-campus, who are facing repression because they are working for justice, or because they are immigrants; to further civil-liberties, and to roll back the right-wing assault on women, people of color and workers.

Jose Gomez:

Evergreen has become a national model for innovative, interdisciplinary teaching and learning that promotes critical thinking. My service on the bargaining team has confirmed the view that I expressed many times during our union recognition campaign that we also have a unique opportunity to create a new model for faculty collective bargaining. At the same time, I am convinced that only a faculty union will preserve the uniqueness of Evergreen and protect the values that have made this an outstanding institution of higher learning. Essential to doing this will be a strong voice that gives faculty not only power and leverage, but also full recognition of our worth and contributions. I am committed to doing my part to building a faculty union that will make Evergreen a better place for faculty, students and staff. My first contribution toward that end was the drafting of the Constitution and Bylaws with an eye toward mitigating the trappings of hierarchical decision-making. My past involvement with the United Farm Workers of America and my many years working in the nonprofit sector has taught me the importance of transparent and democratic decision-making. I am committed to doing my part to ensure that UFE truly becomes a union of all the faculty, one that we all have a stake in, and one that we all see as central to our professional lives here.

United Faculty of Evergreen Election 2008
Candidate's Statements

COMMUNICATIONS COORDINATOR

Ruth Hayes

Ruth Hayes:

Over the past year or so, I've been involved in the organizing stages of the UFE serving as a steward and helping facilitate bargaining forums and other events. I've learned a lot from my fellow stewards and colleagues on the Bargaining Team and been inspired by this new avenue for Evergreen faculty to gain better control over our working conditions and increased voice in college affairs. In previous years I've served on the Agenda Committee and as the Expressive Arts Planning Unit Coordinator, among other governance assignments. While each of these assignments provided me ways to productively contribute to the life and work of our community, it increasingly appeared to me that problems of workload and a lack of respect given to faculty input in college affairs undermine the huge effort we put into governance and teaching. I agreed to run for the position of Communications Coordinator of the UFE because I believe that the work we can do as a strong union is the most effective way to deal with these issues. It's critical to the sustenance of the faculty's energy and good teaching, and by extension, to the continued survival of Evergreen as an innovative, progressive, interdisciplinary liberal arts college.

TREASURER

Rebecca Sunderman

STEWARD COORDINATOR

Sarah Ryan (posted 02/28/08)

I've been coordinating the United Faculty of Evergreen stewards over the past few months. Stewards are union members who don't hold a full time office but work alongside other members and volunteer to communicate with, and represent them. Typically, union members go to their stewards when they have a problem, question, or grievance. The strongest unions have a good network of stewards and mean it when they say that "the union is us."

Rather than have just a few stewards, United Faculty of Evergreen has chosen to do things differently, asking more than 30 of our colleagues to participate in making sure that our union develops strong roots at the campus and is run by the membership. Our stewards come from every part of the college. The work we've done together has helped us learn about each others' situations and perspectives and has built solidarity across campuses, programs, and full-time/part time status. The stewards have done a great job of building union membership to nearly 50% of the faculty (and growing), and they've made the decisions and done the work to create an organization where one didn't exist. During the next round of elections, we'll be electing stewards. I want to make sure that you know that every member is invited to become part of the steward team. Collectively, we'll make sure that we all have the information and tools to create an inclusive, democratic, creative, and strong union.

United Faculty of Evergreen Election 2008
Candidate's Statements

AT LARGE REPRESENTATIVES

Stephanie Kozick (posted 02/25/08)

Charles Pailthorp (posted 02/25/08)

Tyrus Smith

Elizabeth Williamson (posted 02/25/08)

Gillies Malnarich (posted 02/25/08)

Frances Raines (posted 02/25/08)

Joe Tougas (posted 02/25/08)

Tony Zaragoza

Stephanie Kozick:

I accept the nomination of At-Large Representative for the Coordinating Committee of the United Faculty of Evergreen (UFE). As a newly constituted faculty union, UFE needs a steady, responsive Coordinating Committee, one committed to the work of proposing and carrying out policies and actions decided upon by faculty membership. As an At-Large representative I would be continuing the collaborative work started as a member of the Organizing Committee. I would represent and serve the Coordinating Committee by attending meetings and assuming assigned duties for the betterment of faculty work conditions and camaraderie.

I would assume those responsibilities as action on the recognized principles established by the United Faculty of Washington State: to promote and defend public education and a powerful public higher education voice, to insure academic freedom and integrity of the teaching profession, and to trust the opportunity to collaborate with the college administration on binding collective bargaining agreements "in an atmosphere that permits the fullest participation by faculty in determining the conditions of employment which affect them" (Chapter 41.76 Revised Code of Washington - Public Four-Year Institutions of Higher Education - Faculty Labor Relations).

Overall, the context of my acceptance of the nomination to the Coordinating Committee is concerned with social justice and solidarity with other workers around the world. UFE has an opportunity to address issues that affect all workers: health care, democracy in the workplace, racial discrimination, gender inequality, marginalization from the political process, environmental issues, and peace and dialogue instead of war - issues advanced by compassionate collective bargaining groups.

Gillies Malnarich:

What I stand for:

- grass-roots, membership-directed organizing that reflects Evergreen's values
- working conditions that support the learning we want for our students and ourselves
- timely, deliberate action based on a full discussion of issues by members
- respectful treatment of everyone

In these formative stages of our union I want us to learn *how to use our new collective agreement* to resolve persistent problems and outstanding inequities.

My union experience: Until the UFE, mainly in Canada, especially in British Columbia but also Ontario and Quebec; inside and outside the academy, from organizing unorganized "pink ghetto" workers to organizing for the Canadian "break-away" union movement to faculty union organizing and work.

My nominator's statement of support:

I nominated Gillies Malnarich for the At-large position on the coordinating committee, and I'm urging you to vote for her, because we need the wisdom, experience, and insight she's already demonstrated on the stewards' committee. Gillies works as a co-director of the Washington Center and also teaches in the evening and weekend program. These roles allow her to put our work as faculty in a larger context. She's an experienced union activist. Though she's quick to point out the differences in our situation, her experience has already been of value in building an inclusive union

United Faculty of Evergreen Election 2008
Candidate's Statements

that fits the culture of our own college while challenging our weaknesses. But the most powerful reason I have for urging your vote for Gillies is that, more than anyone, she articulates the connections between good working conditions and good learning conditions and helps us figure out how to act on the belief that they are firmly joined. As for commitment and reliability, she's been an essential and important contributor during the entire journey thus far, and I'm convinced she'll continue.

Charles Pailthorp:

It has been a privilege to work with the Bargaining Team, the stewards, and the membership of the UFE this year. Even more than a year ago, I believe the UFE *must* play a central role in improving our material conditions and in giving us the means to live up to our highest ideals as a community of educators and scholars at one of the leading liberal arts colleges in the country. We can move ahead on our goals and ideals only as a united faculty, and the UFE is becoming an instrument that does unite us.

I'm particularly happy that the UFE has shown such deep commitment to correcting inequities among the faculty that have developed and deepened over many years. It's gratifying to realize that the idealism that brought us here, and keeps us here, still informs our lives together. Many have been working very hard to turn our idealism into practice. We all should be proud of this work. Difficult negotiations lie ahead, but it is hard to imagine how we could be in a stronger position given how well we've come together around our central concerns and ideals.

In short, I intend to continue working actively with the UFE. We are Evergreen's best hope. It would be privilege to join the Coordinating Committee, and I would be very happy to support the work of others in that capacity should it fall to them.

Frances Raines:

My name is Frances V. Rains, and I have been nominated for the position of "at large" member. I have to say this is a Western process, and culturally for me, it would be the person who nominated you, that would talk about you, rather than you, yourself, having to speak up. So, this feels very awkward, but I will speak from the heart and hope that cultural bias will not affect how my words are understood.

As an "at-large" representative, I would hope to bring different insights into the processes by being a person of color, and also by listening to others who might not want to speak up in a process, but might be willing to share their views on a more one-on-one level. My dad was a shop steward at a Ford Motor Company plant in Chicago Heights, Illinois, and he was a good model for me to realize that those who might feel disenfranchised need a voice. Like him, I am not afraid to stand up and speak out or go against the grain, and perhaps that would be a good thing for an at-large representative to be able to do. I have tenure now, so I risk less than others who might not feel free to give voice without it affecting their tenure review.

I have had very negative experiences here and wished that there had been a union to protect my rights in those experiences. Now there is one, and if I can be of service to others in protecting their rights, I will do my best to be of help. Thank you.

Joe Tougas:

I'm interested in helping nurture a healthy balance between the work of the Union and our other faculty decision making processes. In particular, I'd like to see the faculty meeting, the agenda committee, DTFs, planning units, faculty institutes, committees, and governance groups remain the primary places where we work on creating curriculum, learning from one another, sharing ideas about doing our work more successfully, etc. The Union needs to be strong and focused in its role,

United Faculty of Evergreen Election 2008
Candidate's Statements

tackling the specific issues that, by law, need to be negotiated with the administration. When there are decisions that can be left either to the union contract or to our other governance processes I will generally favor the latter. I'm also interested in how any changes in grievance procedures will be implemented, and I'm willing to work with others on this.

Elizabeth Williamson:

Having spent three years on a graduate employee organizing campaign that was basically sabotaged by the Bush administration's labor board, I am delighted to be part of a functioning, recognized union. I have developed some broader perspective on the college thanks to my work as planning unit convener this year and my work on the Agenda Committee in 2006-7, but see my main contribution to this leadership group as my ability to represent new faculty interests. My primary experience with union work is as a volunteer organizer, and my key issues are organizing, organizing, and organizing, but I will be happy to serve as a members' representative on all issues related to bargaining and the day-to-day operation of the UFE.