

I joined the EWU faculty in 2003, and became a UFE member on my first day on campus. I have served as department chair and Environmental Science Director as well as serving on and chairing numerous committees across campus. I've also published peer-reviewed articles, presented at national and regional meetings, and co-authored books about landscape development and western geology. At Eastern and elsewhere, I have taught a wide variety of field and lab-based courses in geoscience and engineering. I have a broad understanding of the natural and applied sciences, and I am the only current member of the UFE Executive Board with this science and engineering background.

As a new faculty member at EWU in the early 2000s, I played an active role in union certification as a member of what was then called the Contract Action Committee. I joined the bargaining team in 2012 and played a part in writing the landmark CBA that first incorporated the CUPA model for faculty salaries. Because of that contract, Eastern faculty, who at the time were woefully underpaid, now earn salaries equivalent to national market averages. In 2014 I was elected as VP of Bargaining and led the UFE team in the 2016, 2019, and 2022 contract negotiations.

The last two and a half years have been extremely difficult for Eastern faculty. My UFE Joint-Labor Management Committee colleagues and I spent many hours negotiating MOUs to protect faculty from the dangers of the pandemic while enabling the transition of face-to-face courses to an online or hybrid format. We negotiated other MOUs to protect faculty jobs during the uncertainty of enrollment declines and the PRD process. Bargaining often feels like a second (unpaid) full-time job. But it is also a process that benefits all of us (and our students) via improvements in compensation and working conditions.

My philosophy of bargaining is very simple. Reach out to faculty members with forums and surveys. Set aside self-interest, and bring the needs and goals of the broader faculty to the table. Be better prepared than the other side, and be steadfast in achieving those goals, regardless of the time and effort it takes. A bargaining chair also needs to have the wisdom and experience to know when to compromise in order to conclude negotiations. I am grateful to previous bargaining chairs and to every bargaining team member who I have served with, as they have also embodied this philosophy.

The 2022-25 CBA commits the Joint Labor-Management Committee to negotiate revisions and updates to Appendix D (Modes of Instruction) as well as to begin research and discussions on a potential tuition waiver for dependents. These are tasks that impact everyone on campus, and they are tasks that demand an experienced and committed team. I hope to be part of that team as VP of Bargaining.