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Mock evaluation cites GTF grievances

By Frale de Guzman
Emerald Reporter

In an attempt to bring home concerns regarding job evaluations, members of the Graduate Teaching Fellows Federation are critiquing actions taken by the University's and the Oregon State System of Higher Education's bargaining teams via mock evaluation forms.

Although these evaluation forms are meant to be taken in a humorous vein, the GTFs still want to remind bargaining team members that job evaluations remain one of the GTFF's main concerns. Additional issues include the need for health insurance and clearer job descriptions.

According to Chuck Hunt, GTFF president, "by subjecting

the bargaining team to the same type of appraisal that GTFs must endure, the GTFF is hoping to impress bargaining team members with the fact that the (GTF) Union is not too happy."

According to Hunt, under the current system student evaluations can determine the termination or the retention of a GTF. Unlike professors, who are evaluated on a number of other criteria, including student and peer evaluations, GTFs only are evaluated on their in-class performances by students.

However, this criterion, if used objectively, can be a useful and invaluable learning tool, said Douglass Card, a graduate teaching assistant in sociology.

"If I know that my evaluator is a sensitive and professional person who carefully looks at all the statistical printouts, goes over the (students') written

comments and then from the data draws certain conclusions and calls me in to talk about my performance, then I feel that the student evaluations are being put to good use," Card said.

However, if used "politically," student evaluations often may be the determining factor in the department's decision to transfer or terminate a GTF. According to Hunt, various departments will use student evaluations to "dismiss GTFs from their positions if no other supporting evidence is available."

By subjecting bargaining team members to this evaluation process, Hunt and members of the GTFF hope to humorously emphasize their point. According to Hunt, the evaluation form, made up of three questions, is a parody of student evaluations.

Within the questionnaire,

GTFs were asked to rate the University's inability to implement an objective evaluation procedure and a payroll deduction plan that would enable GTFs to purchase health insurance. In addition, GTFs also were asked to evaluate the University's "stalling techniques at the bargaining table."

These evaluations are a "neutral attempt to let members of the bargaining team know that GTFF members are not too happy with this type of treatment," Hunt said. Although the evaluation forms are meant to "illicit a bit of a smile," it still manages to emphasize the discontent of many GTFs.

As one GTF, who asked not to be named, stated, "It's (mock evaluation form) an attempt to make a joke of something that is really a joke."

Bird Continued from Page 1

While Deukmejian actively worked for Bird's defeat, San Francisco Mayor Diane Feinstein and Los Angeles Mayor Tom Bradley remained conspicuously neutral.

Bird says she harbors no bitter feelings towards those who kept their distance. "I invited the politicians to stay out of the campaign. I was not appointed a Democratic or Republican chief justice," she says.

Bird admits, however, that many who remained neutral did so for political reasons. "I think everyone was concerned about who they supported, and how it could affect their future."

As a political figure, Bird admits to being uncomfortable. The present California system, she says, puts judges in a political environment, where their decisions affect their re-election status.

"I think Justice Otto Kaus (who stepped down from California's high court in 1984) said it best: 'It's like having a crocodile in your bathtub.' He said publicly he wasn't sure if a particular decision he made on a proposed Victim's Bill of Rights was swayed by the fact he was up for re-election."

Although Bird expressed dislike of the present system, she refrains from criticizing it. "It's in the (state) constitution," she says. "The people in their wisdom decided the

system."

One change she would like to see made is the length of time a justice serves before facing re-election. Presently, a California Supreme Court justice serves either 12 years or fulfills the term of his or her predecessor. Bird, comparing the present system to a "lottery," would like to see all appointed judges on the high court serve 12-year terms before going up for re-election.

Since leaving office, Bird, who lives in Palo Alto, Calif., keeps busy writing and giving speeches. She recently completed a book on her high court experience, "A Sense of Justice," due out next spring. She plans to practice law soon, although she is not sure in what capacity.

Growing up in Long Island, N.Y., Bird, who will be 51 on Nov. 2, envisioned herself not as a chief justice, but as a flamenco dancer. "I decided that's not an easy way to make a living," Bird laughs. She graduated from the University of California — Berkeley Law School in 1965, practiced law, and taught at Stanford University

for three years before becoming California's agriculture secretary in 1975.

When asked if advancing her career was tougher because of her gender, Bird says, "I've never thought about it that way. My father died when I was young and my mother supported us working in a factory. It was clear when I was young that I was going to support myself."

However, Bird notes that the only women state supreme court chief justices, herself and North Carolina's Rhoda Billings, were voted out of office in 1986. "We're becoming an endangered species," she says, adding that she believes the public perceives women as having trouble handling positions of power.

Larry Perry, co-chairman of the Wayne Morse Historical Park, believes Bird handled her position with great integrity. "Under the kind of position she was in, integrity is probably hardest to maintain. She personifies the award's idea, especially in its first year," Perry says.

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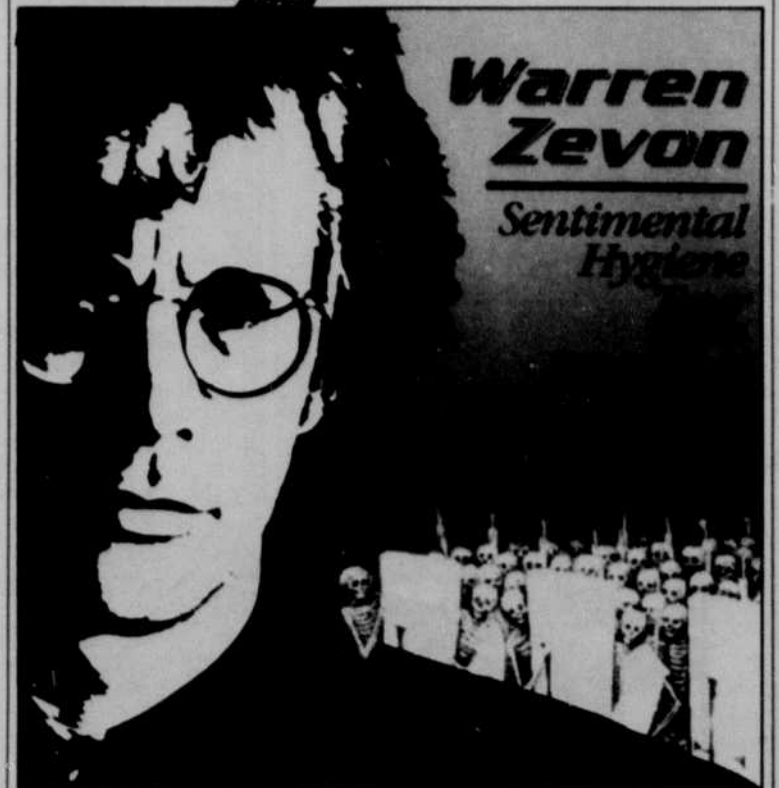
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