

Dear members of the University of Oregon community,

We, the undersigned, wish to express our public distress at the passage of Measure 36, the constitutional amendment defining marriage as a relationship only between a man and a woman. We are especially troubled by the fact that the initiative garnered a narrow majority of the votes cast in Lane County. We fear that the passage of this initiative sends a message of exclusion and animus toward the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community.

The LGBTQ community is a vital, crucial, and valued part of the broader university and of our society as a whole. Many of our students, staff, faculty, and administrators are members of the LGBTQ community, and many more people at the University of Oregon believe fervently, have worked for, and will continue to work for equal rights for all.

We are one community of equals. It is our collective duty to make sure that the University of Oregon remains a welcome environment for all of our students and friends and to continue the fight for equal rights for the LGBTQ community.

Sincerely,

Julie Novkov, Director, Women's and Gender Studies Program • Liz Bohls, Associate Professor, English Department • Lizzie Reis, Assistant Professor, Women's and Gender Studies • Marcus Widener, Associate Professor, LERC • Kathleen Karlyn, Associate Professor, English/Film Studies • Marie Vitulli, Professor, Mathematics • Frank Stahl, American Cancer Society Professor, Biology • Julianne Newton, Associate Professor, School of Journalism & Communication • Gordon Lafer, Associate Professor, LERC • Dick Stein, Professor, English • Deborah Baumgold, Associate Professor, Political Science • Erin O'Brien, Director, Women's Center • Anne Dhu McLucas, Professor, School of Music • Martha A. Ravits, College Consultant, Youth Enrichment/TAG Program • Leslie Steeves, Professor and Graduate Director, School of Journalism & Communication • Michael J. 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The views expressed here are those of the individual signers and do not reflect any official position or stance of the University of Oregon.



Where are they now?

Former Duck praises UO's 'green design' programs

Elizabeth Weiss says the architecture department's focus on sustainability drew her to the University

BY AMANDA BOLSINGER
NEWS REPORTER

Elizabeth Weiss doesn't know why she wanted to become an architect. Her justifications were primarily aesthetic; she was sick of looking at dark, gloomy, ugly buildings. The drive to build sustainable buildings came later.

"I just wanted to help make the world better and create a better social environment," Weiss said.

That's one of the reasons Weiss, a 2002 University graduate, recently joined Steele Associates Architects in Bend. Weiss earned her master's of architecture at the University of Oregon after completing her undergraduate studies at the University of Maryland. She chose Oregon for graduate work because of the program's emphasis on sustainable architecture, as opposed to the single elective class other universities often offer.

"Sustainability is green design with a holistic approach," Weiss said. "It's less degrading to the environment and

a lot more attractive than just plopping a building down anywhere."

Weiss knew from the beginning of college that she wanted to get into architecture. Her sister, Kristen Weiss, said architecture is a "great match" for Elizabeth.

"Elizabeth is really creative and colorful, really design oriented. She is an artist inside and really smart. She is good at math and puzzles and cares about the environment. Sustainable architecture is a good union of the three parts," she said.

Steele Associates Architects is the second job Weiss has held since completing graduate school. Licensed architects, almost universally, are required to complete internship hours before becoming licensed, Weiss said.

It takes between three to five years to complete the necessary hours, and Weiss is about halfway there. After she

receives her license, Weiss wants to teach in an architecture school and open her own firm that focuses on sustainable housing.

While at the University, Weiss spent most of her time in the architecture studio.

"I was in there all the time," she said. "It was great to take a design from a piece of trace paper to a complete idea that I could present to my peers."

ELIZABETH WEISS

Graduated: Earned a master's of architecture in 2002

Activities involved in: None

Issues at the time: Too busy with school to notice

The most important advice she offers to current students is to "just relax and enjoy it. Enjoy each moment as much as you can."

A friend from college, Brian Thompson, said Weiss has followed her own advice while pursuing her dreams.

"She was a really hard-working student, but she was a lot of fun. She was almost always smiling," Thompson said.

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Salary: Pay freeze effect date in question

Continued from page 1

all of our departmental increases were approved during the 2001-2003 biennium ... and were absolutely consistent with the 2001-2003 law and existing policies at the time they were approved."

Allegations that the University was granting pay raises first arose in February when an anonymous caller tipped off the secretary of state's office. According to an Oregon University System press release, the allegations were not justified, but the secretary of state's office decided to undertake the audit anyway.

The audit, published Nov. 10, identified \$810,000 in pay increases granted by both universities; about \$660,000 of the pay increases were granted at the University and about \$150,000 were granted at Oregon State University. Most of the increases at the University were granted to faculty in the College of Arts and Sciences, Davis said.

The audit comes in the midst of attempts to repair damaged relations between the Oregon University System and the legislature.

"One of the problems ... is the legislature doesn't trust us," said professor Peter Gilkey, president of the Interinstitutional Faculty Senate.

The crux of the dispute is largely over when the statewide salary freeze

actually took effect. In January 2003, Gov. Ted Kulongoski proposed a pay freeze for state employees. On May 27, a legislative subcommittee expressed intent to institute a pay freeze. The biennium for which the budget applies did not officially begin until July 1, and the governor did not sign the budget until Aug. 29.

However, secretary of state spokeswoman Anne Martens said the salary freeze should have been considered effective after May 27.

"It's not the law, but it's pretty clear legislative direction," she said. "I don't think you could get any clearer."

The Oregon University System countered that the effective date of the salary freeze is July 1, the beginning of the biennium.

"All OUS salary/pay increases were effective, committed or obligated prior to July 1," a statement released by the Oregon University System said.

Gilkey further argued that the legislative intent shouldn't be considered binding.

"You can't base your actions today based on what might be legislated tomorrow," he said.

Gilkey added that because many of the pay increases were contractually binding, not granting them could put the University at risk of lawsuits.

"That would be a violation of

contract," he said. "It's my belief ... that the University would get hammered on that."

However, Martens said a salary freeze applies to all state employees, regardless of their circumstances.

"What a statewide pay freeze means is that no one that works for the state gets a pay raise for any reason," she said. "That's why it's called a pay freeze."

Acting Oregon University System Chancellor George Pernsteiner said to his knowledge, all of the increases were approved before July 1, and added if he finds they were approved after this date, "we're going to take a look at those more carefully."

Davis said she didn't believe there would be any legal consequences as a result of the audit findings; Martens said she wasn't sure if there would be any repercussions for either university.


"That's up to the governor and the state board," Martens said.

Kulongoski said in an e-mail to The Oregonian that he would closely scrutinize the audit's findings.

"I intend to examine this matter further to ensure that the university system is complying with both the letter and the spirit of my instructions," he said.

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