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Kareem shares black profiles in courage

By MEGHNA CHAKRABARTI
Senior Staff Writer

"I was never really part of the disco set," said a surprisingly soft-spoken Kareem Abdul-Jabbar during his Wednesday night speech sponsored by the OSU Convocations and Lectures Committee.

history is missing, and it damages all of us," he said.

Abdul-Jabbar arrived 25 minutes late to an exuberant greeting from the crowd of several thousand at Gill Coliseum. His tall, slender figure ducked beneath the northeast entrance of the basketball court as he glided toward the podium. With a

In an attempt to encourage deeper connections to history, Abdul-Jabbar described his own connections to the figures he profiled in his book, including Harriet Tubman, Rosa Parks, Martin Luther King Jr. and Sojourner Truth. Responding to a question regarding a chapter on Crispus Attucks, Abdul-Jabbar said, "I'm outraged that I had to wait until I was an adult to find out about this man. He was a true American patriot. Not discussing these incidents adds to the denial of power."

During the question and answer period, Abdul-Jabbar elaborated on his desire to further illuminate little known events in black history. Lonis Howard Letterman, inventor of the filament that Thomas Edison later used in the light bulb was instrumental in speeding Edison's success, Abdul-Jabbar said. Though Edison himself readily admitted Letterman's indispensability, "people still chose not to see him," Abdul-Jabbar said.

"Every American has a right to be proud," Abdul-

Office of Affirmative Action speaks to lack of minority profiles in courage at OSU

By MEGHNA CHAKRABARTI
Senior Staff Writer

At Oregon State University, debate continues as to whether or not the University has put forth enough effort to provide adequate examples of minority success in the academic setting. Recent charges have been raised that OSU has done little to encourage the hiring of women and minority faculty.

In response to questions raised regarding his views on Affirmative Action during his lecture, Abdul-Jabbar said, "Affirmative Action is a specific remedy for a specific problem. Quotas are not something America needs, but we still need to do something about institutionalized racism that

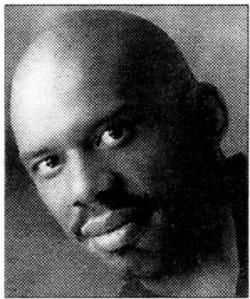
affects everyone's lives."

Though in general accordance with Abdul-Jabbar's comments regarding the reliance on quotas, a more proactive and broad-based stance has been adopted by the Oregon State University Office of Affirmative Action and Equal Opportunity.

Established at OSU in 1976 in compliance with Executive Order 11246 issued by President Lyndon Johnson, the Office of Affirmative Action has been charged with the duty to seek out individuals and groups that have been traditionally excluded from participation in the work force.

"We deal with the legal side of equal

Turn to Affirmative, Page 4



"Challenge is a part of the road to discovery and opportunity. Anybody who needs to learn something ought to be challenged."

~ Kareem Abdul-Jabbar

Abdul-Jabbar sited his high school aged son as his primary motivation in writing his book, *Black Profiles in Courage*. Abdul-Jabbar's son was unable to find adequate information on any significant African-American for a high school biographical report. "A significant portion of American

refreshing combination of quiet passion, genuine humility, and honest intelligence that seems to have faded from the NBA, Abdul-Jabbar said, "In order to be American, we have to have connections to the state itself. For white citizens, this is not uncommon, but for black citizens this is a rarity."

Jabbar added, "But the treatment of Black Americans is nothing to be proud of."

LaVerne Woods of the

OSU Educational Opportunities Program appreciated Abdul-

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Beaver Bucks? Corporate influences debated at UHC Winter Forum

By CHRIS PETERSEN
Senior Staff Writer

A University Honors College's "Corporate Campus" forum presentation on February 10th was a study in ambivalence. On one hand the crowd was sparse, consisting mainly of the campus' all-stars of the public lecture circuit and noticeably devoid of UHC students.

In response to the forum's base question, "What role should private corporations have in the education of students, and how does the corporate world play out at OSU currently?" each of four panelists offered thoughts that ran the gamut from very pro-corporate to

very anti-corporate.

On the anti-corporate side, Dr. David Bella, professor of Civil Engineering, suggested that the university address the "imbalance" that currently exists in its approach to education. According to Bella, higher education is increasingly regarding its students as customers to be molded into effective members of the job core. As an alternative, the university should provide the tools for students to discover the "knowledge in the information," so that they will be able to provide checks on corporations which "are obviously not going to do it themselves."

Basing his anti-corporation stance on a more theoretical construct, Dr. Rich Daniels of the English

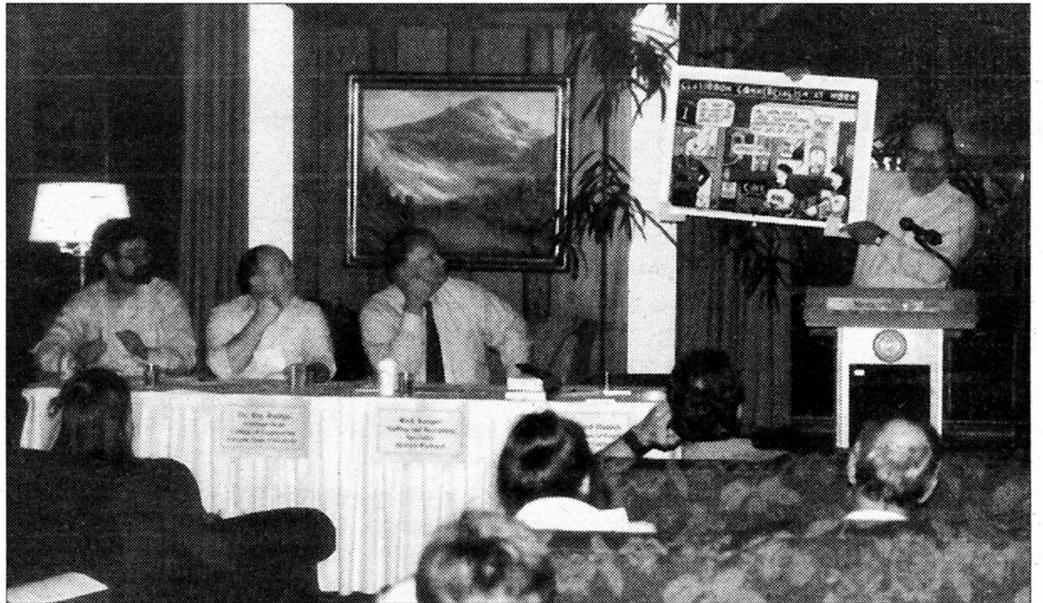


Photo by Jill Heade

A vocal critic of financial influences on campus, Professor Rich Daniels displays a cartoon portraying the "corporate classroom" during his presentation at the UHC Winter Forum.

department, postulated that the public sector is a form of increasing private control over "incipient fascism." Daniels

stressed that over the course

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Crash

The world comes to a crashing halt at the Cashier's office

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Service into salvation at Community Outreach

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Treat yourself right; some study break suggestions

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Customer service at OSU in need of repair



The Forest for the Trees

ELISSA EASLEY

Yesterday the strangest thing happened: I walked up to the Cashier window in the Administration Building and I was greeted with a smile! I was so stunned that it took me a minute to recover and remember that I needed to make a deposit. The woman further astounded me by next asking how my day was going, and then chatting with me about the weather as she processed the

transaction. I thanked her and as I walked away, trying to remember the last time someone at one of the numerous campus windows had been so pleasant.

Normally I dread it when I need to go to the Registrar window, the Financial Aid office, the Payroll office, the MU Student Activities office, etc. I procrastinate the task as long as possible, and then in a weak moment of absolute necessity, get in line. I have grown so accustomed to being snapped at, being sent to a different line because someone is on break, or being sent back across campus for a different departmental signature, that I sometimes

forget that this is not the way it has to be.

When I step back from these traumatic experiences and think about all of the money students are paying in tuition and fees, I am appalled by the lack of quality customer service in the Administrative offices. I could go just about anywhere and be treated this rudely for free! And, there are days (when I have to withstand going to numerous offices) that I wonder why I am at OSU at all. If I did not love the colleges within OSU that I am part of and if I did not know how many incredibly nice faculty and staff members there are around campus, I do not think I would stay.

In light of the recent problems with low enrollment and the need to retain more students, I cannot help but wonder if it might be partly due to the fact that polite and friendly customer service has become the exception, not the rule at OSU. I know there are just as many courteous and helpful people working in these offices as grouchy ones because I occasionally run across them. (And, I sincerely thank those people who go out of their way to be cheery because they have no idea how that brightens an ordinary, stress-ridden day.) It concerns me that prospective students may not be fortunate enough to talk with that certain friendly person when they first

come to our campus. It only takes one sour experience as a customer to leave and never come back.

Before working in any business where high amounts of interaction with the public are required, people receive training in polite, quality customer service. From time to time we could all use a "refresher" course! Maybe this is a good place for the University to begin their quest to simultaneously improve students' experience and enrollment at OSU. And, students, maybe we could help in this process by letting people, such as the woman at the cashier office, know how much their smile and friendliness are appreciated.

Lack of funding leads to steady erosion of liberal arts at OSU



Fireside Chat

CHRIS PETERSEN

With Measures 5 and 47 wafting overhead like a tainted cheese, the news that OSU would not receive an expected \$2.58 million in enrollment bonuses from the Oregon State System of Higher Education was certainly not the way to start off winter term. Because enrollment was not within 500 students of the targeted projection, OSU lost the OSSHE money that the administration had already budgeted.

The end result of this debacle is heavy cutting, especially in the Liberal Arts. The last time the axe fell — during the heyday of Measure 5 — OSU eliminated (among other programs) its Journalism department, leaving us with the contemporary *Barometer*, a bottom-feeding AP wire slave which never fails to depress. Ultimately though, like the sands in the hour glass, our ability to gain a worthy education at OSU is quickly slipping away.

That the College of Liberal Arts is to receive the heaviest blow is not surprising. Final cuts tally \$288,471 for the year, or just over 2% of the College's budget. This comes about despite the fact that the CLA currently has the highest

enrollment of any college at OSU, while maintaining a distant second to the College of Science in State General Fund Budget allocations. The determining factors involved can be summed up metaphorically: OSU's most recognizable science alum was Linus Pauling, twice a solo Nobel Prize recipient. Most visible from engineering may be the folks who founded CH2M-Hill. Perhaps our most prominent Liberal Arts icon is Bernard Malamud, author of *The Fixer* and *The Magic Barrel*, winner of two National Book Awards and one Pulitzer, and former OSC English professor. While the former two examples retained basically fond memories of their alma mater, Malamud hated it here and couldn't wait to get out.

Something even more sinister is lurking in the wings though. With the state citizenry and bureaucracy taking a decidedly anti-higher ed. stance these days (Oregon recently fell behind perennial basement state Mississippi in funding for higher ed.) a growing source for maintaining and upgrading services at our public university is private money.

Corporations are basically dictatorships with no democratic alleyways and little separation of powers. They are motivated only by profit and are willing to do anything the law allows to attain an increased market share. Since August of 1981, when Ronald Reagan

Turn to Erosion, page 4



Dow Yeh - Chronicle

Learning to play by the rules



Tangled Up In Blue

MEGHNA CHAKRABARTI

When the milky water finally brimmed up over my toes at the train station, I decided that wearing Texas during a Bombay monsoon was an unequalled act of stupidity. I watched the water rise up beneath my heels and vaguely recollected some past microbiology lecture about grotesque tropical waterborn pathogens. The water was greasy. And unbelievably dirty; a ring of mud circling my feet marked the progress of the storm.

A small, dark, rail-thin woman stood on a dry patch of

concrete 20 meters to my left. Having pinpointed the only section of plastic awning that wasn't leaking, she ceremoniously unwrapped a dull pink sari from her waist. Yard by yard, the fabric spilled away from her body and into her fists where she squeezed the cloth dry. As I watched her, I silently thanked the gods of Gore-Tex. The woman was very, very wet.

The awning above her groaned and sagged, distended by the weight of accumulating rainwater. I wondered why the woman even bothered to wring out 6 yards of a sari that was surely going to be soaked the moment she stepped away from the platform. She twisted out the last length of fabric, and turned away from the tracks and towards the wall. Only then did I notice that pressed against a wall coated with the spit, urine, and slime of millions of callous Indian

commuters was a naked, shivering child with toothpick arms, ruffled hair, and round belly. What I had thought to be an exercise in futility was actually one of the greatest demonstrations of love I shall ever witness. The woman unwound the thin, pale sari from her body, worked out the water, and wrapped the child, her child, into its folds.

When I tell people this story in person, I tell them of how the sight of that woman and her baby struck me with such force that before I knew what I was doing, I walked over, bought two cups of tea and gave them some money for food. I tell people how the child looked up at me with thankful, ebullient eyes, and how the woman blessed me as I boarded the train to Jaipur. I tell

Turn to Rules, page 4

Contribute to the diversity of public debate. Write to the Chronicle.

Sunflower House shines light on lives in need

By DOW YEH
Senior Staff Writer

Through the winter season, many less fortunate people find themselves in situations, sometimes crises, where they could use a helping hand. Corvallis Community Outreach, Inc. is an organization dedicated to helping these kinds of people.

Based at the Sunflower House, Community Outreach provides services including an emergency shelter, crisis line, food bank, medical clinic, counseling and multi-cultural assistance.

• **Men's Shelter:** This program provides shelter, food, kitchen and shower facilities to homeless men 18 years of age and older. Through an intake interview, shelter staff provide an individual basic needs-assessment and appropriate

coordination of services available within the agency and the community.

• **Emergency Shelter Plus:** This program provides shelter to homeless families and single women, plus case management to empower individuals to outline goals and to work toward resolving their homelessness.

• **Crisis Line and Information & Referral:** Trained volunteers called Crisis Line Workers (CLWs) provide crisis intervention and information and referral to call-in and walk-in clients. The service is available 24 hours a day, 365 days a year.

• **Food Bank:** Trained CLWs conduct eligibility interviews and distributions of emergency food packages to low income individuals and families. Each package is designed to provide a three day supply of nutritious food to each person served.

Sunflower House Overview

Purpose: A community service organization which provides social services including an emergency shelter, crisis line, food bank, medical clinic, counseling and multi-cultural assistance.

Location: 128 SW Ninth St., Corvallis, OR 97333

Phone: (541) 758-3000

• **Families in Transition (FIT):** This program offers a comprehensive case management plan combined with temporary low cost housing to assist families in the transition from homelessness to independence and self-sufficiency.

• **Women in Transition (WIT):** WIT is in partnership with the Center Against Rape and Domestic Violence (CARDV) to give survivors of domestic violence and their children the support services of case management combined with the

emotional support of a CARDV counselor.

• **Medical Clinics:** This program offers medical clinics each weekday staffed by local volunteer physicians, practitioners, nurses and medical assistants and lay persons with medical interests.

• **Dental Program:** This program offers limited dental treatment to adults provided by volunteer dental professionals under the same eligibility guidelines as COI Medical Clinics.

• **Counseling:** Counseling

services are provided by qualified staff and volunteer therapists who possess a Masters or higher degree. Services include individual, couple and family counseling and Abuse Intervention Workshops.

• **Multi-Cultural Assistance Program (MCAP):** This program seeks to improve relations in the community, affirm diversity and reduce cultural and language barriers to resources in the community. Bilingual and bicultural assistance is provided to low income, non-English speaking people in translating important documents, and interpreting information.

Many of the services at Community Outreach depend on volunteers from the community. The number for Community Outreach is 758-3000.

The Chronicle

University Honors College
229 Strand Hall
Oregon State University
Corvallis, OR 97331

Staff

Meghna "What is time?" Chakrabarti
Elissa "Hovland is home" Easley
Chris "Editors suck" Petersen
Dow "I hate Mac" Yeh
Jill "Phantom Photographer" Heade

Advisor

Winston
"The rep. is gone"
Cornwall

Submissions can be dropped off at the UHC office or emailed to chakrabm@ucs.orst.edu

Try to define time without using the word time in your definition. It is a fairly precipitous challenge which only those of the hardiest intellect can face. Here at the Chronicle, we have stared certain defeat in the eye and though bloodied and bruised, have come away victorious. Our spirits have not been broken. We defined time by simply ignoring it.

The Chronicle is published with complete disrespect for Father Chronos, but usually once a term. As always, all the usual disclaimers apply. Essentially, even though all the opinions expressed here are right, if you have the audacity to disagree, don't go running to the UHC office to complain. Instead, why don't you write a response? A letter to the editor? A flaming indictment of irresponsible journalism? Trust me, we'll print it. Hey, we might even stretch a deadline or two for you. After all, what is time?

Civil Rights activist Julian Bond to speak at OSU

By WINSTON CORNWALL
Chronicle Staff Advisor

If asked, "Who have been instrumental figures in the American civil rights movement?," most of us might reply "Martin Luther King Jr., Malcolm X, Andrew Young, Jesse Jackson," among others. However, if one were able to ask these leaders who they felt have been key participants in the movement, many of them would respond, "Julian Bond."

Julian Bond has been a proponent of social change from his days as a student at Morehouse College in Atlanta. Bond was a founder, in 1960, of the Committee on Appeal for Human Rights

(COAHR), the Atlanta University Center student civil rights organization. COAHR directed three years of non-violent, anti-



Professor Julian Bond - file photo

segregation protests that won integration of Atlanta's movie theaters, lunch counters and parks.

Bond served in the

Georgia General Assembly though he received his seat only after a unanimous U.S. Supreme Court ruling. Bond was first elected in 1965 to a one-year term in the Georgia House of Representatives following a court-ordered reapportionment of the legislature. However, members of the House voted not to seat him because of his outspoken opposition to the war in Vietnam.

In 1968, Bond's name was presented as a vice-presidential candidate by a Georgian delegation at the Democratic Convention. However, he withdrew his name because, at age 28, he would have been too young to serve.

Bond is the host of *America's Black Forum*, the oldest Black-owned show in television syndication, and was a

commentator for radio's *By-line* syndicated to over 200 stations.

Bond has continued his passion as a prolific writer with contributions to over 50 papers and publications. A collection of Bond's essays has been published under the title, *A Time To Speak, A Time To Act*.

The University Honors College, Academic Affairs, and Student Affairs invite you to hear Bond present, *Civil Rights: Now and Then*, on March 11, 7:00 p.m. at the LaSells Stewart Center. Admission is free and open to all. Doors open at 6:00 p.m.

A Student Discussion will take place on March 12 at the LaSells Stewart Center at 9:00 am.

Kareem

Jabbar's treatment of the unsung black hero. "It takes a lot of courage to do something that others will not do," Woods said. "There are always people working in the trenches, and those were the people Kareem was talking about."

Other audience members expressed dissatisfaction with Abdul-Jabbar's overall assessment of contemporary American racism. "He wasn't radical

enough," said sophomore sociology major Smriti Aryal. "I think he was intimidated by the fact that the crowd was so white."

"I think it sucks that Kareem was one of the best basketball players that ever lived and he doesn't have a nickname," said UHC senior and library sciences major Chris Petersen.

Abdul-Jabbar fielded a variety of questions following

his lecture. Inquiries ranged from how Abdul-Jabbar chose the historical figures for his book, to advice on other Black Americans about which to learn, to general questions about life on the road in the NBA.

A large number of audience questions came from awe-struck children who wondered who Abdul-Jabbar's heroes are. "Jackie Robinson," Abdul-Jabbar said, "Even though I was from New York,

my dad was a Brooklyn fan."

"Did you have a hard or easy childhood?" a small tow-headed boy asked. With a grin, Abdul-Jabbar said, "I had a hard childhood."

The most popular question of the night came from a five-year old girl who asked, "How tall are you?" With a flourish and a smile, Abdul-Jabbar held his hand up over his head and said, "I'm this tall. Seven feet, two inches."

Poetry Corner

By DAVID MARSHALL and RAVI PURI
University Honors College Students

Futures

Talking about what our future's hath
As we move our way down a path
Looking foward to what's next
Hoping there is no big test
But test ourselves is what we'll do
Striving after goals and pushing limits too
Attempting to have a better life
Getting away from family strife
Meeting lots of different folks
Like punks, skaters and cowpokes
Studying, working, making ends meet
All while checking out people in the next seat
Do we know what's next? Yeah right
But we hope you find your own light
Setting goals for ourselves
5-10 years are no longer on the shelf
Living away from home, hopefully
To become free, eventually
Making our own rules, so please be safe
Be wary of danger and carry your mace
We are really on the go
Through the sunshines or even the snow
Running full speed into the unknown
Relying on seeds that are already sown
Walls will come and walls will go
Make sure you climb them while keeping flow
Keep track of time and listen to advice
Make friends, have fun, and live life
Once you go through many years of learning
You can finally begin another journey
Starting a career or traveling
Bringing up a family or trying to sing
Whatever you choose should keep others alive
This allows them to help you survive
If a career is your choice
Remember that, you can always voice
Your opinion on many issues
Which determine the job that you do
And as you go along and get a promotion
Buy a big house right near the ocean
Don't forget the people you leave behind
Because true friends should be kind
To each other to not start a fight
You all know that this is right
And as an end comes with confusion
I would like to bring on this conclusion
Don't forget each other as life goes on
And always show up at your reunions

Erosion

illegally fired 11,600 striking air traffic controllers, the union movement has dissipated, leaving big business unencumbered in a push for money and power that would have pleased Ghengis Khan. Today real worker's wages are down, jobs are moving overseas and south of the border and the gap between rich and poor is widening. Meanwhile, big business has taken over government and the media, the stock market is booming, executive salaries are quite comfortable.

This is not the sort of element that I want funding my classes. Corporate America is notoriously lacking in its regard for legitimate public education much preferring to attack the

public with a barrage of mindless advertising which can accurately be described as propaganda. Certainly these people are not likely candidates to ably fund a slew of Ethics or DPD courses. They are however, likely candidates for gaining from the "pre-propaganda" educational base that French scholar Jacques Ellul describes as necessary for stirring action from later propaganda.

In the end OSU is a research university, and always has been. Out of a \$7.33 million General Fund Research budget, only \$25,000 was cut, a relative slap on the wrist. Undergraduate education gains little by our Carnegie I research status, especially in the CLA.

And because our very existence is a fiscal drain on the state, our needs are generally placed on the back burner. In such a setting, Faustian corporate offerings can appear quite attractive.

So while the damage control experts in the enrollment office proceed to suggest that recruitment is everybody's responsibility and that we're all responsible for our current mess, and while the president continues to attend power lunches with old men in imported suits, I urge you to focus on the big picture. Cling to your honors college and guard against the steady dissipation of your education. We are the determinants of this university's legacy.

Railway Rules

them how I felt simultaneously powerless and powerful in my capacity to act.

I also lie.

None of those things ever happened. I just stood there entranced by the shivering kid, and was horrified when he raised his head, our eyes met, and he looked not so much at me, but straight through me.

The emptiness in his eyes, the blank hunger, bore so deeply that I simply could not respond. Perhaps it was an innate sense of awareness bred by life on the Indian street, or a punctuated burst of human dignity trying to manifest itself, or simply the protective instinct of a mother that instantly alarmed the woman. Because at the moment when my eyes met those of her child, her head jerked up, and she snapped in Hindi, "What are you staring at?"

I understood enough Hindi to know that this woman wasn't begging me for money, nor was she trying to sell me food,

magazines, hair-care products, or handmade trinkets. She was asking me what the hell I was staring at. And she wasn't playing by the rules.

Just like that, with one shrill, sharp bark, a ninety pound woman who had never seen as much money as I carried in pocket change, reached across the 20 meters that separated us on the platform, and crushed me. The mighty American.

I was hurt, and angry. I resisted the strong urge to kick a bottle that had floated up to my feet, and instead stared rigidly down at my toes, envisioning long, hot, steaming showers.

The rising gritty water had deposited a foul ring about my ankles when the train finally pulled into the station at midnight. Cursing the laziness of Indian railway engineers, I swore that next time I was going to buy a first class ticket. And then, without a pause, and without looking back, I played by the rules and stepped onto the train.

Study Breaks Corvallis Style . . .

Take a quick outdoor getaway:

McDonald-Dunn Forest (The OSU Research Forest) - offers hiking and mountain biking trails, and breathtaking views of the Valley and mountaints of Oregon (on a clear day). Visitor Map and Guides are available at the main Forest entrance, Peavy Arboretum.

Bald Hill Path - includes a walking/jogging trail that runs behind the Fairgrounds from Oak Creek Road to 53rd Street. Parking is available at the Oak Creek Road entrance and the view from the top of Bald Hill is great.

Historic Covered Bridge - For an escape that is close to campus, follow the paved road from the interesection of 35 th Street and Campus Way west past the sheep barns. This road eventually reaches 53rd Street, but about halfway there is a scenic covered foot-bridge.

Can't eat another bite of pizza or ramen? Check out these local restaurants

La Estrallita - Located by Cub Foods, this Mexican Restaurant has cool servers and delicious yet affordable cuisine.

Fox and Firkin - Right on the exciting Corvallis waterfront, this offers great "English pub" atmosphere and yummy fish and chips.

Take studying somewhere new -- head for a coffee shop or bakery

The Beanery - If the campus location is too busy, there are other Beanerys, located on 2nd Street, and on Circle Ave.

Sam's Station -On the corner of Grant and 29th, Sam's Station displays local artist's works.

New Morning Bakery - This 2nd Street coffee shop features live music on Friday and Saturday nights and sinfully-delicious desserts.

UHC Forum

of U.S. history, the corporate world has pursued influence in the public sector as a means of expanding its market share. In terms of the university, the expansion of corporate influence and the deflation of social welfare have catalyzed an increase in student tuition and a decrease in research grants for academics interested in "understanding the relations between knowledge, humanity and the social class structure."

One panelist who opposed the Bella/Daniels stance was Dr. Roy Rathja, Assistant Dean of the College of Engineering. Speaking from a more personal and "pragmatic" slant, Rathja stressed the benefits of MECOP, a privately-funded internship program. According to Rathja, MECOP was created in the wake of private concerns that OSU engineering was too theoretical and did not address

the practical aspects of the discipline. Students do not have to pay tuition during their involvement, and ultimately reap the benefit of practical experience that is "tightly integrated with their educations."

The only non-faculty presenter was Rich Koeper, a personnel representative from Hewlett-Packard. He stressed HP's strong belief in education, evidenced by HP's annual

donation of roughly \$500,000 to OSU. HP is "an outstanding company that needs outstanding students," Coeper said. Coeper contended that HP's goal was to stay involved in the university, "not to tell its professors what to teach." In the future HP could endorse support for a more developed "engineering ethics" curriculum as part of the standard program for OSU engineers.

Affirmative Action

opportunity issues," said Stephanie Sanford, director of the Office of Affirmative Action. "We look closely at how legal precedents, court cases, and federal laws affect hiring practices at OSU."

According to a September 1996 report issued by the office, OSU continues to hire a disproportionately low number of women and minorities in most major job groups, especially non-teaching jobs and tenure track

positions.

Though a policy of Affirmative Action in employment has been officially in place at OSU for over two decades, the University has been relatively slow in answering resurgent student and faculty demands for greater diversification in highering practices.

In response to these charges Sanford said, "It's not just an OSU issue. It's really a higher education issue."

University methods of hiring have gone relatively unchanged for several hundred years.

OSU has already taken several steps to further its policy of Affirmative Action. "We've established an ethnic studies department in a time where other universities are getting rid of their own," Sanford said.

Sanford expressed a desire for greater vocal support of Affirmative Action from upper university administration. "Top administration has to make

it clear to deans of departments that there is an expectation for change," she said.

Sanford concluded by stating that the most effective way to eventually move past Affirmative Action is through individual effort. "Taking personal responsibility to meet people who are different from you is important. Networks need to be broadened," she said.