

Faculty Discuss Theories and Procedures in Tenure Appointment

By SHANNON BURGERT
Editor-in-Chief

Recent concerns over faculty morale regarding the issue of tenure have prompted Faculty Council to hold an open meeting Tuesday. The meeting's purpose, according to Faculty Council member and Professor of Modern Languages Lou Wagner, is to discuss the principles and premises of the tenure and appointment standards, as well as how they are implemented.

Many faculty members said that

while tenure is a difficult topic to discuss, a public forum is long overdue.

Linda DeMeritt, chair of the Faculty Review Committee and chair of the Modern Languages Department, said the meeting is happening now because recent large tenure classes, and a proportional number of denials, have caused a higher impact than normal on community morale. "I don't think there's a person on campus who hasn't been personally affected by a decision made by the Faculty Review

Committee in the last three years," she said.

There are several theories on factors that may shape tenure decisions, and there are a number of areas in the tenure process that faculty say need examined.

The criteria for the evaluation of faculty members are based on the responsibilities of the faculty to the college community, according to the *Faculty Handbook*. The responsibilities fall into three categories: teaching, research and maintaining a learning community.

Tenure-track faculty follow a progression of appointments. The first appointment is for two academic years, and the second phase is either a termination of service or an additional two-year contract. In the fourth year of service, members are reviewed for a pre-tenure, three-year contract; if a faculty member is denied the pre-tenure contract, he or she may serve one additional academic year at the college. Finally, in the seventh year of service, faculty are reviewed for tenure appointments. Faculty who do not receive tenure at

this stage also may serve an additional year before termination.

The Faculty Review Committee, made up of six elected tenured faculty members, two from each division, administers the process by which faculty are considered for tenure, three-year appointments and promotion. It is the job of the FRC to consider appropriate evidence and make a recommendation to the president concerning eligible faculty members. The president and dean of the college sit in as *ex officio*, non-voting members of the committee.

In discussing tenure, a common focus for faculty is college standards, both in questioning whether standards have been raised and in defining what tenurable standards are. While DeMeritt and Bruce Smith, dean of the college and former member of FRC, believe that college standards have not been raised and that the college is consistent in its demand for excellence in teaching, Wagner suggests that a characteristic of the times has upped the criteria—the college can demand more because it can get applications that meet such demands.

Wagner also suggests that there is a dynamic of group size that the community is not conscious of. If a group of three people is up for tenure and all three are tenured, people understand, he said. But if a group of 10 people is up for tenure, it looks

(continued on page 4)

Secrecy of Presidential Search Arouses Faculty Concern

By TOM CHAPIN
News Editor

Several faculty members have expressed concern about the secretive nature surrounding the final stages of the presidential search process.

The search is reaching the final "endgame," with three candidates visiting campus this week under highly secretive provisions in attempts to guarantee continued confidentiality.

"The decision to keep it a closed 'endgame,' as they call it, is partly the recommendation of the consul-

tant in relation to the request of confidentiality by the candidates," said Beth Watkins, associate professor of communication arts and Presidential Search Committee member. "As the process evolved, it was decided in order to maintain the confidentiality of the candidates at their request, that the campus interviews be as closed as possible."

Confidentiality for candidates for positions of this nature is a typical provision these days. The Search Committee was advised by A.T. Kearney, Inc., consultant Shelly Weiss Storbeck and other sources that guaranteeing confidentiality

would be the best way of keeping interested candidates in the pool.

"There were cautions issued all the way along about this need for confidentiality," said Charles Pollock, director of Public Affairs and Secretary of the College. "I don't think that we're selling out the college's interests, the faculty's interests, the students' interests to rightly accommodate sort of trivial considerations of the candidates' privacy. This was a condition of having the best available candidates: that's where the college's long-term interests lie."

The notion of keeping important issues under strict confidentiality at this late date in the process still has some faculty worried about their specific role in the process.

As the college's head public affairs officer, Pollock said he would have preferred an open process, because he would have been able to supply the news media with as much information as possible. Guarantees of confidentiality, however, have kept the faculty's role limited, he said, though nevertheless important.

"There's a huge part [of the faculty] that would have much rather had an entirely open process," Pollock said. "I think the members of the search committee would feel less like targets at faculty meetings if that were the case."

"I understand and appreciate the points the consultant made about compromising those feelings you have about openness, fuller access,

(continued on page 4)

Students Rally for Campus Coffeehouse

By WENDY GEIER
News Reporter

During three days last week, over 750 students and other members of the Allegheny community signed their names in support of establishing a student-run coffeehouse on campus.

Jessica Baker, a junior, said that the coffeehouse will be "student-organized, student-run, [and] most of the decorating and the refurbishing will be student-decided. We'd like artists to have their exhibits there, dancers to show us new pieces, theater students to put on small plays, etc."

The coffeehouse campaign was started by a group of students inspired by their environmental science/political science junior seminar, "Civil Society and Grassroots Organizations," according to junior Ana Katic, a member of the class.

The students started their campaign after recognizing the need for a better community or "civic" space on campus, Baker said. "I think we're looking for an environment that's open and not plasticky, like most of the other civic spaces on campus. Something that we, the representatives of the student body,

designed for us," she said.

The junior seminar, taught by Michael Maniates, assistant professor of environmental science and political science, was the inspiration for this project, but "the coffeehouse was not Mike's idea—his idea was that we needed a group to go out and be committed to something for the benefit of the whole community," Baker said. "He is our instigator and our catalyst, but he's not running the experiment."

"For me and maybe the others, this was a chance to see a diverse group of students work together in a mostly positive way to get something done for the Allegheny student body that will be funky and fun," Baker said. In order to design a community-friendly place, the group has been soliciting support and suggestions of different offices and organizations: Allegheny Student Government, Marriott, *The Campus*, the Dean of Students Office, the Campus Life Committee and Orchesis have all been supportive so far.

Juniors Vickie Hunter, James Manzella and Jodie Evans met with Jeff Lee, director of food services, to discuss Marriott's cooperation in the

(continued on page 8)

Greetings Earthlings!



Crafters gathered in the Campus Center this past Saturday as part of the Students for Environmental Action's Earth Day festivities.

-Photo by Ryan Ott

Only the suppressed word is dangerous.—Ludwig Börne

NEWS BRIEFS

• The Allegheny College Wind Symphony and Wind Ensemble, under the direction of Professor of Music Lowell Hepler, will present their annual spring concert on Sunday, May 5 at 3:15 p.m. in Shafer Auditorium. The concert will feature a new work, "The Battle of Lake Erie," by composer Francis Neta, director of choral activities at Keystone High School in Knox, Pa. The concert is free and open to the public. For more information, call 332-3356.

• The French Creek Student Research Symposium will take place tomorrow from 9 a.m. to 2:30 p.m. in the Campus Center. Students from Allegheny and local public schools will discuss their findings from French Creek water testing. A keynote address by Robert L. Shema, president of Aquatic Systems Corporation, will follow. For more information, contact Jim Palmer at x2380.

• The Committee in Support of Gay, Lesbian and Bisexual People will sponsor two events featuring the Lesbian Herstory Archives on Monday, April 29. Manuela Soares and Sara Yager will present "The Daughters of Bilitis Video Project" at 4:30 p.m. in Quigley 101. Archives co-founder Joan Nestle will present "The Will to Remember: The Lesbian Herstory Archives Slide Show" at 8:15 p.m. in Quigley 101.

• Theologian M. Shawn Copeland will deliver the 1996 Winslow Ecumenical Lecture tonight at 8 p.m. in Ford Chapel.

Copeland, an associate professor of theology at Marquette University, served as a professor and lecturer at Yale University Divinity School and other accredited universities. Contact Jarry Gray at x3621 for more information.

• Wednesday and Thursday, May 1 and 2, have been designated Drug Awareness Days by the Campus Drug Committee. During these days, representatives of the committee will be in the Campus Center from 10 a.m. to 2 p.m. to distribute information about drug abuse and making responsible decisions.

• Graduating seniors who plan to participate in Baccalaureate and Commencement must wear a cap and gown. Caps and Gowns should be purchased between May 1 and 17 for \$20 (\$21 for oversize) in the Bookstore. There is no need to be

POLICE BLOTTER

The following incidents were reported to the Office of Security for the week of April 17-23:

Theft

• A videotape valued at \$25 from the Campus Center Information Desk by a person using a false name and identification number between April 6-18.

• Fifty compact discs and cassette tapes from a student's unlocked room in Baldwin Hall on April 12.

• The emblem from a Ford Mustang in the Ravine-Narvik Hall parking lot between April 13-16.

Vandalism

• An ashtray was ripped from the wall in the entrance to Edwards House on April 21.

measured as the caps are one size fits all and the gowns are bulk ordered by height.

• Commencement announcements can be ordered on a personal, mail-order basis. Interested students should pick up an order form in the Bookstore. The personalized invitations will be delivered in two to three weeks after the order is received. Contact the Bookstore at x5369 for more information.

• Today is the deadline to sign-up for the Third Annual Intramural Golf Scramble, which will be held on Sunday, April 28 at Oakland Beach Golf Course. Tee times for this nine-hole tournament will begin at 3:15 p.m. Contact Jeff Groff or stop by the Intramural Office to pick up an entry sheet for a team of four players. Cost is \$5 per player.

Miscellaneous

• An ambulance was called for a sick student on April 8.

• Security assisted Meadville City Police in having a person remove his vehicle from college property on April 18.

• Security intervened in an altercation between two students on April 19. The incident was also forwarded to Residence Life.

• A fire alarm was pulled in Baldwin Hall on April 19.

The above information was provided by Anthony F. Sabruno, director of Security. Students are encouraged to report incidents by calling Security at 332-3357.

Presidential Candidates Visit Campus

The following press release was provided to The Campus by the Public Affairs Office.

The three leading candidates for the Allegheny presidency were scheduled to visit campus this week to evaluate the "fit" between themselves and the college and to allow representatives of the campus community to gauge the same thing.

Trustee John Wheeler, a 1961 Allegheny graduate and chair of the Presidential Search Committee, said the three finalists were selected from a group that was interviewed off-campus April 13-14. Subsequent discussions between the trustee leadership and leading candidates, as well as reference checking, also helped decide which candidates would be brought to campus.

Wheeler explained that the candidates' names and their schedules could not be made public, owing to assurances given the candidates about protecting their identities. Such assurances had to be given to candidates early in the search, Wheeler noted, to keep the pool as broad and deep as possible.

"Agreeing to a possibly 'closed' process even for the very end of the search was a tough decision for the committee to reach," Wheeler said. We know how interested members of the campus community are in direct participation, but using representatives of each constituency—faculty, students, administrators, staff—was really our best option.

"It wasn't a question of sacrificing any one constituency's interests to the candidates' interests. It was a question of serving the whole col-

lege's best interests, and the best long-term answer was to keep good candidates interested in the job."

Wheeler said that the original field of 170 applicants and nominees was extremely well qualified and extremely diverse. He was "especially pleased" with the significant number of women in the search and "reasonably pleased" with the number of people of color. He said that several women were among the semifinalists interviewed off-campus, though all three campus visitors will have been men.

Wheeler also expressed the committee's satisfaction with the breadth of the academic fields and the kinds of institutions represented by the finalists. All three candidates have been faculty members in liberal arts institutions, as well as senior-level administrators.

The campus visitors will have met with representative groups of faculty, students, administrators and staff, each comprising six to 12 people. The role of these groups is to provide Allegheny information to candidates and to generate feedback for the Board of Trustees. The feedback will assist the Search Committee in making its report to the Board, and will help the trustees to reach their appointment decision.

The college's bylaws assign the appointment of the president to the trustees.

The Search Committee will meet at least once following the finalists' campus visits and before the trustees' spring meeting on May 3-4. According to Wheeler, it is "possible, but not a foregone con-

(continued on page 4)

The Campus Asks...

How much input should students have in tenure and contract decisions?

compiled by Ryan Ott



I believe that the students should have greater input into tenure and contract decisions because the students interact with the professors on a daily basis and have a greater knowledge of how the professors perform in the classroom.

Tom Luben
Class of '96



Students should have a lot of input on this matter because we are the ones who see the faculty in the class on a regular basis. But it really is a dumb question because who is going to say no?

Melissa Light
Class of '98



I don't think we should have all that much say. We probably have too much as it is, and so many students want more. Students need to remember who they are and their place in society; maybe we do not need to try to control or influence so many aspects of the administration's business.

Cabbage
Class of '96



I think that the teacher-student relationship at Allegheny is closely related. Therefore, the input of the students on their professors should be considered in tenure and contract decisions.

Caroline Chapman
Class of '96



I think that a fair amount of student input is advisable. Students are directly affected by these decisions, and they should not be overlooked as part of the equation of educational choices.

Sam Allison
Class of '96

Faculty Members Call for Examination of SRIs

By SHANNON BURGERT
Editor-in-Chief

Many members of the Allegheny faculty say they have lost confidence in the college's Student Rating Instruments, or SRIs.

All agree that excellence in teaching is top priority in determining tenure. (See tenure, page one.)

"In every one of the tenure reviews recently, SRIs have had an impact," said Professor of Psychology and former Faculty Review Committee member David Anderson.

"We've invested far more legitimacy in [SRIs] without really knowing what good teaching involves, which opens a door for potential misuse," said Robert Ulin, chair and associate professor of sociology and anthropology.

But, says former Chair of Faculty Review Committee and Chair of the English Department Brian Rosenberg, "I'm reasonably comfortable with them as a comparative and evaluative instrument. It would be a mistake to dismiss them."

The 12-question SRI, asking questions about such aspects of teaching as clarity of instruction, availability for consultation and enthusiasm for teaching the subject, was developed eight years ago when the faculty took a vote of no confidence in the Student Instructional Report, a nationally-produced evaluating tool that the college was using at the time.

A three-person committee was appointed by Faculty Council to examine alternatives; it included one junior and two senior faculty members, one person representing each division. Scott Wissinger, associate professor of biology and environmental science, was the junior faculty member.

Wissinger explained that the committee sent a survey to the faculty to gather information about why people were dissatisfied with the process. "There were several issues that were clearly dominant," he said.

The first, Wissinger explained, was that a subset of the faculty, from the Humanities and part of the Social Sciences, did not feel comfortable with the statistical presentation of the results of the SRIs. "They didn't understand how the instrument was used, and they felt vulnerable," Wissinger said.

The second complaint about the SRIs was that the questions were specific with respect to the mode of presentation; they favored a lecture style of teaching, Wissinger explained.

The third problem, he said, was that the faculty were not confident with the way the provost used the instruments.

"Two of these complaints we could do something about," Wissinger said.

For a semester, the committee studied literature on theories on evaluative tools, according to Wissinger.

He said the literature clearly stated that there are two purposes for evaluating faculty. One goal is evaluative, determining to what degree an instructor is effective. The other goal is formative, giving the instructor feedback.

"The literature said it's bad to do both at the same time," Wissinger said. Feedback is discipline-specific, he explained, while evaluations need to be made bland so everyone can be compared on an even basis.

The committee looked at hundreds of evaluative tools and decided to use a modified version of the instrument used at Franklin and Marshall—what is now called the SRI, or Student Rating Instrument.

Wissinger said that the SRI was designed to be non-specific, and it was to be presented in a non-statistical, qualitative format that could be compared to the all-college total. These changes were hoped to address faculty concerns expressed in the surveys.

So, according to Wissinger, the committee made two recommendations to the faculty. One recommendation was to implement the SRI, and the other was to mandate a formative evaluation for each department which would include a narrative component to assist faculty members in their teaching. The formative tools, Wissinger explained, would not necessarily go to the administration.

"One of those things happened, and one didn't," said Wissinger. "I was disappointed that it happened that way, because the logic between the evaluative and the formative was clear. It was the way to do it right. You compromise the two goals by putting them together into one evaluation."

An SRI committee was formed to implement the SRI and to address faculty concerns with the instrument, according to Ward Jamison, associate professor of music and director of choral activities, who was a member of the committee. Jamison said, "We submitted a report about our work to Faculty Council about four years ago but it was never accepted and consequently never made public. Our committee was never officially disbanded, but we have not met for four years."

Now, faculty say the SRIs need to be re-evaluated.

Professor of Philosophy Bill Bywater said, "Two things have happened since the SRIs were implemented. A quantifiable interpretation has moved in to a considerable degree, slow but sure, and the idea that they measure good teaching has normalized. These two controversial things moved in without discussion, and that's problematic."

David Miller, associate professor of English, says SRIs are an imprecise instrument, and that allows them to be manipulated.

Dean of the College Bruce Smith

ASG Budget Allotments Discourage Student Clubs

By HEATHER MITCHEL TREE
Assistant News Editor

With the release of ASG organization budgets early last week, many groups were upset with the amount they received—if they received any money at all.

ASG believes that the organizations' inflated budget proposals and the addition of new groups created the biggest problems with distribution of funds.

According to ASG budget guidelines, organizations cannot receive more than seven percent of the total budget. This year, this seven-percent cap reached \$9,912; however, several groups chose to ignore this figure and requested amounts far above the cap. Groups such as A5,

Union Latina, Advancement of Black Culture and the Hockey Club requested as much as \$7,700 more than the cap.

"Because they exaggerate all their figures, when we go to cut down those figures, it's hard to distinguish what things are most important," said junior Johnny Six, vice president of ASG. "They're not going to get any more than the seven percent cap anyway. So, by [inflating their budgets], they're really hurting themselves."

Senior Kim Nelson, president of ASG, added that it's common that some organizations cushion their budgets with additional funds. "We know that their budgets are inflated. Yes, things are important to their programming, but in the same re-

spect they know that they can't get more than seven percent," she said.

Junior Karris Williams, president of Advancement of Black Culture, said that she knew the group would not get what they requested, \$17,290.25. However, they had expected more than what they received. "I am very appalled," said Williams. "Last year we received around \$9,000, and I don't understand how ASG thinks we can operate with \$7,000." In most cases, the group allows for a little extra funding in the budget proposal.

"It frustrates me that organizations pad their budgets, and I think they should be penalized for doing so," said senior Shannon Burgert, editor-in-chief of *The Campus*. "We

(continued on page 13)

Education Department Anticipates State Review

By JENNIFER M. NAGEL
News Editor

Failing to pass a state review in the spring of 1992, Allegheny's education program was put on probation. As the result of preliminary restructuring efforts, the probation ruling was lifted in March of 1994. In the time since, the program has continued to undergo restructuring, with the goal of passing its next scheduled state review, which will take place next year.

Interviewed administrators and faculty members seem optimistic about passing the review, but some expressed uncertainty as to the future of the department.

Associate Professor of Education and Department Chair Karen Skuldt believes that the prospects of passing the review look good, but that the state continues to have strong concern for the institutional support of Allegheny's program. She stated, "The responsibility for a successful review has a far broader base than just the education department."

Although Associate Professor of Education Jeffrey Dunbar also voiced concerns about showing the state Allegheny's administrative support for the program, he believes that the program serves its purpose.

"We give students the preparation necessary to get certified, so that they can take the content of their major and apply it to teaching in public school," he said.

Both Dean of the College Bruce Smith and Acting President James C. Bulman expressed their optimism toward the review but could not yet comment beyond that time. "The principle effort in the department right now should be toward completing a successful review next year," Smith said.

Bulman stated, "I'm optimistic about the review because the state board seemed both impressed and pleased with the changes we had made up until 1994."

Smith added, "Karen Skuldt and I have been conferring and she's working very hard with liaisons from the relevant departments. I'm confident that the education depart-

ment will present itself well."

During the state review process, held every five years, teacher certification programs at Pennsylvania colleges are evaluated for their course requirements, as well as institutional commitment, long-range planning, faculty experience, equipment, facilities, and student teaching requirements and evaluation process.

Dunbar described this review process as "a validation study to determine if what we are doing as a department and an institution is enough of what is required by the state Department of Education." He said that the 1992 review took place at a time when the entire college was in a state of transition, moving toward a new curriculum.

Additionally, the education program was in a state of transition to a four-year program from a design which included a fifth year student teaching in Cleveland, which was possible under a contract with the Cleveland Public Schools.

According to Professor of Mathematics and Computer Science Richard McDermot, who formerly headed a committee that studied the reorganization of the education program, this contract included paid internships for student teachers, which were provided by the school district. McDermot said that the end of this contract may have contributed to the end of the five-year education program at Allegheny. Continuing the paid student teaching program in local school districts would have been difficult since funds in smaller districts are limited.

During the 1992-93 academic year, there were less than 10 student teachers at Allegheny. According to Skuldt, "Confusion about what had been and what was to be in the program and lack of clarity about how the old would be phased out and the new phased in probably contributed to the difficulties resulting in probation."

Many students at that time voiced serious complaints about courses, which were not being scheduled when they were needed to fulfill students' requirements.

According to Skuldt, today's education students may complain about the amount of courses required, but they seem able to schedule their requirements and are content with the educational quality of the program overall.

Skuldt further explained that the state review board saw the need for revision in the scheduled requirements, since students were taking "How to Teach" courses during the same semester that they were student teaching. In addition, with the shift to a four-year program, Allegheny's required student teaching process encompassed a shorter length of time than was required by the state. Today's student teaching requirements comply with the state recommendation of one semester.

Also during the time of the last review, a professor from another academic department acted as the chair of the education department.

Skuldt said that her position, solely as chair of the education department, is important to the education program at Allegheny. She explained that, unlike a professor from another department, she has approximately 30 years of experience in teacher education or related areas and spends the majority of her working time concentrating on education trends from year to year.

"From working in this field for so many years, I have an understanding of what's going on in teacher certification and education," she said. This gives students the benefit of her accumulated research, experience and knowledge.

According to Skuldt, the administration decided to redefine the department chair position after the 1992 probation ruling to help "solve the probation problem." During this time Dunbar was on sabbatical.

Skuldt's first official task was to design an improvement plan to be submitted to the state board by October of 1993. "Restructuring the program took a lot of listening to students, faculty and administrators, saving the good qualities and fixing the rest," she said.

Though the program is no longer

(continued on page 8)

Endgame of Search Process Continues Under Veil of Secrecy

(continued from page 1)

in order to keep good candidates in the pool," Pollock said. "I suppose if all three had said, 'I don't care who knows that I'm a candidate,' then we could've had a fully open process. If one candidate had said, 'I can't,' then we would have wanted to treat all three the same way."

In light of the closed nature of the endgame, Associate Professor of English Laura Quinn likened the hiring of the new president to "an unveiling," and expressed concern about the consulting firm's function as a middle-man.

"I guess I wonder about the larger trend and what the search consultant means for high-level academic administrative hiring," Quinn said. "What it means in terms of the openness or the closed nature of the process. I think we should monitor that trend and be suspicious of it."

Associate Professor of English Brian Rosenberg noted that the closure of the endgame prevented the possibility of public discussion—among the faculty and the community in general—about the candidates.

"I have some questions about the message that this delivers to the overall community," Rosenberg said, "about whether it's really necessary to preserve that secrecy at this point in time and about whether we're sacrificing some valuable public discussion in order to preserve that secrecy. Certainly looking at the people that become finalists tells the community something about the priorities of the search."

Although Mary Bivens, associate professor of computer science and Search Committee member, believes that an open process would not have garnered the candidates it has now, it would have ultimately been beneficial to the faculty because of the large stake it has in the future president's administration.

"They have a continuing relationship with the institution in ways that even students don't," Bivens said. "Students come and they're here for four years and they're gone. But faculty have a continuing asso-

ciation with the institution."

Professor of Political Science Irwin Gertzog has been pleased with the search process thus far, praising the efficiency and receptiveness of the Search Committee's members, especially those elected by the faculty. He believes, however, that further faculty inclusion in the process would not lend itself to informed judgment of the candidates.

"In my judgment, it's too late in a way for the great majority of faculty members to make a positive contribution to the process, because they would be boarding cold," Gertzog said. "They would not be privy to the conversations and dialogue that occurred before that brought us to these last finalists. They would be privy or exposed to some dimensions of the candidacy of these people, but could not possibly grasp all of the qualities, the dimension of these people in order to make an informed judgment."

Rosenberg agrees. "I'm not looking to be disruptive at this point. I think it would be counter-productive for the faculty to try to change things at this late date. I think in some ways it's a crap-shoot no matter what you do; you just hope that whoever you hire is good. But I think some of the messages that get disseminated by a process of this kind are pretty unfortunate."

Faculty does have some representation in the search process, through the four faculty members who were elected by the faculty to serve on the Search Committee: Watkins, Bivens, Andrew Wells Roberston Professor of Economics Earl Adams and Associate Professor of Biology and Environmental Science Scott Wissinger. An additional 8-12 faculty members were approached by the Search Committee to meet with the candidates, as were 6-8 students, approached by the Dean of Students Office and Kim Nelson, ASG president and Search Committee member.

Although Quinn, Rosenberg and Gertzog expressed satisfaction with the members on the Search Committee, Professor of Political Science

Michael Stevens felt differently.

"I have often scratched my head and wondered, 'What's going on? At what stage in the process are we?'" Stevens said. "I was surprised when I found out at the end of last week that candidates were going to arrive this week. I didn't even know we even had any finalists yet, or whether we were still in the middle."

Although Stevens was on a sabbatic leave during the fall when much of the faculty involvement in the search did occur, he also questions why the candidates would not be meeting with the Finance Committee, the Curriculum Committee, the Faculty Council and other groups.

"I would think that anybody coming here would want to get a feel for what are the major things going on—the money, the curriculum—and in general, the attitude of the faculty toward the institution," Stevens said.

Bivens noted the need for guaranteeing confidentiality to the candidates stems from scenarios that could exist should the candidate's home institution find out that one of their own is seeking positions elsewhere.

"An institution's board of trustees have sometimes not been happy when they have known that some member of the administration has been looking for another position," Bivens said. "So it can undermine the position of the person with their board of trustees. It also can undermine them with their on-campus constituency as well."

"Now people will turn around and say, 'Yes, but there are occasions when it makes somebody on the campus more attractive to the trustees if they are also attractive to another institution,'" Bivens continued. "It can also enhance the person's position on campus. Whenever you have a small group of candidates to make visits, then all but one of them is not going to be chosen, and that kind of thing may not do anything to enhance somebody's stature on their home campus."

Pollock noted that confidentiality is not always water-tight. "I would argue that I think it's a fair request to make reasonable efforts to keep the entire world from knowing who's a candidate. And in the information age, it's easy for the world to know."

Both Quinn and Rosenberg cited examples of other presidential searches being open processes. The March 5, 1986, edition of *The Campus* included an article on the visit of then-presidential candidate Daniel F. Sullivan's visit to Allegheny. In 1992, Allegheny found out that Sullivan was one of four candidates in the running for the presidency of Colorado College.

"What happened was a faculty member there called one here and told us," Stevens said. "It wasn't in the newspaper, but again you'd have to presuppose that that would probably happen. It's a big country but on the other hand it's a big community. If Colorado College's president showed up here and I knew somebody, I would probably give them a call. If nothing else, I'd be calling to say, 'What kind of president is he?'"

Pollock said that the Search Committee and the Board of Trustees was not sure how long they would have to maintain their guarantees of confidentiality, not knowing that the candidates would request confidentiality right through the end of the process.

"I'm not sure everyone understands that to a large degree we had to assure candidates a long time ago—to keep them interested—that this whole process would be not highly public," Pollock said. "We didn't know absolutely from the start to what degree it would be public. So we couldn't be more explicit, more definitive."

Allegheny College's bylaws state that hiring a new president is an unequivocal responsibility of the board of trustees. The existence of a search committee is not a required element of the bylaws. The larger group of faculty and students meeting with candidates this week will

express their opinions to the Search Committee, which will take these opinions into account when making their recommendation on a decision to John Wheeler, trustee and chair of the Search Committee.

Ultimately, the faculty has its representatives to express opinions and recommendation that best suit the needs of the institution as a whole. "I think that what you have to do is trust your colleagues," Gertzog said. "They were voted on and they were selected in a democratic fashion. It's what we do when we pick people for the Faculty Council, for the tenure committee. We delegate responsibility to a small representative group because things can proceed more efficiently and in an orderly process."

Even with faculty representation, some faculty members feel that the closed nature of the endgame represents a lack of sensitivity on the part of the board of trustees and does little to help the morale of the faculty.

"I just think that it makes sense at the beginning," Stevens said. "I think you ought to guarantee people that just because you apply we aren't going to list all your names in *The Chronicle*. But when you get to the final cut, it seems to me that the interest of the institution, talking to people, to be visible to the students and everybody else is so much more important than confidentiality issues."

Candidates Visit

(continued from page 2)

clusion," that the committee will have a recommendation for the Board's spring meeting. "We will not sacrifice a thorough process to an arbitrary deadline," he said, "but we hope to reach a closure by the end of the academic year."

Allegheny's new president will succeed Daniel Sullivan, who was named president of his alma mater, St. Lawrence University, in November. Sullivan will officially conclude his tenure at Allegheny June 30, though he began a three-month sabbatic leave on April 1.

Former Dean of the College James Bulman is serving as acting president until Sullivan's successor takes office. Wheeler noted the new president's arrival date will depend on who is selected.

The Presidential Search Committee was appointed by Trustee Chairman David Hoag in early December. It had met six times before conducting its off-campus interviews, first developing a comprehensive position specification, then identifying recruitment strategies, screening the large initial candidate pool, and reviewing extensive candidate credentials to select semifinalists.

The committee is composed of nine trustees and nine representatives of the faculty (four), students (two), alumni (two) and administration (one).

College Establishes History Honor Society

By TOM CHAPIN
News Editor

Nineteen Allegheny students and faculty members were inducted as the charter members of Phi Alpha Theta this past Sunday in the Moore Lounge of Pelletier Library.

Phi Alpha Theta is an honor society dedicated to the service of history. Established at the University of Arkansas in 1921, the society has 745 active chapters and 21,000 subscribers to its publication *The Historian*.

When interviewing for his current position, Assistant Professor of History Onaiwu W. Ogbomo learned of Allegheny's lack of a Phi Alpha Theta chapter through conversations with various students.

Ogbomo said that if he was hired, he would take it upon himself to establish a chapter at Allegheny. After getting hired and discussing his idea with faculty, Ogbomo started the process of establishing a chapter last September.

"My major intention really is not just for the name; it's a way to mobilize students and to give them something to look up to," Ogbomo said. "I feel it is one of the contributions I can make as a member of the faculty and the department, not just academic and development, but social interaction between students and faculty."

James Kiel, retired professor of history at the University of Pittsburgh and Phi Alpha Theta member for over 50 years, inducted the char-

ter members as the Alpha Eta Chi chapter of Phi Alpha Theta. Assisting Kiel was Professor of History Richard Turk, who was inducted as an undergraduate.

Any Allegheny student, regardless of major, is eligible for membership in Phi Alpha Theta. The student must have a 3.1 average in 12 or more credit hours of history and an overall 3.0 average in his or her other courses. Induction also entails nominations by the faculty and the department.

Ogbomo hopes that non-history majors will seek membership in the society. "I hope, seeing as this is started, that we find more students from other departments who are qualified to be inducted into the society," he said.

Perspectives

EDITORIAL

SRI: Serious Response Intended

By now, you've seen it all before: the little red and white scan sheets; the number two pencils; the 12 questions that rate your professor on a scale from one to five. For many students, filling out SRIs (Student Rating Instrument) each semester is as routine as coming to class—maybe more so. However, while most students take the SRIs seriously, many students do not know just what those little bubbles can mean for the professors they are evaluating.

The SRI is one of many tools used in the tenure process. Scores established for each professor are compared with the overall Allegheny standard score (see related article for an explanation of this process). Meeting or falling above this standard score can represent exemplary teaching on the part of the professor; when a professor's score falls below this standard, he or she may be considered untenurable. In other words, the bubbles each student fills in on the scan sheet can help to determine who gets hired for life—and who gets fired. Because these scores are taken seriously by the administration, it is important that students evaluate faculty as honestly and objectively as possible. Most students don't use the SRIs as a vendetta against professors they don't like; however, it's important for everyone to look beyond personal gripes ("I don't agree with her politics" or "He speaks in a monotone") and consider the quality of teaching and how much information was conveyed. Professors are not there to keep students complacent and entertained; they are there to impart knowledge and challenge minds.

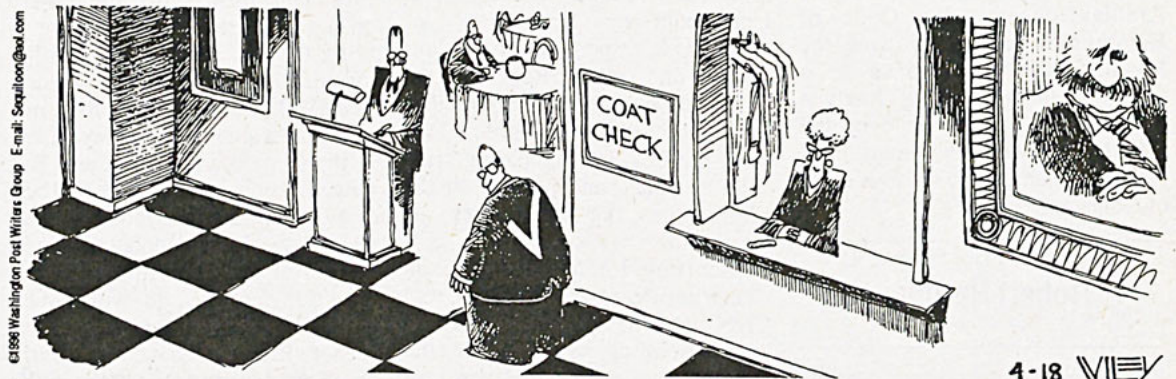
While the SRIs are a useful means for evaluating professors in a generic, comparable way, more tools should be used to make it easier for students to give feedback. Every department should provide some sort of questionnaire that gives students the opportunity to write specifically about the plusses and minuses of their courses. This type of narrative feedback not only gives the students more input, it provides professors with information about what was effective and ineffective within their class structures so that modifications can be made, if necessary. Additionally, staff administering evaluations such as the SRI need to clearly state the importance of the evaluation. The College should also precisely define questions which may be vague—A question which asks students to rate the difficulty of a class might be confusing: does "difficulty" mean "challenging," implying something good, or does "difficulty" mean "too hard," implying the professor is not explaining things well? Clarifying these questions would improve the accuracy of student responses.

In the midst of last minute papers, approaching finals, and other end of the semester shenanigans, it is easy to dismiss SRIs as just another distraction. Yet these evaluations are important; they represent student input into what goes into (and comes out of) our classrooms. It is important that the attitudes of all faculty—even tenured faculty—reflect the seriousness of the SRIs, even when the evaluations take away from class time. Similarly, students should recognize that the SRI is more than a way to kill the first 10 minutes of class. With such tools, we can invest more than our money in our education; we can invest our opinion, too.

All editorials represent the majority opinion of the Editorial Board.

The Campus welcomes all reader response. We reserve the right to reject all letters of a purely promotional nature, as well as letters which do not meet our standards of integrity, accuracy and decency. We also reserve the right to edit pieces for space and grammar. Opinions expressed in Letters to the Editor, editorial columns and editorial cartoons do not necessarily represent the viewpoint of The Campus. The deadline for letters is 5 p.m. the Monday before publication. Letters must be typewritten, double-spaced and signed, with a phone number included for verification. Any letter that cannot be verified will not be printed.

All questions concerning the above policy should be directed to the Editor-in-Chief.



Letters to the Editor

More Than Pretty Words

I was deeply troubled by Residence Life's reply to the concerns of gays issues on this campus. I would even say that I felt more than just troubled, I was hurt and I felt betrayed. The Residence Life Office claims to agree that there "is a need for a safe and less stressful place" and that all diversity should be promoted. These are pretty words.

Harold Jones

The Allegheny College environment is not very welcoming to gays, lesbians and bisexuals and Residence Life has done nothing to change this. They have shown no initiative in dealing with the concern

and have now passed on an opportunity to make a difference.

The rejection of the Gay Pride house, however, is a minor part of the issue. It would have been a safe place for the residents of the house, but that would not address the many more gays, lesbians and bisexuals who have to hide who they are to safely live in the college dorms. Freshman Orientation makes no reference to the concerns of gays, lesbians and bisexuals. "Faggot" is a tolerated word in the dorms and dining halls. If, as they claim, Residence Life cares about the welfare of gays on this campus they haven't succeeded in showing it, and I would hope that the campus won't be fooled by the public relations effort offered in the April 18 edition of *The Campus*.

Is anyone out there concerned about this? It seems no one wants to talk about the issue anymore. Residence Life has dismissed the problem. Mike Matott dismisses the

"Residence Life Rejects Gay Pride House" article as "sensationalistic." Doesn't it make more sense to talk about a problem in order to achieve change? The problem doesn't go away when it is ignored by the campus.

If this place is a bad environment for gays, lesbians and bisexuals, as I believe it is, we should all be concerned. It is a stigma against this school to be so slow in forming a gay student group and in addressing some of the most basic of concerns of the gay community. I honestly believe that gays are not welcome on this campus. It is for this reason that I have decided to transfer.

I hope that this college will someday give a better message to its gays, lesbian and bisexual students than reluctant tolerance. I hope that the college does this through action and not more pretty words.

Harold Jones is a member of the class of 1999.

Tenure Policy Should Be Purged

Tenure has become a volatile issue here on campus, with the acceptance of only 6 out of 11 professors for tenured positions. The tenure debate has also spread out to the larger culture outside the university which is becoming increasingly concerned with academic issues. The time has come to reassess the benefits of tenure; in doing so, those benefits significantly lessen.

Phillip M. Rhodes

Students have been told for several years not to expect a higher standard of living when they graduate. They have also been instructed not to think they can hold a job with one company for their entire careers. Job security is increasingly a mythical notion for everyone. Diversification and flexibility are the buzzword for today's job market. Why should the university's policies differ so strikingly from the rest of the market? Tenure only serves to widen the chasm between

the ivory tower and the public which has expanded so much in recent decades. It furthers the notion of the professoriate as a pampered and sheltered group with little experience of the "real world" where job security certainly doesn't last for life. I would suggest extending 3 to 5 year contracts for faculty members, with the option to extend the contract for superb teachers. Lifetime employment should not be an option.

Getting rid of tenure would help open students to a wider variety of experience and teaching styles. At a small liberal arts college such as Allegheny, departments with low enrollments like classics, philosophy or geology run the danger of tunnel-vision. Students are exposed to the ideas of only a few scholars. If the faculty of those departments are tenured, then their opinions, teaching styles and reading lists are already set and unlikely to change. By disintegrating tenure, scholars would be free to travel from school to school, disseminating knowledge more freely and exposing students to a wider variety of ideas.

Doing away with tenure would also preclude the publish or perish plague that has come to affect academe in recent decades. Most of the esoteric academic journals currently in publication should be entirely eradicated. No one reads them, they are mostly organs for untenured faculty. If the pressure to publish were removed, these journals would fade away and young academics could focus their energies on the classroom and the community at hand. If they still felt the pressure to publish, they could write for the campus or local newspaper.

Tenure is also problematic when it comes to senior faculty's performance. Nearly every student has encountered a tenured faculty member who teaches terribly. Their scholarship may have grown in new directions, they may have published a number of books, but their classroom performance is sorely lacking. By not giving tenured positions, colleges could easily remove the dead wood.

Academic freedom is an issue

(continued on page 6)

Bellicose Hezbollah Drops Bomb on Peace

Although Hammurabi and his great Babylonian empire have long been consigned to the dust in the Arabian deserts, the Code of Hammurabi still rules over the Middle East. An eye for an eye, a tooth for a tooth. Looking closely at the area, one can see the eyes and teeth strewn across the desert, each one a testimony to the vicious cycle of retaliation.

Robert Hartman

The current situation is a complicated one, tainted by the various legacies of past conflicts. Israel was born in conflict in 1948. The violence continued as a result of the Cold War. The Arab-Israeli conflict also became a conflict between capitalism and communism. The capitalists, led by the United States, supported Israel. The forces of communism, with the former Soviet Union as their leader, supported the Arabs.

On April 9, the Islam fundamentalist organization Hezbollah launched rockets into northern Israel, injuring 30 people. Israel retaliated with air raids and artillery fire on southern Lebanon. Since then, the situation has worsened. Today is day 15 of the violence. On

April 18, Israeli planes bombed a U.N. camp, injuring 100 Lebanese refugees. Hezbollah rockets land in Israel about every 20 minutes.

The U.S. response has been thoroughly one-sided. Recently, the U.S. had been blaming both sides, the Israelis and Hezbollah. This time, the U.S. is withholding criticism of Israel, and placing all the blame on the shoulders of Hezbollah.

Geoffrey Kemp of the Nixon Center for Peace and Freedom, told CNN that he believes there is "overwhelming sympathy in the White House, the State Department and the Pentagon for the actions the Israelis have taken against Hezbollah. Unless things escalate very dramatically, I would doubt whether you'll hear anything other than the most muted criticism from Washington."

The policy enumerated by Kemp is one typical of previous U.S. involvement in the Middle East. The U.S. has historically supported Israel. U.S. aid to Israel has been significant, especially in the form of military technology. It may be Israeli pilots flying into Lebanon to bomb Hezbollah, but they are flying in American-made planes, with American weapons systems, and in many cases the pilots were trained by Americans.

Instead of blindly backing Israel, it's time to try a different path. Presidents Bush and Clinton were on the right track by attempting to bring the two sides of the conflict together to work out a peace accord. The 1993 Israel-PLO accord is one of the most significant achievements in the Clinton administration. But now, Clinton has seemed to back away from peace, and move towards the old, hard line support of Israel. Instead of backing off, now is the time for the U.S. to work even harder to bring a lasting peace. France, Russia, Lebanon and Syria are all working towards peace in the recent conflict. By aligning with these other world powers, a stable peace is possible.

But for any peace to work, two things must happen. Both Israel and its Arab neighbors must be willing to compromise. Both Israel and Hezbollah are waiting for the other side to stop first. For any peace to work, such stubbornness must be overcome. Secondly, the United States must also be neutral in the negotiations. From our perspective,

it is very easy to place all the blame on Hezbollah, and the Arab community as a whole. The truth is not so simple. Both sides are killing innocent people. In conflicts such as the ongoing one in Israel, there is no right or wrong. Only dead or alive.

Peace in the Middle East is possible. To achieve this peace, the key word must be compromise. The United States needs to support an agreement, not just Israel. Regardless of past ties, it is obvious that the U.S. support has complicated the situation. As a result of U.S. aid, Israel has the military might to overcome her Arab neighbors. This cannot be allowed to happen, for it will only give fuel to the continuing cycle of violence. If we allow Israel to take up the sword, then Israel will one day die by the sword. And there is a good chance that it will be a U.S. sword that delivers the mortal blow.

Robert Hartman is Assistant Perspectives Editor for The Campus.

Murder, She Drew

Merchandising is perhaps one of the biggest industries in the country right now. Virtually anything can be found on a t-shirt or a hat nowadays—and sometimes that thought does not inspire confidence in me. Hooded sweatshirts and hats featuring the now-famous sketch of the Unabomber have been selling fairly well since the capture of Ted Kaczynski.

Josh Atkins

The original artist of the sketch is currently seeking royalty payments for the use of her sketch. I have no problem with Jeanne Boylan making the money that she deserves from the distribution of her sketch. My problem lies in the fact that the sweatshirts and hats exist in the first place.

You've heard it all before: the quick buck being placed over morality or basic common sense.

The Unabomber is just one of several cases where a quick buck and simple bad taste collide with the money coming out on top. The sense of moral bankruptcy is staggering to me. I cannot fathom the mind that thinks marketing pain is a good idea.

The Unabomber is but the latest in a series of these near atrocities, the first that I can remember is the rash of Charles Manson t-shirts that Axl Rose of the band Guns 'N Roses brought to national attention. I'm sure everyone knows who Charles Manson is, so I don't feel the need to detail the murders with

which he was associated. Being so chronologically far removed from the actual events surrounding Manson, we tend to only see him as the Swastika-foreheaded lunatic that routinely gets turned down for parole.

To emblazon his image on a t-shirt is in some form condoning Manson's actions, and a slap in the face to the families of the victims of Manson and his followers.

The bombing of the World Trade Center was "commemorated" with the typical brand of "I survived the World Trade Center Bombing and All I Got Was This Lousy T-Shirt" t-shirts. Such blatant commercialism only serves to trivialize the enormous nature of such overwhelming and serious events. I am surprised and shocked that there was no similar spat (that I know of anyway) surrounding the Oklahoma City bombing last year.

Even O.J. Simpson t-shirts featuring his photo with his numbers were hot sellers, with a wide variety of products flowing through the streets outside the courthouse in Los Angeles.

While I've never been one to pretend that the average person is a model of morality, or even that I personally am a moral being, I fail to understand simple stupidity. These attempts to snag the fad and become instantly wealthy are simply a waste. More productive and intelligent things can be accomplished instead of trivializing the hurt and pain of families reeling from a tragedy.

Josh Atkins is Assistant Perspectives Editor for The Campus.

Tenure: Denied

(continued from page 5)

that goes hand-in-hand with tenure. Academic freedom is an imperative, but tenure may actually be a detriment to academic freedom. Tenure is all or nothing—naturally someone seeking it will not rock the boat. Graduate assistants, part-time instructors and assistant professors have no academic freedom whatsoever. A medieval literature professor must remain a medieval literature professor in order to fill that particular niche. Any new or shocking idea might be suppressed or carefully molded to fit in with the particular department in which they teach. Sycophancy lurks just around the corner, leaving the glorious notion of academic freedom in the dust.

Obviously there is a problem when tenure decisions are shrouded in so much secrecy. It is a terrible situation for both those who hold the futures of their peers' careers in their hands and those untenured peers who must wait on pins and needles while their colleagues decide their fate. By not discussing it, faculty contribute to the mysteries of tenure selection. Is it really cronyism? How important a role do politics play? How about demographics? How big a role does classroom performance play in the decision? These are the questions that need to be addressed.

Of course, removing tenure from the academic process will lead to a gypsy-like existence for many academics. Scholarship is a lonely vocation though. It is also a noble one. Perhaps the dedication to scholarship as opposed to family and friends should be reassessed. Military families are duty bound to follow positions around the globe. Who is to say the case should not be same for academics?

Of course, tenure is not likely to go away. But colleges can begin to institute policies that help cure some of the ills created by tenure. Reviews for senior faculty must be made mandatory. Extending contracts for 3 or 5 years to assistant professors who do not make the tenure cut is also an option. The notion that a faculty member is good enough for life or not good enough at all is ridiculous. Maybe the professor in question has not met the standards of a faculty committee, but that does not diminish the talents he or she can bring to the classroom. And classroom performance really provides the final analysis because it is where teaching—the primary objective of academe—occurs.

Phillip M. Rhodes is Perspectives Editor for The Campus.

WRITE NOW!!

The Campus of Allegheny College

Founded 1876

VOLUME 119, NO. 22

APRIL 18, 1996

SHANNON BURGERT
Editor-in-Chief

JEFF STEINMETZ
Managing Editor

Tom Chapin &
Jennifer M. Nagel
News Editors

Heather Mitcheltree &
Natalie Weaver
Assistant News Editors

Sarah Lindsay &
Phillip Rhodes
Perspectives Editors

Josh Atkins &
Robert Hartman
Assistant Perspectives Editors

Ronda Chollock &
Cynthia Greenleaf
Arts & Leisure Editors

Robert Bazylak &
Nicci Micco
Assistant Arts & Leisure Editors

Melissa Hostetler
Sports Editor

Pat Sheldon &
James Weaver
Assistant Sports Editors

Ryan Ott
Photography Editor

Elaine McNerney &
Matt Jacobson
Assistant Photography Editors

Candace Boyer
Advertising Manager

Beth Primm &
Andrew Twigg
Assistant Advertising Managers

Matt Yanni
Business Manager

Melissa Hostetler
Distribution Manager



The Editorial Board:

Josh Atkins, Shannon Burgert, Tom Chapin, Ronda Chollock, Cynthia Greenleaf, Daniel Koller, Sarah Lindsay, Nicci Micco, Jennifer M. Nagel, Phillip M. Rhodes & Jeff Steinmetz

Faculty Expresses Concerns Over Principles and Premises of Tenure

(continued from page 1)

odd to tenure everyone. "The spread seems to get magnified—some will pale when they're compared to others who are excellent. Looking at all of them at the same time, it's hard to think that there isn't some unconscious comparison."

An Allegheny image?

Faculty are divided in the consideration of an Allegheny "image" that plays a role in tenure decisions.

Robert Ulin, chair and associate professor of sociology and anthropology, said, "I believe the FRC works very hard and intends to make its decisions with fairness, but there is a legitimate problem with their decisions. ... My impression is that 'fitting in' is a key ingredient into getting tenure, but that's not a problem particular to Allegheny." He explained, "We need to make sure the FRC is not being single-minded about the criteria for tenure" and ensure that there is a recognition of the diversity that could be brought to the institution.

An assistant professor, who wished to remain anonymous, speculated, "People who are quiet and unassuming, who don't do a song and dance in the classroom, are not fulfilling the image that we seem to have of ourselves. If this is the case, it's bad."

David Miller, associate professor of English, theorizes that there is an ideology creating a sense of a mainstream and margins at the college. It is unclear, he says, but it could include discipline-specific work, a workaholic model or Eurocentric values that the college believes in. "It's a flexible point of view; it depends on the context in which it occurs," Miller said.

Professor of Philosophy Bill Bywater believes that if there is an image that needs to be maintained, it's going to be too difficult to define it and do something about it. Rather, he says, the college must approach manageable areas of the process, such as Student Rating Instruments and uniformity among departments.

Bywater did believe that there are some systemic factors, out of the hands of FRC, that have narrowed in recent years. Two such ideas, he said, are that research equals publication and that SRIs measure excellence in teaching. These are problems that have escalated because faculty haven't had a conversation about them, he said.

Bywater discussed other factors that may have narrowed the tenure process. One of these is the pressure from admissions and retention to satisfy students. "We need to make sure that what they want is what Allegheny has to offer," he said. "This pressure is going to have an influence in the definition of excellence in teaching."

Another outside factor that may play a role, Bywater explained, is the attitude of trustees toward the college's mission. "The kind of education that the faculty believes the trustees support has an impact. ... It

comes out indirectly—what a dean or a president can encourage a faculty to do works its way into an evaluation over the years."

Brian Rosenberg, chair of the English Department and immediate past chair of FRC, believes there is no such image involved in tenure decisions. "What is the image?" he asked. "It must be broad enough to include Laura Quinn, Dan Willey, Amelia Carr, Diane Goodman, Ron Mumme and Bob Raczka. I wonder what the image is—there is a remarkable amount of diversity and idiosyncrasy in the people who have received tenure. Saying there is an image does a disservice to those who have gotten tenure; it suggests that they're cut out of some cookie-cutter mold. What those people have in common is good teaching."

Evaluating the SRIs

Many faculty cited SRIs as a problematic factor in the tenure process. Some suggested that faculty form, or need to form, their teaching styles around questions asked in the SRIs to gain tenure (see SRIs, page three).

Said Ulin, "SRIs are a convenience in making judgments about the quality in faculty teaching. Really, what do they measure?"

Miller agrees that it's difficult to determine what the instruments measure, and he believes that the college has lost a context in which it can use the SRIs. "They measure not so much whether you're good or effective, but how much you diverge from the norm," he said.

Scott Wissinger, a member of the FRC and associate professor of biology and environmental science, noted that SRIs are only one of many tools used in faculty evaluation. "SRI results are usually consistent with the other sources of input," he said. "Candidates themselves say they find a correspondence."

Rosenberg agreed, saying "Rarely do I see that SRIs are different from informal student feedback."

In examining SRIs, some faculty have examined the level of teaching at Allegheny. "One would like to think that the average Allegheny professor is excellent," said Acting President of the College James C. Bulman.

According to Rosenberg, all faculty members tenured within the last three years—during his tenure on the committee—have had above Allegheny-average scores. The Allegheny average includes part-time and untenured faculty, he explained. "We weren't looking for people to be among the very best, but the committee view is that below average in this context is not tenurable."

Most faculty interviewed believe that SRIs need to be re-examined, and FRC members agreed that if the community is not satisfied, a discussion should take place.

Smith, who noted that he has not yet sat through tenure recommendations as dean, said, "I believe there is some value in revisiting our principles and processes of evaluation and

the types of things we find useful. It's important that we're confident in the tenure process."

Examining the process

There are a few areas within the tenure process that might be improved, according to some faculty.

Rosenberg believes that class observation should be made a regular part of the department process in evaluating faculty members. Some departments, like psychology, have classes observed routinely. Rosenberg says this tangible observation helps to improve both teaching and evaluation.

Another point mentioned by both senior and junior faculty was the value of mentoring. Associate Professor of Mathematics Randy Dahlberg, who recently was denied tenure, said, "There needs to be a better mentoring process for non-tenured faculty members, from tenured faculty, the chair of the department, and even tenured people outside of the department. Expectations need to be made more clear."

A member of the faculty, who was denied tenure recently and wished to remain anonymous, gave advice to tenure-track faculty: "Get into courses where you'll feel successful, and get away from those that just carry the department load, even if it's stepping on people's toes. Write a very detailed letter when you are up for tenure, and keep a file of everything. Spend a great deal of time on scholarly publications, because you can take those with you."

Most faculty said that the FRC needs to do a better job of weeding out faculty at the pre-tenure level. "It's much better than leaving people hanging," said Wagner, but he mentioned that it's difficult to get departments to give negative recommendations at an earlier stage in the process.

Rosenberg agreed that the FRC should terminate more people at the pre-tenure level, but he explained that the committee would need more evidence on candidates to do that reliably.

Ulin explained that the majority of institutions include outside review of candidates in their tenure processes. "A process can never be perfect, but it would add a component," he said.

Another topic of debate is the influence of the candidate's department in the tenure process, as well as the power of the review committee. Said Dahlberg, "The departments' influence has been undermined in the process through the FRC. The FRC has too much power—they can choose to ignore or devalue recommendations from other sources."

A faculty member, who recently was denied tenure and who wished to remain anonymous, added, "There are disadvantages for tenure candidates from departments that haven't had representatives on the FRC. FRC members have studied the tenure files of both successful and unsuccessful candidates. This is especially useful when drafting de-

partmental recommendations. Further, during deliberations, an FRC member from a candidate's department can provide clarifications and information not otherwise available."

A final complaint of the current tenure process is that grounds for appeal are too narrow. Appeals can be made strictly on the grounds that a procedural error was made by the FRC, and if it is found that a candidate's case was affected by a procedural error, then the case is reheard the following year.

This year, four appeals followed the FRC recommendations—three concerning tenure and one for pre-tenure. All four appeals were summarily dismissed, according to President of the College Daniel F. Sullivan, who is currently on sabbatic leave.

DeMeritt explained that if the appeal process opened up further, the college would need another committee. "The FRC is made up of six people elected by the faculty. It's important that trust is placed in those people to be thorough, fair-minded and consistent. They're trying to get a fair picture of each candidate, within the context of the department and the college as a whole."

Bywater, however, believes that "only allowing appeals for a narrow range of procedural errors puts candidates at a disadvantage." He suggested that after years of using this system, the college should make an assessment about whether or not candidates have been treated fairly and humanely in the appeal process.

In the last 10 years, only one appeal has been successful. The second review in the case produced a positive decision, said Bulman.

Sullivan applauded the tenure process, as did Bulman, who noted that Allegheny's process was singled out as thorough in the recent *Middle States Review*.

But Wagner, who has been at the college since 1967, doesn't think the increasing complexity of the tenure process over time has improved decisions. He thought it would be inter-

esting to eliminate the official vote of the FRC and put the burden back on the president and dean. FRC recommendations are given simply as positive, negative or split, without the attachment of names.

Wagner explained that the current exhaustive guidelines were created to lessen the chance of a lawsuit, not to protect faculty rights or give faculty more say. "Look at the older generation—is there a lot of dead wood? It's not packed, and that's going to come with any tenure process. It may have been more idiosyncratic, but you knew who made the decision."

Discussions of tenure have produced anxiety, according to Don Goldstein, assistant professor of economics, who is just beginning the process of tenure. "There is certainly a fear of speaking out, among the untenured faculty," he said.

It is debated whether or not the college is experiencing a rise in tenure denials. Most faculty said they get the impression that percentages have gone up, but Rosenberg said he believes the numbers are constant. In the last three years, he said, 16 out of 27 tenure candidates have been tenured.

"One of the goals of the tenure process is to strengthen the faculty," Rosenberg said.

Said Sullivan, "Every year there are one or two cases which are so close, and you're really not sure how to feel."

Bulman added, "I think there are people who have not been tenured who are regarded as wonderful teachers, but the community needs to trust that there were compelling reasons why the majority of the FRC decided against them."

THERE'S NO EXCUSE
for Domestic Violence.

Happy Mother's Day From

The Hearth

May 12, 1996

1340 Conneaut Lake Road, Meadville, Pa. 16335 (814) 337-8161

- Great Casual Dining
- Nightly Features & Great Menu
- Terrific Sandwich & Salad Selections
- Wonderful Lounge with Lots of Finger Foods
- Private Banquet Rooms Available

Located 1 1/2 Miles Past 79 on Route 322 Next to Wal-Mart

Faculty Question Adequacy of Student Rating Instruments

(continued from page 3)

reiterated what FRC members said: "SRIs are contextualized by the variety of other materials available to the FRC."

"Students are very good and very reliable at telling what's working and what's not in the classroom," said Rosenberg. While he encourages professors to use some type of student feedback, he worries that students have a low saturation point when it comes to evaluations.

But whether or not students take SRIs seriously is a divided issue.

Asuman Baskan, associate professor of economics, said, "I believe students do not care about or even care for the SRIs. Very few know how much they affect the professional lives of the faculty and some even use it only as a tool to get back at faculty who may not have rewarded them with enough high grades. Of those who are serious students who wish to have a say in the decisions about tenure, many feel that this instrument gives them no room to introduce their opinions in a meaning-

ful way."

For this reason, Ulin believes that students would welcome a narrative tool, and he encourages the college to move toward the narrative evaluation.

Baskan believes that a narrative tool can be used both as an evaluator and as a feedback mechanism. The administration can determine if an instructor has improved through narrative feedback, she said. In the process, it would empower students and recognize the diversity of the community. "They're evaluating us as if we're uniform, and we're not," she said.

Miller also believes that SRIs are not taken seriously by students. "They don't respect [the SRIs], and that skews any notion of clarity. Students aren't asked to evaluate their own involvement in the process of learning."

Don Goldstein, assistant professor of economics, added, "Students may not always like what faculty think is good for them."

For students who take SRIs seriously, some faculty say the questions are too ambiguous. Rosenberg ex-

plained that some questions are given more weight than others. Questions such as availability and promptness, he said, are less predictable than clarity, preparation and organization of materials. Questions addressing difficulty and intellectual challenge are difficult to read, too, he said. "What do you want with difficulty, all fives?" he asked. "It comes down to individual people reading them as they want to read them."

Randy Dahlberg, an associate professor of mathematics who recently was denied tenure, said, "It should be made clear to all non-tenured professors that their SRIs are expected to be uniformly excellent throughout their probationary period. Their scores must be above the college average on all questions. This was indicated to me by the head of the FRC during my exit interview."

Dahlberg continued, "Departmental averages for SRIs should be calculated and made available. Perhaps SRIs should be made public information. If teaching is the most important activity of professors at Allegheny and we are all

excellent teachers (as I have heard some tenured professors state), then this should not be a problem."

Lou Wagner, secretary of the faculty and professor of modern languages, believes it's time to re-examine the instruments. He said, "We rely most heavily on SRIs, to a large extent because if you get data from them, the natural tendency is to as-

sume that data tells you something concrete. If you have a range of data, the tendency is to discriminate between what's better and worse teaching."

Ulin added, "Junior faculty can potentially orient their teaching to get good SRIs, which does not necessarily correspond with good teaching."

Education Department Restructured

(continued from page 3)

listed on probation status, Skuldt explained that it is still changing. "Program changes and refinements continue to be made. This is a dynamic program."

One recent change, cited by both Skuldt and Dunbar, is the college's decision to count a fulfillment of the education requirements as a minor. According to Dunbar, this move will create more time for education program participants to fulfill their requirements because they will no longer have to declare a minor outside of the department.

Despite her efforts to improve Allegheny's education program, Skuldt did not receive a contract renewal. Dean of the College Bruce Smith could not comment on this decision or a replacement for Skuldt.

Smith, however, did explain that to replace Skuldt, the education department would have to go through the College process of submitting a request to Faculty Council. The council would then advise Smith as to their opinion on filling the vacant position.

According to Smith, the education department has not submitted such a request yet, but it would be "untimely" to do so, since Skuldt will still be in her current position next year.

Though the department currently is small, with two-and-two-halves faculty members, and seems to be getting smaller with Skuldt's contract decision, Dunbar said that this is not necessarily true. "There may be two-and-a-half of us from the college faculty standpoint, but there's an extensive group of people who contribute to this department," he said.

Dunbar explained that faculty from other departments who teach education requirements, faculty at public schools where student teaching takes place, and student teaching field coordinators all add to the department's size.

Currently, there are 22 student teachers, a number that has followed an increasing trend during the past few years. These students teach in the Conneaut, Penncrest and Crawford Central School Districts.

Senior Dana Price, a psychology major, is completing her education requirement by student teaching in the Crawford Central school district. During the first seven weeks of this semester, Price taught the second grade. Currently, she is teaching the sixth grade. While she referred to her student teaching experience as

"wonderful," she said that it is very "time consuming and hard to fit everything into your schedule," especially due to an English class and student teaching seminar that she is taking for credit at the same time.

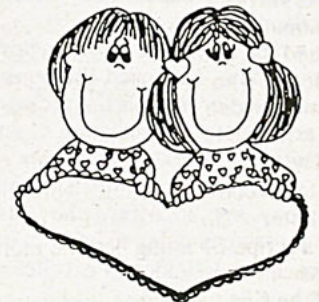
In the student teaching seminar, which all student teachers are required to take, students discuss issues such as classroom discipline, effective teaching techniques and job hunting.

Senior Amy Sacunas, who is currently an English student teacher of the seventh grade at Conneaut Lake High School, said that the process is "the most important part of a teaching experience."

Both Price and Sacunas said they felt well prepared to student teach with the coursework that they had taken previously at Allegheny. Price said that the lack of an education major at Allegheny has not been a problem for her in interviews so far. "The fact that I have a major in psychology in addition to my teaching requirements seems to be impressive to interviewers," she said.

Allegheny offers 14 teacher certification programs including elementary education, as well as secondary education programs in biology, chemistry, earth and space science, physics, English, social studies, mathematics, general science and four modern languages.

Though many colleges and universities offer a major in education, Dunbar says that this is not likely to occur at Allegheny because of its liberal arts foundation. He stated, "As a liberal arts school, Allegheny's coursework in education is not as finely compartmentalized as would be at a non-liberal arts institution. Different institutions approach the state standards in different ways and it is their responsibility to meet those standards."



Tom and Jen say,
"Write for News!"

Grandmother Holds Up Weightlifting Title

WOODLAWN, Ill. (AP)—Audrey Nobbe can rack up some pretty heavy numbers: she deadlifts 214.7 pounds, squats 181.7 pounds and bench-presses 82.5.

But perhaps the most impressive number is her age: she's a 72-year-old great-grandmother.

At 4-foot-10, the softspoken woman with a halo of redblonde curls looks more like a church organist—which she is—than a world champion powerlifter.

"Well, I enjoy it, and I'm doing it to keep fit and be as healthy as I can at my age," Nobbe, who has set

records in Senior Olympics and Natural Athlete Strength Association events, said Monday.

In three years, the 120-pound Nobbe has set eight NASA American records and four NASA world records in her age and weight category.

Besides write-ups in *Sports Illustrated* and *Modern Maturity*, she's been taped for NBC's "Today" program and the Sally Jessy Raphael show.

Nobbe is currently preparing for the NASA World Cup competition in August by training three times a

week, 60 to 90 minutes a session.

Nobbe has been involved in physical fitness since 1988, but she didn't consider lifting competitively until after her divorce three years later.

Rex Vaught, her coach at Mount Vernon Health and Fitness Center, recommended she start powerlifting as a way to "lift" her spirits and put her 46 1/2-year marriage behind her, Nobbe said.

Nobbe says she doesn't want publicity or fame. But she wouldn't mind if other people her age were inspired by her story.

College Considers Coffeehouse Proposal

(continued from page 1)

an excellent space for advertisement [or] displays," Hunker said.

This week students will meet with administrators to determine whether or not the third floor of the Campus Center is truly available for their needs, according to junior Nathan Quaglia. Although Dean of Students Dave McNally assured them that no one would give them much resistance, the fate of the Games Room must be decided.

"People agreed that the video games are not welcome," Baker said, adding that the noise would spoil the atmosphere they are seeking. She said that they would like to keep a few pool tables, but this must all be talked over with Auxiliary Services.

Funding for the coffeehouse is the major obstacle right now. The group hopes to become an ASG-funded student organization in the future, but was still developing its plan at the time when next year's budget proposals were due. They plan on applying to the ASG General Fund, where, according to ASG Vice President Johnny Six, they can ask for up to \$1,000. The students

will meet with Vice President for Finance and Treasurer Tom Cardman to discuss other options, Quaglia said.

To keep costs down, McNally suggested that they use as much recycled furniture as possible. Physical Plant has furniture from the old McKinley's in storage that may be available, he said. McNally suggested setting up a senior "drop-off" or "pick-up," a way to gather old couches and chairs from graduates for reuse in the coffeehouse.

The group is holding a contest to name the coffeehouse. The student organizers will judge all entries and award a prize to the winner.

If anyone from the Allegheny community has questions, concerns or suggestions about the coffeehouse, he or she is encouraged to e-mail the student organizers at their group address <getbusy>. Those interested in the furniture recycling program should type "senior pick-up" in the subject line. Submissions for the coffeehouse name contest should have "contest" as the subject.

Arts & Leisure



FLOOR SHOW—Laura Lombardi admires senior Justin Goetz's acrylic on canvas, "Floor Show" at the Student Art Show. The exhibit runs through May 18 in the Doane Art Gallery.

Ryan Ott photo

Art Shows Open

By RONDA CHOLLOCK
Arts & Leisure Editor

Controversy surrounded the selection process for this year's student art show. Now the public may judge for itself.

Addressing the audience at Tuesday's gallery opening, Associate Professor of Art George Roland said he was "moved and impressed by the maturity and thoughtfulness" on the part of students who decided to "mount with exceptional vigor" their annual Salon de Refuse, featuring works omitted from the juried show.

hate coffee" also has a sharp sense of humor. With its looming coffee mug the size of the moon, it seems to be a tribute to those of us confined by our caffeine dependencies.

Junior Ryan Ott contributes a significantly varied body of work to the show, winning honorable mention in graphic arts. Two photographs from his Bay View Series reveal the abstract shapes and brilliant colors we overlook in accustomed images. These aren't postcard shots, but maybe they should be.

Senior Lisa Rader's series of hand-colored linoleum prints unfortunately is divided between the juried show and the Salon. Visitors to the gallery who appreciate the delicate intricacies of her "Food Excited Lust" and "The Stomach and Genitals Are Close Together," should seek out Rader's equally good "The Breasts of Mary Were the Eucharistic Feeling," in the Salon.

Rader's insightful associations between food and life, fruit and lust produce some of the most unassuming and rewarding pieces in the show. Her memorable "Beautiful Santa Lucia"—certainly not art for your living room—proves her flexibility while continuing the religious images of her lithographs.

Of the two pieces I would have liked to have taken home with me—Senior Sandra Smeltzer's "Chair of Reflection and Security" (I was dying to sit in it but I'm far too insecure an art critic) and Senior Zane Ismail's "Retransformation II"—one was not for sale and the other was beyond my rather meager price range. Ismail's revisitation of the transformation theme is another successful venture into mixed (very mixed) media.

Art Review

The official, juried show fills the Bowman, Penelec and Megahan art galleries, while the Salon, "on the outside, looking in," spills throughout the hallways adjoining the gallery.

The eclectic exhibit benefits by its exclusivity, and one gets the impression that each featured piece has been galvanized by the rigorous jury process. Nevertheless, some fine pieces remain outside the gallery doors.

I suspect that senior Sam Allison's "Duchamp For Beginners" might raise some eyebrows for placing in the elite show, but it deserves commendation for its wit and (albeit borrowed) ingenuity. Although I question the readymade's \$50 price tag (the piece, incidentally, won a Doane Purchase Award), it is a meritable homage.

Senior Justin Goetz's endearing "I

MCA Takes on Oscar Wilde

By NICCI MICCO
Assistant Arts & Leisure Editor

I would describe Oscar Wilde's *The Importance of Being Earnest*,—without hesitation and with utmost respect—as a *Naked Gun* movie laced with an air of propriety.

Theater Review

The Meadville Council on the Arts production features senior David Kunz's perfectly acted Algernon Moncrieff—mischievous, with a Nielsen-like charm.

The play is set in London in 1895. The storyline centers—just as the title implies—around the "importance of being Earnest"—named Earnest, that is.

The hilarious irony of the plot takes off when Algernon Moncrieff confronts his friend, Earnest, with the cigarette case that he left on his last visit to Moncrieff's cousin, Cecily.

The inscription on the case, "From little Cecily, with her fondest love to her dear Uncle Jack," initiates the hysterical confusion of lies and truths.

I won't ruin the enjoyable ele-

ment of surprise. I will, however, tease you with a few more details.

One of the funniest parts of the play is when Algernon goes to the country to meet Cecily, identifying himself as "Uncle Jack's brother Earnest," but "Earnest" is dead, according to his brother "Jack."

The play's series of fiascos culminates in an amusing end that plays upon the double meaning of the play's title.

Kunz steals the show with facial expressions and gestures. Some audience members turned to each other and said in a loud whisper, "This guy is awesome!"

Tessa Smith and Margaret Young are also excellent as the society-conscious Lady Bracknell and the witty young Cecily Cardew.

Director Phil Shafer, Instructor of Communication Arts, doubles as Lane, Moncrieff's dutiful manservant, whose loyal cover-ups in the first scenes of the play help to establish the jocular tone of the performance.

Other Alleghenians appearing in the play include Jullian Halliday, part-time visiting assistant professor of communication arts, and Pete Lebar, manager of the Allegheny Bookstore.

The play will run this Friday and Saturday at 8:15 p.m. and Sunday at 2:15 p.m. in the Garden Theatre at the Meadville Market House.

Admission is \$3 for students and senior citizens and \$5 for adults. Call the Meadville Council on the Arts at 336-5051 for reservations or more information.

Class to Screen Video

The students of Communication Arts 590, Advanced Visual Production, will present their collaborative video project "If I Weren't Healthy I Would Be Dead" tonight and tomorrow in the Playshop Theatre.

Assistant Professor of Communication Arts Mike Keeley created the course to accommodate students who had completed the existing video production courses and expressed further interest.

The class spent the first half of the term converting Lee Abbott's short story, "Living Alone in Iota," into a script. Shooting became more intense after spring break.

"The first time I read it I thought it was funny," said Keeley. "Plus, the locations lent themselves to shooting in Meadville."

The main character is an odd,

white-trash factory worker named Reese Newell, played by senior Dan Koller. His life is turned upside down when his live-in girlfriend, Billy Jean LaTook (senior Loretta Christian) leaves him for the smarter, stronger and richer "King Daddy." Through his quirky dates with other women, and his even quirker conversations with his co-workers at the factory, Reese attempts to sort through the turmoil in his life and find some peace.

Everyone in the class shared the roles of screenwriter, director and editor, and each of the 11 students took a role in front of the camera.

The video runs between 20 and 30 minutes and will be screened tonight at 8:30 p.m. and tomorrow at 8 p.m. The screening is free and open to the public.

Duo Ends Silberman Series

A performance by guitar and harpsichord duo Kraft & Silver will conclude Allegheny College's 1995-96 Silberman Recital Series on Friday, April 26 at 7:30 p.m. in Ford Chapel.

Internationally acclaimed classical guitarist Norbert Kraft is joined by harpsichordist/pianist Bonnie Silver to present both new and traditional repertoire for this rare combination of instruments.

Considered one of Canada's major chamber music ensembles, Kraft & Silver have given a number of command performances for dignitaries and heads of state, and were chosen to represent Canada in its cultural presentations at the World Expo '90 in Osaka, Japan, and in Expo '92 in Sevilla, Spain.

Kraft was the first North American to win the prestigious Segovia

Competition in Mallorca, Spain.

Silver, a native of Toronto, has been featured on CBC Television and is heard frequently on CBC National Radio.

The recitals are free and open to the public. For more information call 332-6755.

Performance

Art—Today

Featuring Charles Garoian
Doane Art Studio

Introductory workshop

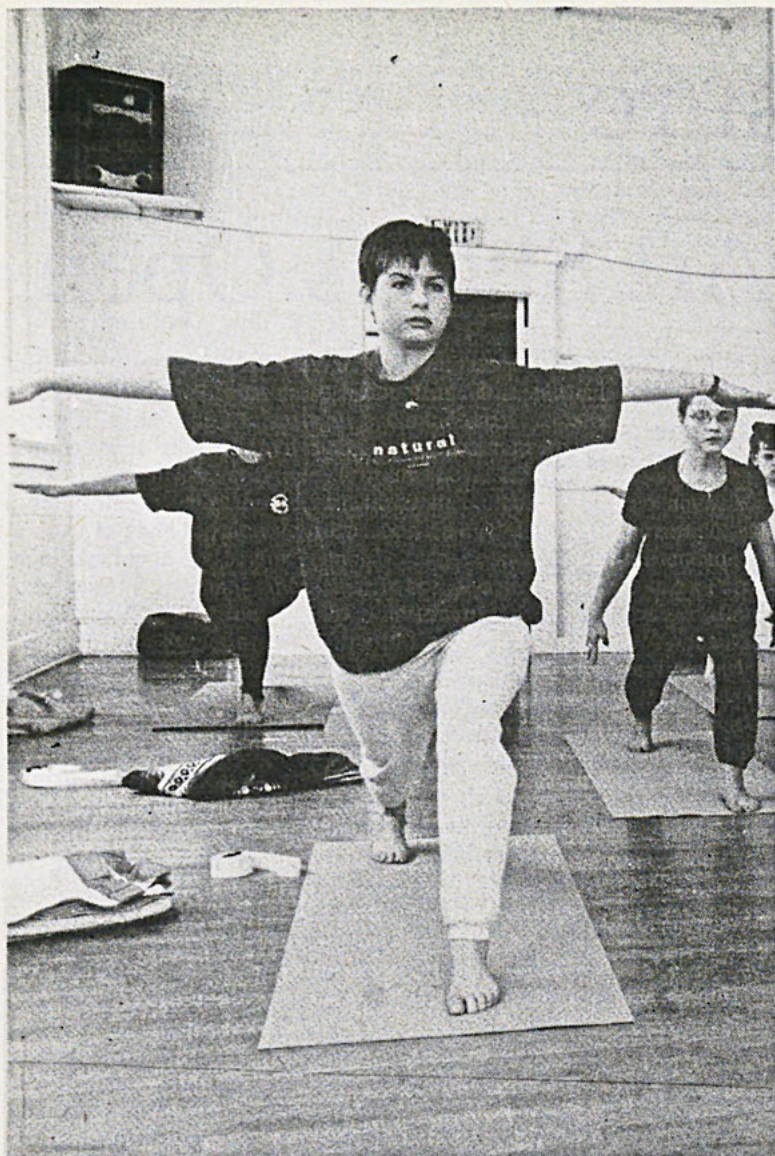
4:30 p.m.

Performance

8-10 p.m.

Students Explore Benefits of Yoga

By **NICCI MICCO**
Assistant Arts & Leisure Editor



PERFECT BALANCE—Junior Catherine Swiatkowski works through a series of poses in James Reedy's Yoga II class. Reedy has been teaching Alleghenians yoga for over 25 years.

Ryan Ott photo

Everyone should take yoga, says junior Todd Stenhouse. Stenhouse remembers once thinking of yoga as "some freaky East-Asian crap that I could never hope to understand." Now he says, "It's making a positive difference in my life."

Most Allegheny students cite schoolwork as the main source of stress in their lives. With finals just around the corner, yoga might be a solution to release pressure.

Allegheny Dance Artist-in-Residence James Reedy says that yoga provides a method of dealing with stress, a direct experience of well-being and a greater ability to focus and concentrate.

These advantages will make not only the final examination period, but also everyday life, more peaceful and pleasant for students, said Reedy, who has practiced yoga for almost 25 years.

At Allegheny, Reedy teaches two levels of Hatha yoga, one of the most basic forms. He observes that

the majority of students who take the class say that practicing yoga relaxes them, allows them to sleep more soundly, and helps them to concentrate on their schoolwork.

According to Reedy, "Yoga focuses on movement and stillness." It teaches people how to view the human as a whole being—psychically, physically and spiritually.

Reedy became completely immersed in yoga when he began to practice it while attending law school in the early 1970s.

"It revealed to me windows into different states of being," he explains. "I wanted to get into those states permanently."

Reedy has studied all eight forms of yoga and has reached the state of deep meditation that is the goal of serious students of yoga. He does not demand this of his students however.

Reedy said, "People reach varying levels of understanding and awareness." The student able to focus for 10 minutes will feel clear and calm. If an individual is able to hold onto the focus for 10 hours,

then he or she "will be in a very high state," said Reedy.

Yoga improves not only mental, but also physical health. Relaxing slows the heart rate, which in turn relieves strain on the cardiovascular system. More restful periods of sleep strengthen the immune system.

Practicing yoga also can improve one's health if it is substituted for unhealthy ways of dealing with stress.

Many students turn to alcohol to take their minds off of schoolwork, relationships and financial worries which introduce stress into their lives. But drinking only "masks your stress until later, and then it reappears," says senior Betsy Forbes, who just finished her comp. Forbes took Reedy's Yoga I class last semester and found it to be "very relaxing."

Stenhouse, who has participated in a variety of sports, says that yoga has benefitted him more than any other physical activity. "It has helped me to become more focused and relaxed," said Stenhouse. "It's a new buzz."

BUY RECYCLED.

AND SAVE.

When you buy products made from recycled materials, recycling keeps working. To find out more, call 1-800-CALL-EDF.

AMERICAN RECYCLING COUNCIL EPA ENVIRONMENTAL DEFENSE FUND

SPRING CONCERT

Choir	April 28, 1996
Chamber Choir	4:00 p.m.
Women's Ensemble	Shafer Auditorium
Chorus	Campus Center
Chamber Chorus	

CLARION UNIVERSITY

"Shaping Professional Futures"

Master of Business Administration

Still undecided about your professional future?

The Clarion University of Pennsylvania M.B.A. Program may be your first step to a successful managerial career in business, industry, or government. The 33-credit non-thesis master's degree program is designed to help candidates achieve positions leading to the highest management levels.

For information on admission and graduate assistantships call 814-226 2605 or fill out the coupon and send it to:

M.B.A. Program Director
Clarion University of Pennsylvania
College of Business Administration
Clarion, PA 16214-1232

Clarion University of Pennsylvania is an affirmative action equal opportunity employer.

Please send information regarding the M.B.A. Program at Clarion University.

Name _____

Address _____

Street or PO box _____

City _____

State _____

Zip _____

GOOD WEEKLY INCOME

processing mail for national company! Free supplies, postage! No selling! Bonuses! Start immediately! Genuine opportunity! Rush S.A.S.E.:

GMC, SUITE 216
1861 N. FEDERAL HWY
HOLLYWOOD, FL 33020

Evil Empire Marks Triumphant Return

By JOSH BISCHOF
Arts & Leisure Writer

The cliché "metal/hip-hop fusion" is lost on Rage Against The Machine. Their eponymous 1992 debut smashed through the scores of grunge and post-punk pop bands, establishing the band's music as an entirely new musical genre.

Music Review

Now, after a four-year hiatus, RATM has returned with 11 new songs to hurl molotov cocktails to. Titled *Evil Empire*, the album is a runaway tanker truck full of "slangin' nerve gas" that's "sure ta make tha bodies drop."

Gone from the first album are guitarist Tom Morello's buzzsaw guitar rhythms. On *Evil Empire*, RATM's rhythm section drives most of the songs. Bassist Tim Bob pounds out thick and sometimes dis-

torted basslines, while drummer Brad Wilk carries the songs with flawless drumming and a bass drum that sounds like a shotgun.

Morello seldom plays any actual guitar chords. Instead, he complements Bob's and Wilk's fat rhythms with his arsenal of guitar noises, from feedback to an Allen wrench scraping the strings.

But it's still vocalist Zack de la Rocha who makes RATM sound like they do. He half raps, half whispers another batch of his "paintings of rebellion." Unfortunately, his voice sounds a bit watered down at times. His signature defiant "uh"s and broken-glass-in-the-throat screams are few, and at times he sounds uncannily like TLC's Lisa "Left Eye" Lopez.

The songs have moved in a somewhat different direction than the ones on RATM's first album. "Snakecharmer" and "Tire Me" could be Fugazi songs; on the former, de la Rocha does an amazing impression of Fugazi frontman Guy

Picciotto. "Without a Face" is straight-out gangsta rap. "Bulls on Parade" and "Down Rodeo" sound most like "classic" RATM.

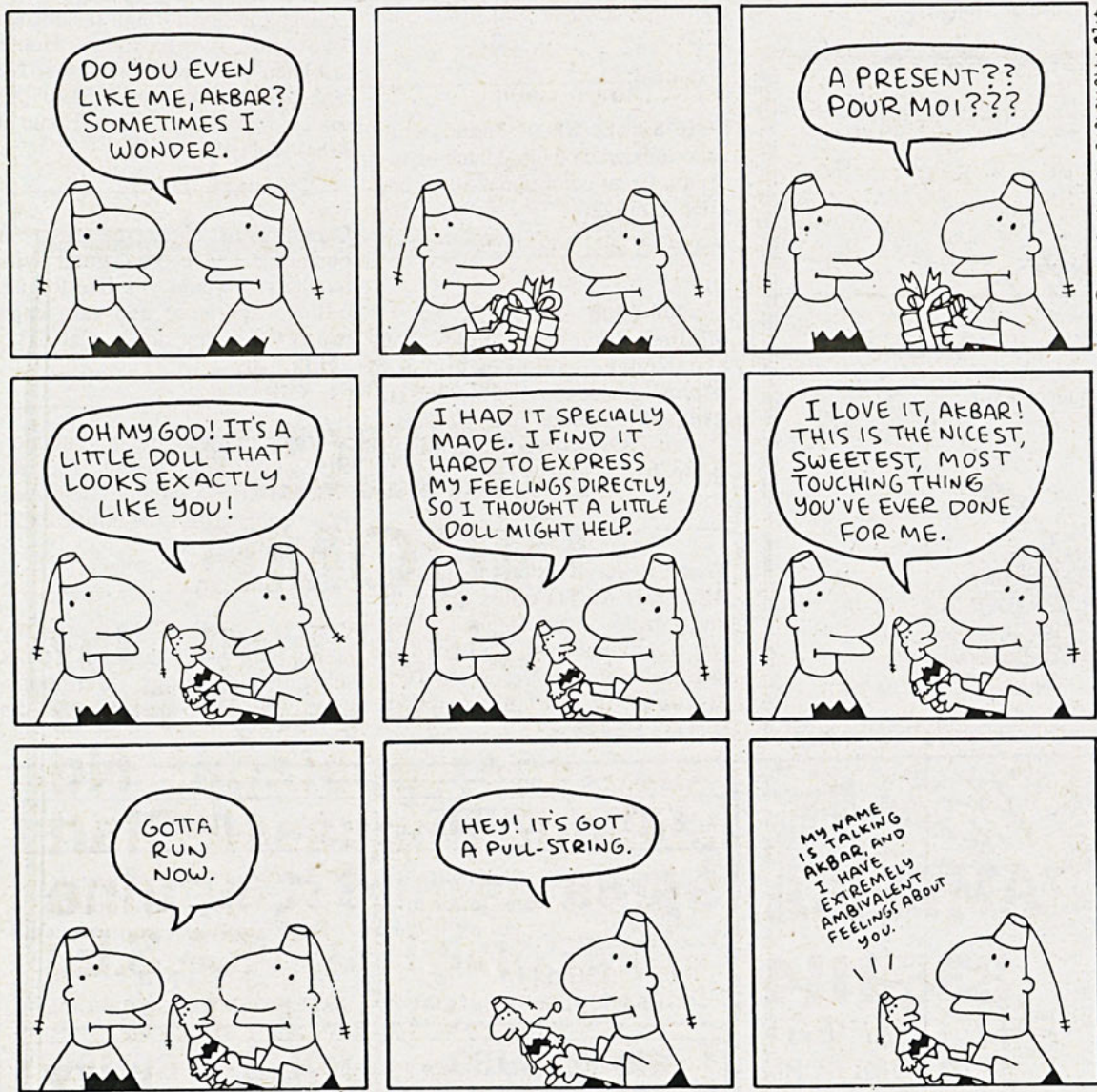
The dominant themes of de la Rocha's lyrics are, of course, political. In "Bulls on Parade," he attacks oppressive, war-monger governments: "Weapons not food, not homes, not shoes/not need, just feed the war cannibal animal."

"Vietnow" is a shot at the members of the religious right using "mayhem/undressed and blessed by the lord" on the networks and radio to get votes. "Revolver" tells of an abused wife taking justice into her own hands: "Her body numbs as he approaches the door/Hey revolver, don't mothers make good fathers?"

Overall, RATM have put out another powerful album that's definitely worth a listen. In the words of de la Rocha, "ya either drop tha hits like de la O/or get the f-ck off the commode."

LIFE IN HELL

©1996 BY MATT GROENING



BEAUX ARTS BALL

Fri., April 26th
10pm-morn.

Bands, Drum circle,
Food, Art, and
More!!

Everyone Welcome!

THE HAIR COMPANY

794 Park Avenue
Meadville,
Pennsylvania 16335
Telephone:
814-724-6635

ALL NEW 1996 TOYOTA PASEO
Toyota's Affordable Sport Coupe

MEADVILLE PALMIERO TOYOTA

LEASE FOR ...
\$149.00 MO.

FOR 24 MONTHS With \$999.00 DOWN

Conneaut Lake Road 336-1061 1-800-331-5056
Hours: Sat: 8 a.m.-12 p.m. Mon.-Fri: 7:30 a.m.-5:30 p.m.

City Limits Downtown Mall

Hours:
M-F.....9am-9pm
Sat.....9am-6pm
Sun.....12noon-5pm

Fashions - Accessories - Tanning
(814) 333-2009

Individual Tanning Prices: \$3.75 each

Specially Priced Tanning Packages:
10 for \$33.00, 15 for \$45.00, 20 for \$55.00

THERE'S NO EXCUSE for Domestic Violence.

Each day women are beaten to death by their husbands or boyfriends. Just as frightening, each day neighbors just like us make excuses for not getting involved. For information call 1-800-777-1960.

Write for A&L

We'll give you 90210 stickers, Bubblicious, and, if you're lucky, a chocolate chip cookie or two

Personals

Lori—
Did you find your coffee-mate?
—Tracy

"Hell is other people."
—Sartre

The nasal therapist is in, baby.

Congrats, Phillip!

Don't fall in "the well of horniness."
Remember what happened to Baby Jessica.

Hey seniors, "We are the girls of ADPi!..." Get ready to make our last one the best one!
Love, Spirit :)

I do believe I am in the mood for a crochetal potato chip!

Personals

Carlos is a high scorer.

to la casa...your strawberry-stuffed chinchilla doesn't fill me, but damn does it make me hot.

Happy Birthday, Kelly! We love you!
—Sarah and Phillip

Congratulations, Lori Ann! I knew you could do it!

HEY FRANK B.—
We're watching you...all the time. You know we are, but you way. can't stop us!
—LES VOYEURS

Save the worms!

Congrats, Sarah!

Personals

Tim—
I never toss off to anything. I never toss off! I never toss off!

Congrats, Jeff!

— "Wassup!" he says. "Chillin'," she replies. I know how deer mate.

Dan and Phillip—Get on the ball! Your comps are DUE TODAY!

TB— "If it's crazy then it's true, that it's all because of you, and I wouldn't want things any other way."

Hic sunt leones.

"Would a jury convict me for killing because of a laugh?"

Classifieds

Baby-sitting - experienced 13 year old will do baby-sitting, CPR trained. #3.00/hr. References. Call George Roland, 332-2006.

Looking for summer work? Painter's helpers needed. Painting, cleaning, set-up and tear-down work. Some weekend work and travel required. Call today for an interview: (814) 763-5002.

LARGE BROWN LEATHER JACKET: Brand new! Must sell. \$200 or O.N.C.O. Contact me at 332-2213 or email me at willmad.

Rent for '96-'97. Three, four, six, seven bedroom units. \$135 to \$150 per student. Furnished. Includes water. 763-4819 or 337-0993.

FOR SALE: Large sectional sofa Tan tweedy fabric that wears very well. Excellent quality, great condition. \$300 or best offer. 336-3226.

FOR SALE: Small round white pedestal kitchen table. Matching two chairs. Great condition. \$50 or best offer. 336-3226.

* \$200-\$500 WEEKLY * Mailing travel brochures. No experience necessary. For information send a self-addressed stamped envelope to: Universal Travel, P.O. Box 610188, Miami, FL 33261.

Trying to get in shape for summer? BEST HEALTH offers top of the line nutritional supplements to help you reach your goal. Call now and mention this ad to receive a 10% discount on your first purchase. Dial 332-3593.

Classifieds

Unique third floor apartment for rent 3 or 4 bedrooms.
* Great for college students to share!
* One year lease
* close to campus
* landlord pays all utilities except electric
* all appliances included
* deposit
* not pets
Call 724-4471 or 337-2309

Do you care about the environment? Then change the way you clean your house. BEST HEALTH carries a full line of cleaning products safe for both you and the environment. They work better than the leading brands and will save you money. Give them a try. Free samples available. Call now, 332-3593.

Several one bedroom apartments for rent, one year lease, close to campus, all appliances included, deposit, no pets. Call 336-1388 or 337-2309.

355 Beech Lane. Very nice furnished (with washer & dryer) house below College Library, for 5 or 6 students. Two baths, five bedrooms. House insulated plus storm windows. No rent for June or July! \$140 per student plus utilities. Call Ginnie at Kress Realty 333-1141.

Planning to enter the field of business? Are you good with numbers? Would you like to gain billing experience and earn extra money on the side? Call 332-2218!

Working in Meadville this summer? Five bedroom house for the SUMMER. Available June-Aug. Reasonable rent. Low utilities. Call 332-3548.

CHILD CARE: College area, my home, will work around YOUR schedule, mornings, afternoons, some evenings. Contact George Ann at 336-5100.

BOB DYLAN IS COMING!

No, Not to Allegheny.

But he's coming to Erie...to the Warner Theatre!...On Friday May 10 at 7:30 p.m.

But you should buy your tickets now! (His last concert in Erie sold out in advance, you know!)

Erie Civic Center box office TicketMaster \$32.50/\$27.50 or charge them: 452-4857 or 456-7070

KAYSER
BEAUTY PRODUCTS DISTRIBUTOR

MODEL SEARCH

PAUL MITCHELL

PAUL MITCHELL SYSTEMS IS LOOKING FOR HAIR MODELS FOR AN UP COMING HAIR SHOW IN CONNEAUT LAKE PA MUST BE AVAILABLE ON MAY 13 THE HOTTEST NEW STYLES BY THE PAUL MITCHELL ARTISTIC TEAM FREE!! call 1-800-388-4650 ext 463 for more information.

CRUELTY FREE

G.A. KAYSER AND SONS, INC. 1815 PEACH ST., ERIE PA 16501 (814) 456-7541 FAX (814) 456-3628



COLLEGE SPECIALS:

are good for the college year, no coupons necessary Just pick up the phone & say...

COLLEGE SPECIAL, PLEASE!

*PIZZA *SUBS *SALADS *WINGS

CALL US:

We'll Come to You!

HOURS:
Mon. - Thurs. 11 a.m. - 12 midnight
Fri. & Sat. 11 a.m. - 2 a.m.
Sunday 3 p.m. - 12 midnight



PIZZA AMERICA

336-1114

FREE DELIVERY TO YOUR DORM

EXTRA LARGE

\$ 6 89 Pizza with one topping of your choice
TAX

336-1114
JUST SAY COLLEGE SPECIAL

BIG 12" SUBS

\$ 4 24 Italian • Ham BLT • Turkey Steak • Meatball Philly Steak • Roast Beef • Hot Sausage
TAX

JUST SAY COLLEGE SPECIAL

LARGE

\$ 5 89 Pizza with one topping of your choice
TAX

336-1114
JUST SAY COLLEGE SPECIAL

COLLEGE COMBO

\$ 9 50 Medium Pizza with one topping and any big 12" Sub of your choice
TAX

JUST SAY COLLEGE SPECIAL

Unabomber Victims Reflect on Disaster

SACRAMENTO, Calif. (AP)—It was the size of a shoe box, neatly wrapped, heavy, and when it arrived at timber lobbyist Gilbert Murray's office, workers jokingly said it looked like a bomb.

It was. "There was interest about the package. People passed it around and discussed it and actually said, 'Hah, hah, this could be a bomb.' That's just human nature, I guess," said Donn Zea, vice president of the California Forestry Association.

A year ago this week, Murray took the package, opened it and died.

The April 24, 1995, blast was the third and final slaying attributed to the Unabomber. The shadowy mail bomber's trail stretches from a Chicago parking lot to Murray's former office four blocks from the California Capitol.

Also a few blocks from Murray's office is the site where the Unabomber trail may finally come to an end: The federal courthouse for California's Eastern District.

The gray courthouse, which has department store-style escalators running from the lobby to the second floor and all the charm of any other 1950s-era government building, is a potential site for the trial of Theodore Kaczynski, the 53-year-old hermit and former Berkeley math professor arrested at his mountain cabin in Montana.

Kaczynski is accused of possessing bomb components but has not been charged in any Unabomber case. If he is charged, California officials hope to try him here. Two Unabomber deaths occurred in Sacramento, the third in New Jersey. Of the 23 people injured, several were from Northern California.

Federal sources in California believe Sacramento is the likely site for any trial.

Politics is also playing a role in the potential prosecution site: Gov. Pete Wilson wants the trial in state court in Sacramento County to give

a political boost to the local Republican prosecutor, who is being groomed for the 1998 race for state attorney general.

"This man may have a serious mental illness, and it is more likely than not that the defense is going to be insanity," said Donald Heller, a former U.S. attorney in Sacramento who prosecuted Manson disciple Lynette "Squeaky" Fromme for the 1975 attempted assassination of President Ford and is now in private practice.

"The best place for that kind of prosecution is in state court. The DA's office in Sacramento County is probably better equipped to try an insanity defense than federal court; it's fairly rare that you get an insanity plea in federal court."

The California Forestry Association, often at odds with environmentalists, represents timber interests before the Legislature and Congress. Investigators said similar organizations were listed on notes in Kaczynski's cabin.

"From the minute after it happened to this day, I think we were targeted, targeted for a reason. Understand, we aren't a university or an airline. This guy should be called the 'Ecobomber,' said Zea, Murray's successor, who was out of the office the day the bomb exploded. The FBI code-named the case Unabom because the bomber initially targeted universities and airlines.

As the one-year anniversary of Murray's death approaches, the CFA's offices are no longer in the building where he died.

And security is much higher at the agency's new location on the Capitol Mall: Security cameras scrutinize the entryway, a scanner examines packages that come in the mail, and staffers were given training in recognizing potential bombs and what to do when a suspicious package arrives.

"If we knew then what we know now, Gil Murray would still be alive," Zea said.

Student Organizations Voice Disappointment With Budget

(continued from page 3) always give them a bare-bones budget and explain to them that this is what we actually need, and they respect that."

Senior Keira Miller, former president of ABC, recalled the group's previous projects with respect to the 1995-96 budget and said that this year's requested funding was needed. "With \$9,000, you could probably get two really good speakers and a couple of small programs," she said. "We were very happy that we got so much co-sponsorship, or else we wouldn't have had much of a Black History Month."

In addition to ABC, A5 requested \$13,352.84, Union Latina requested \$13,825.00 and hockey requested \$11,086.50.

"All the minority groups were placed on the same level, and obviously we can't give \$9,000 to each group," said Steve Sowa, ASG controller. "I just feel bad. It is difficult to make one group happy and make everyone else happy."

Sowa said that ASG observes how each group spent their budget the previous year and makes sure that each group followed all financial policies. Though groups such as ABC followed all spending policy procedures, ASG "couldn't afford to give them what they gave them last year," according to Sowa.

Sowa added, "Even the senior class took a cut, and that was not expected."

Many organizations took cuts compared to their budgets from last year, partially due to the acceptance of new clubs without an increase in the total ASG budget.

For instance, the Allegheny Dance Team received \$900 in 1995-96, but received only \$650 for 1996-97.

"We really wanted to compete in the NCAA dance competitions next year, but our budget won't even be enough to buy new uniforms," said sophomore Jeffrienne Wilder, captain of the dance team. Wilder added that the team may have to buy their own uniforms or pay dues, or the team may have to be cut down. "We're all a little upset about it all," she said.

Allegheny Geologic Organization, one of the new groups, was also disappointed with the budget they received. "Being a new club, I thought we would have gotten more to work with," said sophomore Amy Weislogel, the club's organizer. The group received only \$1,350, as opposed to the requested \$4,065. "We had hoped to do a lot, but we'll have to forego some ideas this far."

Though new groups have been added to the ASG list and have received funding, a couple of groups, who received money in previous years, received nothing at all. One group was the Student Art Society.

"We didn't get any notification because the organization changed hands," said senior Lisa Rader, head of SAS. "No information was sent to me or to anyone in the organization, so we had no idea that we had to renew our constitution."

Nelson said that to the best of her knowledge, the person normally contacted had graduated.

"We have a list of contact people," Nelson said. "We send information on to them, and at the end of the budget information we add, 'If you're not the person to contact, please forward it on to the person currently in charge.'"

Nelson added that when the March 15 deadline has passed, ASG sorts through their list of groups and calls those who did not turn in their budget proposals. She added that since SAS was undergoing changes, they never received the information.

"It was a miscommunication, and things are starting to get cleared up," Rader said. "We're not an organization that asks for a lot of money, so hopefully there will be some sort of slush fund where we can pick up some of that loose change."

With the general increase in groups, ASG members agree that more funding is needed. "The budget goes up a little each year, just because the student population varies," said Nelson. "Last year, student fees increased by \$5.00. Typically, every three years we petition for an increase."

Nelson stressed that this process of petitioning is extremely difficult, and ASG encourages fundraising

among the groups, especially sports groups that often need uniforms. Though funding is tight, Nelson said, "ASG's purpose is to support all organizations, and we will try our best to do so."

ASG's total budget was \$141,600 for 1996-97. After deducting for the General Fund, the Speaker Fund and Concerts/Special Events, \$115,600 was left to be divided among the ASG organizations.

In reference to ASG's budget information announced last week, a few errors were made in their calculations. Philosophical Forum received \$1,360, Students for Environmental Action received \$2,555, and Women's Club Soccer received \$1,330.

Social Security—helping 4 million people with disabilities pursue their dreams...

Penny's one of them. An accident changed her life. Social Security disability benefits helped reshape it. She went back to school, got a degree, and returned to work.

To learn more about Social Security, call 1-800-772-1213. Ask for the booklet *Basic Facts About Social Security*.



Do You Want VISA & MasterCard Credit Cards?

Now you can have two of the most recognized and accepted credit cards in the world... Visa® and MasterCard® credit cards... "In your name." EVEN IF YOU ARE NEW IN CREDIT or HAVE BEEN TURNED DOWN BEFORE!

VISA® and MasterCard® the credit cards you deserve and need for— ID—BOOKS—DEPARTMENT STORES—TUITION—ENTERTAINMENT—EMERGENCY CASH—TICKETS—RESTAURANTS—HOTELS—MOTELS—GAS—CAR RENTALS—REPAIRS—AND TO BUILD YOUR CREDIT RATING!

GUARANTEED VISA/MASTERCARD GUARANTEED ISSUE OR MONEY BACK

No turn downs!
No credit checks!
No security deposit!

SEND THE COUPON TODAY
YOUR CREDIT CARDS ARE WAITING!

EZ-CARD, SUITE 275
1501 E. HALLANDALE BCH BLVD
HALLANDALE, FLORIDA 33009

YES! I want VISA®/MASTERCARD® Credit Cards approved immediately. 100% GUARANTEED!

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

STUDENT? Yes No S.S.# _____

SIGNATURE _____

NOTE: MasterCard is a registered trademark of MasterCard International, Inc. Visa is a registered trademark of VISA U.S.A. Inc. and VISA International

MAIL THIS NO RISK COUPON TODAY

Intramural Soccer Standings

as of 4/24

TEAM ASS	5-0-1	11 points
FLYERS	3-1-1	7 points
TEAM PACK	2-0-2	6 points
LIONS	1-2-2	4 points
PHI PSI A	2-3-0	4 points
ALIENS	1-4-1	3 points
SCHULZ	0-4-1	1 point

PLAYOFF SCHEDULE

Mon., April 29— 4p.m.	Seed 4 vs. Seed 5
5p.m.	Seed 3 vs. Seed 6
Tues., April 30— 4p.m.	Seed 1 vs. Winner 4 vs. 5
5p.m.	Seed 2 vs. Winner 3 vs. 6
Thurs., May 2— 5:30p.m.	CHAMPIONSHIP GAME

PASTA h h h-RIFFIC

FOR THE AREA'S BEST PASTAS- FRESH OR DRIED, PLAIN OR FLAVORED, ALL YOU NEED TO DO IS SHOP AT PASTA h h h-RIFFIC SAME PHONE NUMBER!!  724-1133

The new home of *Lobue's* Italian Sausages!

NOW LOCATED IN THE DOWNTOWN MALL
MEADVILLE'S MOST COMPLETE LINE OF SPICES
THE AREA'S BEST PASTA h h h-RIFFIC

WE ALSO CARRY COFFEES, TEAS, SAUCES, OILS, VINEGARS, AND KITCHENWARE!

LOOKING FOR HOUSING NEXT YEAR?
It may be cheaper to buy than rent!

For details on the advantages of being a student landlord, Call us at

**GELVIN, JACKSON &
STARR REALTY, INC.**
724-4800

Thelma McClimans, GRI
Jim Roha (Class of 1974)

Bob McCormack
John Pritchard

Nancy Mangilo
Toni Wisinski

Dan Black
Paul Tunno



EQUAL HOUSING
OPPORTUNITY

Cleveland's Albert Belle Continues History of Misconduct

CLEVELAND (AP)—Temperamental outfielder Albert Belle threw a baseball that hit a photographer who had taken his picture before a game two weeks ago, the Cleveland Indians confirmed Sunday.

Photographer Tony Tomsic, whose hand was cut by the ball, was satisfied with the team's response and has not filed a complaint, said Bob DiBiasio, Indians vice president of public relations.

"We informed the American League that the incident happened," DiBiasio said. "We dealt with it the way we felt was appropriate."

Tomsic, working for *Sports Illustrated*, was standing near the Indians' dugout before the April 6 game against Toronto when he was struck in the left hand by a ball Belle threw from the outfield. Belle had been angered because Tomsic took his picture while he was stretching earlier.

The incident was not disclosed publicly until a reporter for *The Plain Dealer* heard about it and

questioned Tomsic on Saturday.

"I feel bad for the club," Tomsic told the paper. "I didn't want to cause trouble for them."

"I didn't want to make a big thing out of it. But when a player is on the field, he is fair game. Eddie Murray doesn't like to get his picture taken. One day when he was with Baltimore, I was taking his picture during batting practice. He stepped out of the cage and said, 'Please don't take my picture.' That's fine. I've got no problem with that."

Tomsic said he had backed off after Belle shook his finger at him for taking his picture. Tomsic was hit by the ball a short time later.

Manager Mike Hargrove and several players—not including Belle apologized to Tomsic.

"Internally, Albert was castigated by his teammates big-time for doing it," DiBiasio said. "We told the league that as far as we know, Tony felt it was taken care of. The fact that (Orel) Hershisier, (Alvaro) Es-

pinoza and Omar (Vizquel) came to his rescue satisfied him."

A reporter asked Belle about the incident, but he did not respond. Belle rarely speaks to reporters.

"This isn't something you want to see happen on your ballclub," general manager John Hart said. "Albert is a grown man, and he has to assume responsibility for his actions."

Hart did not say how the Indians would handle the matter.

Belle's behavior has been a problem for the Indians for years. In 1991, he hit a taunting fan in the chest with a ball and was suspended for a week by then AL-president Bobby Brown. Belle, who previously spent time in an alcohol rehabilitation program, was fined \$50,000 for screaming profanities at NBC-TV reporter Hannah Storm during the World Series last year.

Last Halloween, he was accused of chasing after several teen-agers and bumping into one of them with his car after the teens egged his house.

Asian Soccer Is Becoming More Professional

KUALA LUMPUR, Malaysia (AP)—Asian soccer is moving towards full professionalism and players and administrators must be prepared for this, the Secretary General of the Asian Football Conference (AFC) Peter Vellapan said Monday.

He was speaking at the opening of a week-long meeting of secretary general senior officials of national football associations to discuss the changing scene in Asian Soccer and how to cope with it.

The meeting is organized by the AFC, Asia's governing body for soccer, which has 44 nations as members.

"We have to move towards greater professionalism. We have got to think professionally. Football is a business and we have to re-orientate our thinking to this new era," Vellapan said.

Presently many players and teams in Asia are amateurs and soccer officials think the game will not improve in standard if it remained

that way.

Vellapan also said Asia must move towards having and promoting football by clubs just like in Europe.

"The most important asset we have in the game are the players and without them we would not exist. Without clubs we could not have good football."

"The history of Europe is based on club football, the history of South American football is based on club football and now we must move towards that in Asia," Vellapan said.

"Administrators and managers are the agents of change," he said.

"In order to assume this responsibility, you have to function as a professional. You have to acquire and develop your skills of sound planning, organization and administration as well as carefully following the progress and trends of the game," Vellapan said.

AFC Vice President Nabon Noor of Indonesia said, "The General Secretary of a national association is the backbone of its administration, organization and communication."

"Without your knowledge and management skills, football cannot progress to the extent it has done in Asia. You have to be well informed at all times and be kept abreast of all the new trends and developments," he added.

Russian Hockey Czar Ousted

MOSCOW (AP)—Viktor Tikhonov, whose lengthy reign as the iron-willed czar of Soviet and Russian ice hockey produced three Olympic and eight world titles, has been fired as coach of Russia's flagship Central Army team.

The controversial Tikhonov, 66, had lost the other half of his prestigious dual coaching job two years ago when he was removed as national team coach.

Tikhonov flourished under the Soviet system, in which the Central Army club was allowed to skim the best available talent from other teams via the military draft.

After his national team lost the "Miracle on Ice" game to the upstart United States in the 1980 Olympics, he coached the Soviets to gold

medals in 1984, 1988 and 1992 while winning eight world titles, the most recent in 1990.

But the Soviet collapse brought hard times for Tikhonov and both of his teams. He was removed as national team coach after failing to lead the Russians to the world title in 1992, then was brought back and dismissed again after the Russians came up medal-less at the 1994 Olympics.

If this dismissal ends his head coaching career, his record may still stand unmatched for years. But it's far from certain that Tikhonov, whose son Vasily is head coach of the minor-league Kansas City Blades, will fade away from the scene he dominated for so long.

Guest Student Bartenders
for M.S. May 3 & 4!
Stop by to find out how you can
tend bar with me!



Otter's Pub

378 North Street

Quick Fix

April '27

Rhythm Riders

May 11



ROCK-N-FIRE—Senior Matt Perry delivers a pitch in a recent baseball game against Earlham. Perry struck out a season-high 13 in the Gators' 6-2 victory. —Ryan Ott photo

Baseball Maintains Consistency with Four Wins

By **JAMES WEAVER**
Assistant Sports Editor

Although it has been stated that April is the cruelest month, it continues to be kind to the Allegheny baseball team. The Gators won four of five games last week to improve their record to 24-7 and maintain their No. 21 NCAA Division III ranking.

After suffering a 9-6 defeat last Thursday at the hands of Baldwin-Wallace, Allegheny regrouped and swept two doubleheaders against Earlham and John Carroll over the weekend.

Led by the reliable pitching tandem of senior Matt Perry and junior Chuck Stefanini the Gators shut down Earlham Saturday to improve to 8-2 in the NCAC. Perry posted his sixth consecutive win of the season in the first game, giving up two hits while striking out a season-high 13 in the 6-2 victory. Perry now stands at 6-1 on the season.

Stefanini finished Earlham off in the second game by pitching the first no-hitter of his career en route to an 11-0 Allegheny win. Stefanini walked three and struck out seven to up his record to an NCAC-leading 7-1. He leads the Gator starting pitching staff with a 2.83 ERA and 60 strikeouts.

Offensively, the Gator bats continued to be busy as they knocked in 43 runs over the five-game stretch. Junior outfielder Joe Musgrove and his senior counterpart Jason Nypaver paved the way for the Gators, factoring into 25 of the Gators' runs.

Musgrove went seven-for-16 with seven RBI and six runs scored over the five games to lead the attack. His .532 batting average ranks fifth in NCAA Division III and first on the team and in the NCAC. Musgrove is also the league-leader in RBI with 44 and doubles with 17—one short of the Allegheny record for doubles in a season.

Nypaver was nine-for-15 last week with four doubles, seven runs scored and five RBI. He leads the NCAC in home runs (10) and runs scored (45) and is second to Mus-

grove in batting with his .450 average.

Junior first baseman Fran Rioridan and sophomore Kevin Gang sparked the Gator offense in Sunday's wins over John Carroll. The Gators cruised to an 11-1 decision in the first game and closed the doubleheader with a 9-4 victory. Rioridan pounded his sixth home run of the year and Gang went two-for-four with three RBI in the second game.

The Gators were scheduled to take on Oberlin Tuesday in an NCAC doubleheader at Robertson Field, but the game was canceled because of inclement weather. The doubleheader was rescheduled for Wednesday but results were unavailable at press time. Allegheny next faces a showdown with NCAC-leading Wittenberg on Saturday and Urbana on Sunday.

Women's Lacrosse Downs Earlham

By **NIKKI HUSAT**
Sports Reporter

The Allegheny women's lacrosse team played the last two of four consecutive road games this past weekend with NCAC matchups at Earlham and Wittenberg.

On Saturday, the Gators defeated Earlham 13-6 as freshman goalie Lee Patrick recorded 11 saves.

Sophomore Cassie Julicher scored her first career goal in the

game, and freshman Eleni Kacyianni had a season high six goals.

On Sunday, the women fell 13-7 against Wittenberg.

Tuesday's game against Oberlin was canceled due to inclement weather and will not be rescheduled.

The Gators play their final two regular season games at home when they host Gannon at 4:30 p.m. today and Mercyhurst at 1 p.m. on Sunday. The NCAC Tournament begins with quarterfinal games on April 30.

Golfers Move Up in NCAA Rankings

By **TIM BAUMGARTNER**
Sports Reporter

The Gator men's golf team moved up one place in the NCAA Division III coaches' poll to No. five with a strong performance last weekend at the College of Wooster's 27th Annual Parlor-Banc One-EconoLodge Golf Tournament held at the Wooster Country Club.

Allegheny recorded its second top-three finish in as many tries, finishing the 36-hole event with a team score of 643, 11 shots behind first-place John Carroll University's 632. Allegheny's top four scores were totaled to give them their final team score.

The Gators were once again led by senior Joe Salvaggio, who topped the Gators in scoring with a two-day total of 80-76—156. He also placed second individually in the field of 50

competitors. On the season, Salvaggio has shot over 80 only once.

Also leading the Gators' charge were freshman Mike Gasper (78-85) and sophomore Gary Occhino (81-82), who returned to the lineup after a week off. Both finished with two-day totals of 163, which put them in a three-way tie for eleventh place.

Rounding out Allegheny's scoring at the tournament was sophomore NCAC champ Bobby Ruffing and junior Mike Korenski, who shot identical scores both days of 87-81—168, to place them in a three-way tie for 18th place.

On the year, Salvaggio moved into first place in scoring average (76.9). He is followed by Gasper (77.3), Ruffing (78.2), Korenski (78.2) and Occhino (79.3).

Next up for the Gators is the John Carroll University Invitational this weekend.

**YOU COULD LEARN A LOT FROM A DUMMY.
BUCKLE YOUR SAFETY BELT.**

PARTY TRAYS!

- LET MALADY'S DO IT FOR YOU
- ANY SIZE ANY WAY YOU WANT IT
- MADE TO YOUR ORDER

10% DISCOUNT with \$20 or more purchase

- OUR OWN HOME MADE LUNCH MEATS
- LARGE VARIETY OF GREAT CHEESES
- RELISH TRAYS

**SPECIALTY ITEMS: KIELBASA
MOROCCAN LAMB SAUSAGE • SMOKED
TURKEY BREAST • TURKEY SAUSAGE
HOME MADE HICKORY SMOKED HAM**

Malady's Meat Market

No Antibiotics or Steroids

Local Grain Fed Beef, Pork & Poultry . . . Off the Farm
In The Meadville Market House . . . Call 337-2792

GOING TO **GREECE** THIS
SUMMER? **EVI** WILL BE, THANKS
TO ALL OF YOU, HER FRIENDS
AT ALLEGHENY!



"I want to thank everyone from the bottom of my heart for your kindness and generosity. You have made me the happiest girl on Earth, and I can't even begin to express my gratitude at this amazing, incredible, birthday gift! Please know that you will forever be in my heart and in my prayers. I don't deserve such wonderful people in my life, and I thank God for you all and hope that He blesses you as He has blessed me."

P.S. **PARTY** at my house as soon as I get back!!!

With all my love,
Evi Mavrogeorgis
April 18, 1996

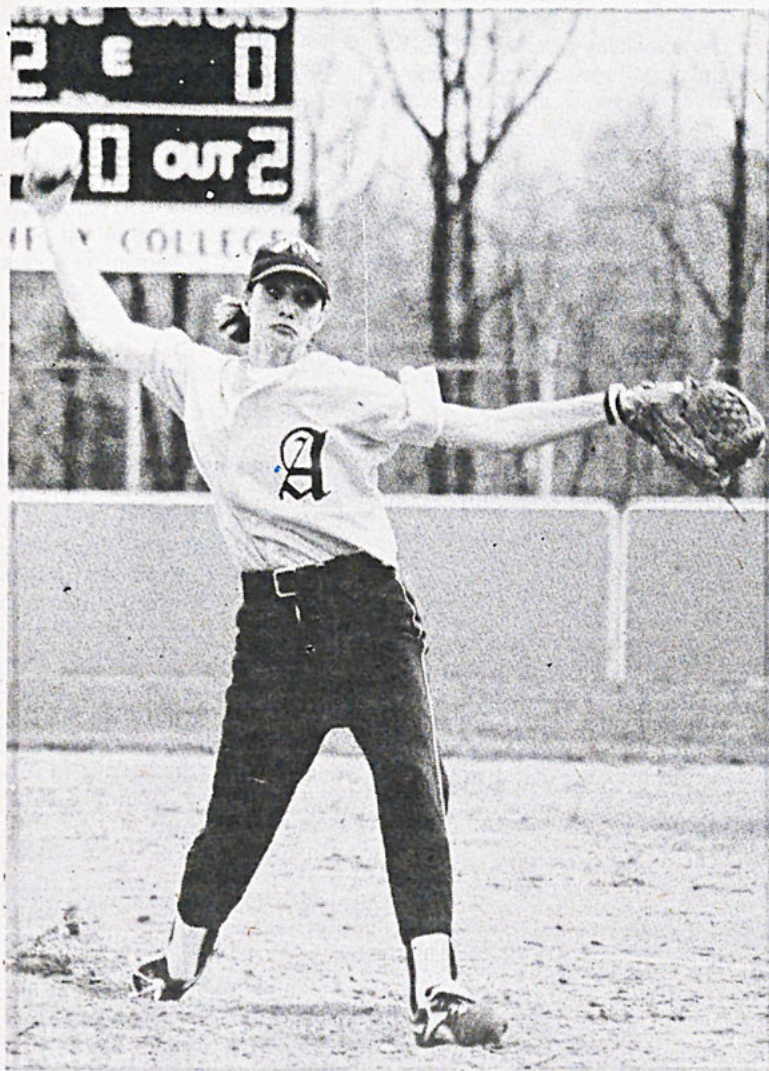
Upcoming Home

Athletic Events:

THURS., APRIL 25
LACROSSE vs. Gannon
4:30p.m.

SUN., APRIL 28
LACROSSE vs. Mercyhurst
1:00p.m.

MON., APRIL 29
SOFTBALL vs. Buffalo State (DH)
3:00 p.m.



WINGIN' IT—Senior Laurie Machuga prepares to hurl a pitch against Case Western Reserve. The three-time All-American is 8-4 on the season with 130 strikeouts in 79 innings. —Ryan Ott photo

Softball Takes Doubleheader

By PAT SHELDON
Assistant Sports Editor

Allegheny's softball team continues to hold its high national ranking. They are ranked sixth in NCAA Division III after going 2-2 in play last week.

On Thursday the Gators took on Case Western in a doubleheader. The Gators swept the matchup, winning the first game 11-0 and the second 4-3.

Senior Laurie Machuga pitched a masterpiece to lead the Gators in the first game. Over six innings Machuga allowed only one hit and struck out 15 of a possible 20 batters, effectively shutting down the Case Western offense.

Machuga got an abundance of support from the rest of the Gator squad. Senior second baseman Julie Good led the charge, batting three-for-four with a home run, four RBI and two runs scored.

Senior rightfielder Abby Kennedy had a strong day at the plate, batting three-for-four with two runs scored.

Senior shortstop Annie Lawrence and sophomore centerfielder Laura Fromm also contributed to the Gator offensive attack. Lawrence knocked out her first home run of the year in

a one-for-three effort at the plate and collected three RBI. Fromm was two-for-three at the plate and scored once in the game.

In the second game, the Gators met with stronger opposition, not scoring the winning run until the bottom half of the last inning.

Freshman Darcy Brandel pitched for her second win. Brandel threw seven innings and allowed eight hits. She struck out six in the victory.

Kennedy led the Gators offensively, batting two-for-four with two RBI. She also scored one of the Gators' runs.

Junior designated hitter Laura Chalker and freshman Becky Chain also contributed to the Gator attack. Chalker batted one-for-two with one RBI and two runs scored. Chain went one-for-three with one RBI.

Sunday the Gators did not fare as well. They took on California of Pennsylvania in a doubleheader. California, the second ranked team in NCAA Division II, swept the matchup 6-4 and 4-0.

On the season the Gators are now 13-10. They played Baldwin-Wallace yesterday but results weren't available at press time. They are in action again this weekend when they defend their title at the Ohio Northern Tournament.

Individuals Register Strong Performances at YSU

By TIM BAUMGARTNER
Sports Reporter

The Allegheny men's and women's outdoor track teams competed in the Youngstown State Track Invitational over the weekend. The competition was a non-scored invitational, but several Allegheny men and women distinguished themselves individually.

Senior Keira Miller had a productive day, excelling in four separate events. She finished second in the triple jump, placing with a final leap of 35-11 3/4. In the 200-meter dash, Miller registered a third place finish with a time of 26.31 seconds. In other action, she finished sixth in the shot put, with a toss of 37-9 and ninth in the discus event, with a hurl of 86-10.

In other events, sophomore Kari Bonomo, returning to action after time off, came back strong with a victory in the high jump, winning the event with a top clear of 5-2.

Freshman Tamara Cousins finished third in the 100-meter dash with a time of 12.73, breaking the Allegheny record in that event.

In the men's competition, junior Ronnie Anderson excelled in three events. In the 100-meter dash, he finished third with a final time of 11.2 seconds, while in the 200-meter dash his final time of 22.46 secured him a fifth-place finish. Anderson also competed in the long jump and finished sixth with a leap of 21-5.

Freshman John Carr had two high finishes, recording a seventh place finish in the 400-meter (52.7) and a sixth place finish in the 200-meter dash (22.67).

In the javelin event, Allegheny had two competitors place high. Junior Warren Phillips won the event with a throw of 196-11, outdistancing his nearest competitor by over 20 feet. Junior Jamie Haberlen finished third with a toss of 160-3.

The pole vault also saw two Allegheny athletes place well. Fresh-

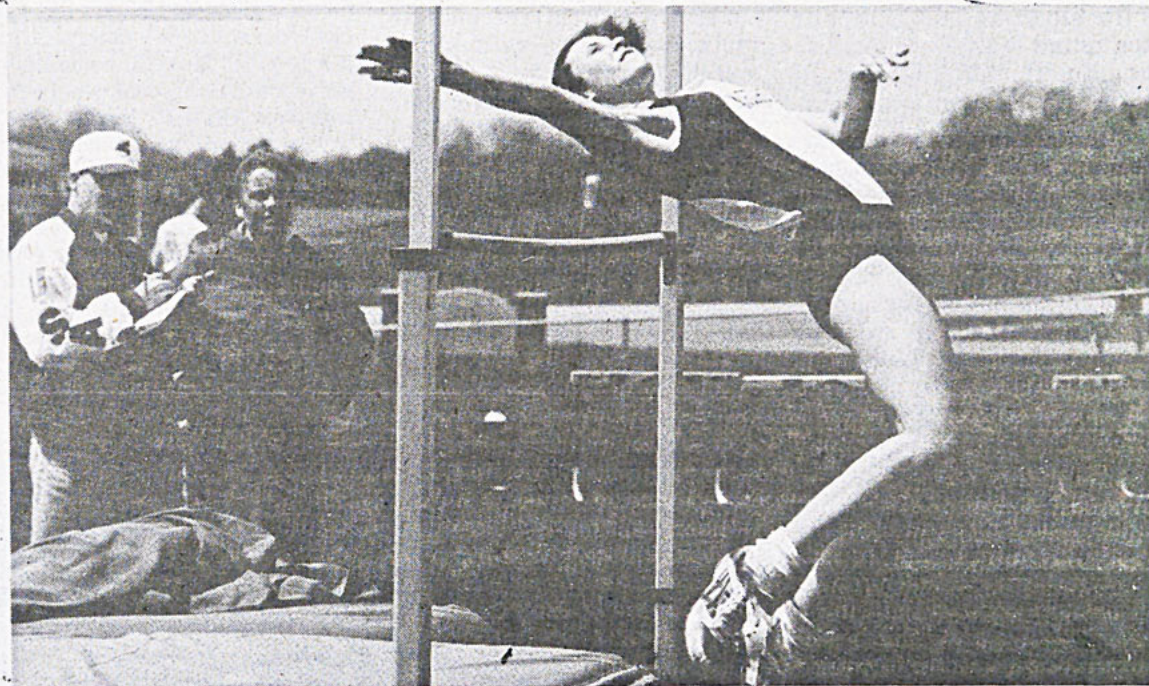
man Bob Matter and Mike Keglavits placed third and fourth, respectively, with identical top clears of 13-0.

Sophomore Chris Haberer returned to form in the high jump, finishing in second place with a top clear of 6-2.

Senior Anson Park registered a second-place finish in the discus with a hurl of 146-3, while junior Jason Brazen finished fourth in the shot put with a final toss of 42-10.

Rounding out the Gators' effort was sophomore Mike Erb, who finished fifth in the triple jump (43-3 1/2), junior Fred Hemminger, who finished second in the 400-meter hurdles with a final time of 58.54 and sophomore Matt Silvis, who finished fifth in the 400-meter (51.32). Additionally, the men's 4x400-meter relay team placed first with a time of 3:29.67, and the 4x100-meter relay team matched that with a first-place time of 43.88.

Both squads are back in action this week with a meet at Edinboro and the John Carroll Invitational.



ARCH!—Sophomore Kari Bonomo clears 5-2 to win the high jump in the Youngstown State Track and Field Invitational last weekend. —Ben Wyrick Photo

Tennis Teams Ride Success into NCAC Tournament

By JAMES WEAVER
Assistant Sports Editor

The Allegheny men's and women's tennis teams enter this weekend's NCAC Championship Tournament riding a wave of success. The men are winners of five straight matches and the women have won their last two matches.

Led by the play of senior Ryan Barclay and junior Trey Westbrook, the men's team beat Grove City 5-4 in a tight non-conference match last Tuesday. The Gators then headed into a weekend full of success during which they won three NCAC matches to improve to 3-3 in the

conference.

On Friday, Allegheny swept Ohio Wesleyan 6-0 behind victories by Barclay, Westbrook, sophomores Matt Paat and Mike Walker and freshmen Judd Santry and Ryan Zelling. The Gators continued their success Saturday, losing only one individual match while overpowering Oberlin 6-1 and Wittenberg 7-0.

The men's team is now 19-4 on the season, 3-3 in the NCAC, after Monday's 9-0 sweep of Fredonia State. Westbrook is now 21-3 on the season, followed by Barclay at 18-7, Zelling at 16-7 and Santry at 14-6.

The Gators are back in action this weekend as they head to Ohio Wes-

leyan for the NCAC Championship Tournament.

The women's team is now 15-5 after rolling past both Malone and Wooster by 7-2 margins. Senior co-captain Betsy Forbes raised her record to 11-7 with two singles wins while freshman Stephanie Stonemetz swept both her singles matches to up her record to 12-2.

The 7-2 victory over Wooster boosted the Gators' NCAC record to 3-2 as they head into this weekend's NCAC Championship Tournament at Wooster. Kenyon, the defending NCAA Division III champion, is favored to win the tournament. The Gators are hoping for a top-three finish.