Eastern Illinois University

The Keep

April

2023

4-5-2023

Daily Eastern News: April 05, 2023

Eastern Illinois University

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Eastern Illinois University, "Daily Eastern News: April 05, 2023" (2023). April. 1. https://thekeep.eiu.edu/den_2023_apr/1

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UPI's, p. 2 EIU's statement on potential strike, p. 3 Baseball loses fourth series, p. 8

Admin increases offer, lower then UPI's, p. 2

April 5, 2023

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VOL. 107 | NO. 26

The Daily Eastern News

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The Daily Eastern News is produced by the students of Eastern Illinois University. It is published weekly on Wednesday, in Virden, Ill., during fall and spring semesters and online during the summer term except during university vacations or examinations. One copy per week is free to students and faculty. Additional copies can be obtained for 50 cents each in the Student Publications Office in Buzzard Hall.

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Union negotiations progress, potential strike in the air

By Madelyn Kidd Editor-in-Chief @Madelyn___K

Editor's Note: This story was written on print deadline and does not contain any updates beyond noon on Tuesday.

Eastern's administration increased their proposal offer for across the board raises in a contract bargaining session with Eastern's chapter of University Professionals of Illinois, EIU-UPI, three days before the union could strike.

EIU-UPI's bargaining team met with the administrative team on Monday from 9 a.m. and finished at 5 p.m.

In an email sent to EIU-UPI members, the bargaining team updated members on the changed administrative proposal to increase across the board, ATB, salaries to:

FY23: 3.75% FY24: 3 percent

FY25: 3 percent FY26: 2.25%

However, there has not been any movement on the workload issues after Mon-

day's meeting. Billy Hung, EIU-UPI's lead negotiator and a biology professor, said some progress has been made.

"There are significant movements from both sides on the financial issues," Hung said. "[Administration and EIU-UPI] are still not in agreement with some of the workload issues."

While the union has the ability to begin a strike on Thursday, Tuesday's union membership meeting will determine if the strike begins on Thursday, is delayed, or if the two negotiation teams reach an agreement and a strike does not occur.

The EIU-UPI membership meeting occurred at 4:30 p.m. in the Charleston/ Mattoon Room in the Martin Luther King Jr. University Union.

Union members discussed which route they would want to take concerning the

FILE PHOTO | THE DAILY EASTERN NEWS

EIU-UPI's bargaining team met with administration's bargaining team on Monday where they made progress on financial issues.

strike and where they currently stand in negotiations.

If a strike will begin Thursday, the earliest the Eastern community will learn about it is on Wednesday.

EIU-UPI represents roughly 450 employees on campus including professors, academic advisors, annually contracted faculty, the tenured and tenure-track faculty and academic support professionals.

If the union strikes, members will cancel their classes, advising appointments, committee meetings and other work responsibilities.

Union members will be a part of picketing, a form of protest in which people congregate outside a place of work or location where an event is taking place, throughout the duration of the strike.

EIU-UPI have been bargaining for a new faculty contract since March 21, 2022. They have been working without a contract since Aug. 31.

EIU-UPI delivered a grievance to Glassman's office for not bargaining in good faith in October.

A federal mediator was called in by the union in November after bargaining sessions had reached a "stone-wall."

The union delivered an intent to strike on March 27 to Glassman's office allowing them to strike as early as Thursday.

Eastern is not the only university with a teacher strike on the horizon.

Chicago State University's chapter of UPI began their union strike on Monday after bargaining for nearly a year.

On day one of striking, Chicago State began picketing at 9:30 a.m. and held a press conference at noon.

For day two on Tuesday, they began picketing again at 9:30 a.m. and rallied at

Governor State University UPI have filed their intent to strike if an agreement is not reached as well. They can strike as early as April 7.

Madelyn Kidd can be reached at 581-2812 or at DENeic@gmail.com.

FRONT PAGE COVER BY MADELYN KIDD, ROB LE CATES AND ASHANTI THOMAS



Send your event information to dennewsdesk@gmail.com to be added to our online and print calendars!

APRIL 5, 2023

EIU releases statement on negotiations

BY ROB LE CATES | THE DAILY EASTERN NEWS University President David Glassman accepts the intent to strike notice from EIU-University Professionals of Illinois President Jennifer Stringfellow March 27 in the President's Office. Once he accepted, Glassman said to Stringfellow he hopes the negotiations teams can come to a possible agreement, avoid a strike, and continue to work together.

By Madelyn Kidd Editor-in-Chief | @Madelyn K

Eastern released a statement on the current ongoing union contract negotiations between administration and Eastern's chapter of University Professionals of Illinois, EIU-UPI, on Monday.

EIU-UPI have been bargaining for a new faculty contract since March 21, 2022. They have been working without a contract since Aug. 31.

EIU-UPI represents roughly 450 employees on campus including professors, academic advisors, annually contracted faculty, the tenured and tenure-track faculty and academic support professionals.

Eastern and EIU-UPI have reached tentative agreements on numerous issues including parental leave, clarifying sabbatical language and others.

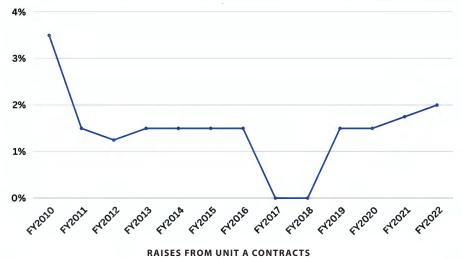
Currently, Eastern and EIU-UPI remain "far apart" on economics issues, according to the press release.

Eastern said EIU-UPI's last economic proposal at the last bargaining session would cost Eastern approximately over \$10M in total during the three years of the contract agreement from FY24 to FY26.

EIU-UPI has reported that the cost difference between Eastern's proposal and the union's is approximately \$3M, according to a graphic released in February, making Eastern's economic proposal cost over \$6M.

Eastern currently is bargaining in "good faith" in an effort to meet what EIU-UPI is asking for while not increasing the costs for students at Eastern, according to the statement.

Provost and Vice President of Academic Affairs Jay Gatrell sent an email to students during spring break on March 13. Gatrell also mentioned the university wanting to meet the union's demands, but keep



tuition costs low.

Billy Hung, the lead negotiator for EIU-UPI and a biology professor, said paying faculty more does not mean student costs have to increase as a connected link.

"There is no law that says that increasing wages for some employees means they have to raise tuition," Hung said. "It is also a choice that they make. They can budget differently. They can plan differently. They can prioritize differently. Those are all within their power to do."

Hung also said the numbers being used in Eastern's press release are not accurate to Eastern finances.

"The numbers in the press release contain obfuscation and misdirection," Hung said. "They are not accurate representations of the financial reality of our school."

Eastern said in the statement "The university's current offer substantially exceeds the financial packages contained in prior collective bargaining agreements between the parties going back to 2010."

Eastern's proposal for salary increases in February for the next contract were 2 percent for FY23 (which began last fall) and FY24, FY25 and FY26 are all 1.5% with conditions, according to a graphic updating

EIU-UPI members.

The conditions mean the 1.5% increase could be decreased to as low as 1 percent based on if state allocation reduces at all or increased above 1.5% depending on retention of first-time, full-time undergraduate students.

EIU-UPI's current salary proposal is for 8 percent in FY23 and 5.5% for the three following years.

EIU-UPI have highlighted Eastern's \$9M surplus made from the FY22 to show the university could afford the additional over \$3M the union is asking for in their contract proposal.

Eastern provided details of where the surplus came from in the press release.

The university reported \$2M of the surplus was in funds specifically designated for non-academic purposes. \$1.7M was the result from unfilled vacancies Eastern plans to fill.

Some of the surplus came from the unanticipated international student enrollment increase.

A portion of the surplus resulted from the end of year state appropriation that was unable to be included in the FY22 budget, but will be used in the FY23 budget, according to the press release.

Eastern said all of the surplus has now been fully added into the FY23 budget to fund "non-negotiated salary adjustments, scholarships, expanded staffing and much needed deferred maintenance."

Hung said a year ago when EIU-UPI brought up the \$9M surplus in bargaining meetings and first presented their contract proposals, Eastern did not have any spending plans finalized for the funds yet.

"The administration was given our proposals in March of 2022," Hung said. "The administration had all the time in the world to build the salary increase into their budget, but they chose not to. So when they say that the money has already been spent and budgeted for other purposes, and therefore not available, what they're really saying is that they chose not to budget in a fair wage for our members. This is a post hoc after the fact justification for not paying us a fair wage."

Hung said the current negotiations are over priorities and not money.

"This has been and continues to be a battle over priority and not the dollar amount," Hung said. "The administration is trying to shift the focus away from that, but we're not going to let them where they put their money is the choice that they make. They need to be held accountable for those choices. The union is focused on building our campus where we invest in the human capital. That makes our university wonderful. The administration can tell you what they are prioritizing on. But it isn't the counselors, the advisors, the admission officers, the faculty nor the students."

Upon request for additional details on the press release, Eastern declined to comment.

Madelyn Kidd can be reached at 581-2812 or at DENeic@gmail.com.

OPINIONS

EDITORIAL EDITORIAL

Last week, Eastern had released its first, and so far only, statement about the ongoing union contract negotiations and EIU-UPI filing their intent to strike as early as Thursday.

Within that press release were several confusing and alarming statements by Eastern, which painted the union in a bad light.

We at The News feel that this press release was only meant to persuade the public to agree with Eastern's side of the negotiations.

The press release was covered by the news staff and is available on page 2.

The first unusual numbers being used involve the description of financial bargained contracts of the past. However, instead of a usual comparison of only going back a decade, Eastern's administration went back to 2010.

There are multiple possible reasons for this. One, in FY17 and FY18, it was agreed to have no salary increase since the university was trying to make it through the state budget impasse. Going two more years back, allows the university to look better by being able to add two years with increases to cancel out the void years.

Second, comparing each year's salary increase, all the years listed remain under 2 percent until FY22, which was exactly 2 percent.

However, in 2010 the across the board, ATB, salary increase was 3.5%.

FY10 was a different financial arrangement for Eastern which has not even closely occurred again in over a decade. By adding that fiscal year's figures is unfair and misrepresents the current financial status for faculty.

Within the 12-year range, Eastern used faculty who have worked at Eastern for the entire 12 years to calculate an average increase between FY10 to FY22.

For tenured or tenure-track faculty, Eastern reported the increase to be "roughly 40 percent." First, what exactly does "roughly" 40 percent mean? 32 percent, 38.9%, etc. By not providing the raw numbers Eastern can show a one-sided description of the financial issues being discussed.

Then for annually contracted faculty and academic support professionals, Eastern reported their salaries to have increased by 47 percent and 52 percent respectively in the 12-year period.



These are insane numbers to claim as an increase for faculty's salaries over the last 12 years.

While Eastern refused to comment on what the raw numbers for these calculations were and how they got the percentages they did, we at The News had to speculate how these numbers were created.

With only a cumulative 19 percent of ATB salary increases from FY10 to FY22, how did Eastern get roughly 40, 42 and 52 percentages for the salary increase.

The only option which The News could think of that would allow the university to not be lying is that Eastern's administration included the consumer price index, CPI, inflation rate into the calculations.

What this means is that how much \$1 was worth in 2010 has increased to today was included in the percentages representing how much faculty salaries have increased. Meaning by default, a faculty member's 2010 salary is now worth more today through inflation.

For example, if a faculty member made \$50,000 in FY10, based on the CPI inflation calculator, that \$50K is now worth \$67,938.42 in 2022 going from January 2010 to January 2022.

Based on what Eastern is saying about tenured or tenured-track faculty receiving a roughly 40 percent increase in their salary, at 40 percent if they made \$50K in 2010 they should make \$70K in 2022.

This means with CPI inflation, that tenured or tenure-track faculty member actually only makes \$5,125.78 more than they did in 2010. After 12 years of working at Eastern, on average they only have an extra \$5K to show it.

Plus this calculation done by Eastern's administrative negotiation team only includes faculty who have been at Eastern for the whole 12 years. Anyone newly hired or even hired 11 years ago does not have the same increase rate as listed. WILL SIMMONS | THE DAILY EASTERN NEWS

THE DAILY EASTERN NEWS DAILYEASTERNNEWS.COM

APRIL 5, 2023

An additional part that skewers the calculations is that there are multiple ways tenured or tenure-track faculty can receive individual raises that apply to no one else, but have been added into Eastern's average calculation.

Faculty who receive awards get a 7.5% salary increase. That applies to no one else, yet it is added to this bogus calculation done on Eastern's behalf.

These percentages are outrageous and wildly misrepresent the real financial situations of Eastern and the faculty's salaries.

These numbers are being listed by other news organizations who do not check the facts before publishing them, which only feeds to make the union look like the selfish bad guys in this situation.

By releasing these numbers, Eastern is only making themselves look better for those not noticing, and even worse by those, like in EIU-UPI and at The News, who know these numbers are deceiving.



COLUMN The impact staff and professors have on Eastern

As an ambassador to prospective future students here at Eastern, I spend a fair amount of time talking about the reasons to attend this university.

There are a lot of things I could talk about- the resources we have despite being a smaller university, the community formed between students or even some of the cool things I have learned in my classes.

I never start with any of those things, though. Instead, when I am trying to convince a new student they should check out the programs here at Eastern, I talk about the people.

I have had a professor go out of his way to bring me camera equipment when I was having issues filming for class. Another accompanied me on adventures late at night so I could write stories I was interested in. I have had many professors take time out of their day to help me understand subject matter when I did not get in class.

My academic advisor puts in more



work than anyone else I know to make sure that I and many other students get the exact classes we need to graduate and actually get to study subjects we care about.

I could also talk about many employees here who are not professors. A building service worker who gave me cleaning supplies "just in case" and helped me out when I had a terrible nosebleed. Dining employees gave me and other students who stayed on campus during the pandemic a pantry's worth of snacks so we could eat them before they expired.

Many clerical workers have helped me out as I have gone through a legal name change. Grounds and maintenance employees always give me a smile and a "good morning" on my way to class; it is a small moment but I always appreciate it.

I could go on about the incredible people who helped students on Taylor Hall Council, in EIU PRIDE or as service assistants.

All of these people and many more who I have never even met go above and beyond their roles here on campus to support me and other students. They never ask anything of us and they always do it with a smile.

Before I was a student ambassador, I was a staffer at the News. I remember covering negotiations between the American Federation of State, County and Municipal Employees Local #981

and our university.

I remember having many of the same feelings then as I do now as EIU-UPI negotiated: these are the people who make my university what it is. Why are they facing such a struggle to get the pay they deserve?

When I think about being proud to be a Panther, it is those people who make me able to say that.

I do not have the power to personally change the decisions being made by Eastern's administration and all I can do is wish the best to the members of EIU-UPI.

My message is to other students: if you have had even a fraction of the experience I have with the employees here on campus, turn out. Show your support for the union.

We pay for our experiences here. Let the administration know what we want.

Luke Taylor is a senior journalism major. They can be reached at 581-2812 or at lrtaylor@eiu.edu.

Quote of the Week:

" Austerity has got to go "

- EIU-UPI members chanted outside of University president David Glassman's office when filing the intent to strike on March 27

COLUMN **Unions matter on university campuses**

Labor unions have played a significant role in the history of the United States, advocating for workers' rights and fair working conditions. The origins of labor unions on university campuses date back to the early 1900s, as universities began to emerge as major employers in the United States.

The first labor unions on university campuses emerged in the early 1900s, as the number of university employees grew. The first union for university employees was established right up the road at the University of Illinois in 1905.

The union was created to advocate for better wages and working conditions for the university's non-teaching staff. Similar unions soon emerged at other universities across the country, including the University of California and the University of Wisconsin.

During the 1930s, the Great Depression sparked a wave of unionization across the United States, in- and working conditions for universi- ing conditions. The strike lasted for ate student. He can be reached at te cluding on university campuses. One ty employees.



Trent Jonas

of the most significant developments during this time was the creation of the American Federation of Teachers (AFT), which was established in 1936.

The AFT quickly became one of the most prominent labor unions on campuses in the United States, representing both university faculty and staff. The AFT played a significant role in advocating for better wages

In 1940, the AFT led a successful campaign to secure collective bargaining rights for university employees in New York City. This campaign served as a model for other unions across the country and led to the creation of many new union locals on university campuses.

The 1960s and 1970s saw a surge in student activism and the rise of the New Left. This period also saw a significant increase in the number of unionized university employees. The National Education Association (NEA) and the AFT became major players in university labor organizing during this time, and many new unions emerged on university campuses.

One of the most significant labor disputes during this period was the strike by the Graduate Employees Organization (GEO) at the University of Michigan in 1975, when graduate student employees went on strike to demand better wages and workseveral weeks and garnered national attention, leading to significant improvements in graduate student working conditions and compensa-

During the 1980s and 1990s, labor unions on university campuses faced significant challenges. Many universities began to adopt anti-union policies, and the number of unionized university employees declined. However, the 1990s also saw the emergence of new union organizing strategies, such as the "living wage" movement, which sought to secure a minimum wage for all university employees that would enable them to support themselves and their families.

In recent years, labor unions on university campuses have continued to play an important role in advocating for workers' rights and fair working conditions. And that, hopefully, continues to hold true on the Eastern campus today.

Trent Jonas is an English gradujonas@eiu.edu or 217-581-2812.



Union moves toward potential strike





LEFT BY TYRIQ JOHNSON | THE DAILY EASTERN NEWS Around 50 or more union members and supporters stood behind their president as she was interviewed by media outlets before delivering the strike intention letter March 27.

ABOVE BY LUKE TAYLOR | THE DAILY EASTERN NEWS Members of Eastern's chapter of University Professionals of Illinois negotiation team head toward their bargaining meeting at the Union Monday morning.



BY ROB LE CATES | THE DAILY EASTERN NEWS Union organizer Todd Bruns, the dean of library services, advertises the Work Out event for students to show support after delivering the strike intention letter March 27 at the President's Office at Old Main.



BY LUKE TAYLOR | THE DAILY EASTERN NEWS UPI members write on signs before negotiation team's bargaining meeting Monday morning.



John Miller, the president of UPI leads a speech about how Eastern's faculty deserves a fair contract March 27.



BY LUKE TAYLOR | THE DAILY EASTERN NEWS Students and UPI members wrote up signs in support of the union.

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Wilkerson says he is excited for spring game

By Kate Stevens

Assistant Sports Editor | @DEN_Sports

Spring has sprung here in Charleston, IL and with that, the annual football spring game is now officially three weeks away.

The team began practicing for its spring game in mid-March in preparation for the offense versus defense, or white versus blue, game on April 22 at 11 a.m. Admission to the game is free.

Head coach Chris Wilkerson is now getting prepared to coach in his second spring game and prepares for his second year at the reins of the team.

Wilkerson said that the team had a nice winter offseason.

"So the winter program was great," Wilkerson said. "Coach Stein and our strength and conditioning staff did a phenomenal job and the players did; lifting weights, speed, agility, quickness, getting bigger, faster, and stronger. And then you finally get a chance to get back out on the football field and see what that means. So, it's exciting."

As he said he and the team are excited to get back onto O'Brien Field, they have begun to work on fundamentals and improving in all areas.

"The focus all spring is going to be very, very, very much on improving the fundamentals," Wilkerson said. "And it's going to improve with our base offense, defense, and special teams stuff, the stuff that we know



BY HAN BYER | THE DAILY EASTERN NEWS

EIU's football team stretches during practice on the O'Brien Field on March 28.

and the stuff that we are going to rely on when the games get close."

Wilkerson said as they get into the groove with learning and progressing in these areas, they will begin to scrimmage more and prepare for the spring game where things will get more competitive.

He said the new players and new coaches are getting to know each other and the team well and that he is happy with how things are going so far.

"We have 23 new players in our program [who transferred in] at the semester," Wilkerson said. "They've done a phenomenal job, they're getting to know other guys, and getting to understand the culture."

Wilkerson has recently announced a lot of roster changes in regards to coaching. Clay Bignell, who served as the defensive passing game coordinator and safeties coach, was promoted to defensive coordinator.

Bignell is replacing Adam Gristick who was hired as the assistant linebackers coach for the New Orleans Saints.

Collin Geier was promoted from outside linebackers coach to inside linebackers coach. Andrew Brady will replace Geier as the outside linebackers coach.

Some other new faces on the Panther football staff include: offensive line coach John Cannova, running backs coach Turner Pugh, tight ends assistant coach Jordan Walsh, and defensive line assistant coach Fred Wyatt.

All of the new faces is not the only exciting aspect of the spring game this year.

Wilkerson said that he and the team are excited to see the return of Jimmy Garoppolo at the spring game where they will be retiring his jersey number.

"I'm thrilled," Wilkerson said. "Just excited for Jimmy to be able to come back and I think it'd be great for the guys to have a chance to meet him. He loves football. He'll love being back at O'Brien Field and being in the meeting room with the guys."

Wilkerson also said that the number retiring ceremony will give a chance for the community of Charleston to come together and see one of the greatest players in the history of the Panther football program.

Kate Stevens can be reached at 581-2812 or kestevens2@eiu.edu

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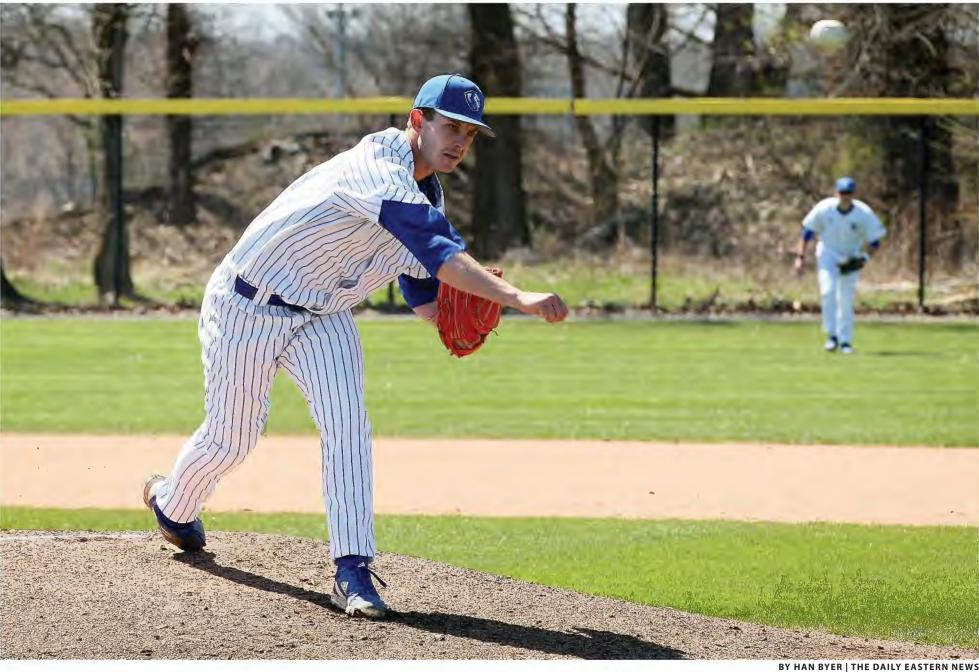
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SPORTS



Baseball loses fourth series of season to Butler



Ky Matthews-Hampton, a graduate right handed pitcher, throws to Butler University during the baseball game against at Coaches Stadium on Sunday. The Panthers lost 6-5, and are now 15-8 in season play.

By Sofia Turek

Baseball Reporter | @DEN_Sports

The Eastern Illinois baseball team failed to come back against Butler as it lost 6-5 and 2-0 in a doubleheader at Coaches Stadium Sunday afternoon.

The Panthers are now 15-9 overall and 1-2 in Ohio Valley Conference play as they were on an OVC bye week against the Bulldogs.

During the first game, the Panthers kept up with the Bulldogs as graduate student right-hander Ky Matthews-Hampton threw five shutout innings before giving up two runs in the sixth.

Hampton is currently second in the OVC in pitching with a 2.43 ERA.

After that, the Bulldogs scored three unanswered runs in the game's late innings. But in the ninth inning, junior utility player Cole Gober got on base thanks to an error by the Bulldogs' shortstop.

Back-to-back doubles by red-shirt junior Nicholas Rucker and junior catcher Grant Lashure made it a 5-4 game.

The Panthers were down to the final out with red-shirt junior pinch hitter Kolten Poorman.

He singled to left field tying the game 5-5, making the game go into extra innings.

Poorman talked about how the

event unfolded.

"I had a quick meeting with Coach Francis there you know," Poorman said. "He told me and the other guys about seventy percent slider. So, I took a pretty good fastball and on the second pitch I was sitting and slaughtered it."

The game went on several extra innings with neither team scoring. On a sunny afternoon day, with no clouds in sight, the game was going on to a breezy evening.

During extras, the Panthers had a couple of opportunities to end the game but left all four runners on base.

Coach Jason Anderson said he believed his team could have won.

"We had them on the ropes the entire game," Anderson said. "We want to get away with winning. It probably had four or five different endings and they could get it."

Unfortunately, Butler scored in the top of the 14th and the Panthers could not get their runners home.

The second game did not have much momentum as the Panthers got shut out in seven innings and only got four hits total from Lincoln Riley, Jarred Evans, and Nicholas Rucker.

Red-shirt senior right-hander Blake Malatestinic threw six innings and allowed the two runs that would end up being the final score, one of them being a home run in the sec-



BY LUKE TAYLOR | THE DAILY EASTERN NEWS

Jake DeFries, a graduate infielder for Butler University, swings at a pitch during the baseball game against Eastern at Coaches Stadium Sunday afternoon.

ond inning.

Anderson said that the lack of adjustments contributed to the final score.

"There were no adjustments," Anderson said. "That is why we lost offensively. That was as bad as a game that I've seen at the college level and history of me watching baseball games."

Anderson also said that the Panthers were down on themselves, which affected their batting.

"We got to have better at-bats," Anderson said. "I think we are having self-restraint and guys are kind of down on themselves.

The Panthers will be on the road as they will pick back up with OVC play against SIUE on Thursday starting at 5 p.m.

Sofia Turek can be reached at 581-2812 or smturek@eiu.edu.