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Daily Eastern News: August 25, 1994

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Cloudy
High of about 88.

5 Get a job
Tips on how to negotiate with potential employers

12 Interviewing
Second of two finalists for baseball job visits campus.

THE Daily Eastern News

"Tell the truth and don't be afraid"

Thursday, August 25, 1994

Eastern Illinois University
Charleston, Ill. 61920
Vol. 80, No. 5
12 pages



Elissa Broadhurst/ Assoc. photo Editor

Painting

Marty Robinson and Ron Hays of Easter's Painting Department paint one of 120 lightposts on campus.

Sorority cleared of hazing charges

By BRIAN HUCHEL
Campus editor

An Eastern sorority accused of hazing last school year has been cleared of allegations after a Student Activities Office investigation.

The Eta Gamma chapter of the Alpha Kappa Alpha sorority was placed on

interim suspension during an investigation into several alleged hazing violations including hazing, unauthorized membership intake profits and illegal pledge activity.

Alpha Kappa Alpha sorority is part of the Black Greek Council.

The investigation, which ended May 6, marked the

fourth time during the academic year that an Eastern fraternity or sorority was investigated or found guilty of hazing violations.

Ceci Brinker, assistant director of student activities, said the investigation's results did not warrant disciplinary action against the sorority.

"It was our conclusion

that the evidence collected suggested the events did occur," Brinker said. "We did not, however, have enough evidence to take disciplinary action against the organization.

Brinker said the university instead put the sorority on notice, citing that future activities of the sort would jeopardize the greek organi-

zation's future on the Eastern campus. The sorority was also returned to active status.

"We try to interview members of a chapter to see if they have witnessed anything applicable to the investigation," Brinker said. "Even if we do suspect the

• Continued on Page 2

Senate committee comes under fire

By DAVE HOSICK
Student government editor

Student Body President Blake Wood wants to abolish the Student Senate Elections Committee and form a new committee comprised of students not affiliated with Student Government.

The Elections Committee is made up of senate members, responsible for overseeing the fall and spring Student Government elections. In April, the Elections Committee voted to sanction 40 percent of the Impact Party's votes because of campaign poster violations.

Wood, also a member of the Impact Party, protested the decision to the Student Government Supreme Court, which overturned the Election Committee's verdict.

"The importance of this change is to remove all supervision by the senate over elections," Wood said. "That way, there would be no conflict of interest to worry about."

Wood, who wants to rename the committee as the Student Body Elections Commission, said seven members including an executive director would oversee the election.

Unlike the current Elections Committee, the new commission would not handle any complaints or punishments concerning the elections, Wood said. All hearings about campaign violations would be heard by the Judicial Board.

Other proposed elections changes by Wood include having a set number of polling places, better election publicity and more accountable

Senate names new speaker

By DAVE HOSICK
Student government editor

The Student Senate named Stacey Hart as its new speaker Wednesday night at the group's first meeting of the semester.

Hart defeated senate member Chris Boyster, who was also nominated for the position. Both have been members of the senate for a year.

Hart said before the senate voted to approve her that she will work hard to improve the image of Student Government.

"I have a strong opinion about how bad things went in the last election," Hart said. "I know that it will take a lot of hard work to bridge the gap that has been formed into one union."

Last spring's Student Government election was marked by char-

♦ Continued on Page 2

petitioning process for candidates.

• In a related issue, Wood said he'll be meeting later this week with his Student Government executive officers to finalize possible

♦ Continued on Page 2

Netsch to visit Saturday

Dawn Clark Netsch, Illinois Comptroller and democratic candidate for governor, will be visiting Charleston Saturday.

Netsch is scheduled to begin her day in Charleston by speaking at 11 a.m. on the north side of the square at Monroe Street Cafe. Coffee and pastries will be provided and a \$10 donation is requested.

The official opening of the Democratic Headquarters, 607 Monroe St., is scheduled at 12:30 p.m. Netsch will cut the ribbon for the ceremony.

She will continue the day by speaking at the 16th annual Mideastern Illinois Labor Council picnic which is held at Fox Ridge State Park, seven miles south on Illinois Route. 130, from 1 p.m. to 4 p.m.

Netsch will be among labor leaders and U.S. Rep. Glenn Poshard, 19th District, D-Carterville.

All area union members and retired union members and their families are invited to the free picnic at the park.

- Staff report

Mortuary science not a dead-end job

WHEELING (AP) - When Roosevelt Cobb lost his job as a financial analyst he mourned briefly, then enrolled at a trade school to pursue a new career as a mortician.

Cobb, 44, graduates this month from Worsham College of Mortuary Science. Cobb, who has a master's degree in business administration, hopes to open his own funeral home.

"It's definitely recession-proof," he says. The appeal of mortuary science as a career is apparent. Nearly 2.3 million Americans died in 1993, a 12 percent increase from a decade ago.

"It's pretty safe to say that as long as the

population keeps increasing, deaths will increase," says Jeff Lancashire of the National Center for Health Statistics in Hyattsville, Md.

Cobb is part of a new trend for mortuary schools. Older people are now taking up studies in the business. Worsham registrar Joan Tomczak says the majority of students at the college are now Cobb's age.

Nationwide, more older students than ever are enrolling in funeral science. Two decades ago, less than 10 percent of newcomers were over age 30, according to the American Board of Funeral Service Education. Now that figure is at 25 percent and climbing.

FROM PAGE ONE

Senate

◆ From Page 1

bylaw changes to the Student Government Constitution. All changes must be approved by the Student Senate.

The last time the Student Government's bylaws were rewritten was in 1991.

Wood's executive committee is also proposing to restructure each executive officer's title and job responsibilities.

All executive officers would

have their titles changed to vice presidents. The four executive posts would be vice president of academic, financial, public and student affairs.

Wood said the Board of Governors student representative position, currently held by Matt Giordano, would be renamed the vice president for public affairs. Giordano would be given much more responsibility than previous BOG representatives have had.

"The new vice president of public affairs position would require that the representative (Giordano) would also be a student member of the Illinois Board of Higher Education as well as the City Council," Wood said.

Wood said the IBHE position has already been established, but Eastern has not had an interested representative for several years.

Senate names

♥ From Page 1

acter assassinations and allegations of unethical campaigning from both parties running. The senate Elections Committee found the Impact Party, which swept all executive races and most senate races, guilty of campaign violations and deducted 40 percent of the party's vote totals. This overturned the results in several races.

The deposed senate members and executives regained their positions after the Student Government Supreme Court overturned the committee's verdict and declared a section of the Student Government's bylaws unconstitutional.

Senate member Glenn Fundator, a previous candidate for the speaker's position, spoke on Hart's behalf, saying she was more than qualified for the position.

"I have worked with Stacey on projects before," Fundator said. "I have the utmost respect for her and confidence that she will

work with the administration and executive board to get things done."

The senate speaker receives a tuition waiver during his or her tenure of office.

In other senate business, the senate accepted resignations from three long-time senate members.

Lance Phillips, former senate speaker-elect, resigned citing a lack of time to contribute to the senate.

Mike Treis also resigned, saying he wanted to devote more time to his fraternity.

Katina Gillespie, who ran unsuccessfully for the position of student body president in the spring election, resigned from her senate position. She stated in a letter, "Due to the tactless and unethical campaigning that occurred in the spring, I cannot and will not allow myself to work with this shallow of an organization."

"I am here to be educated, not to clean up the reputation of a lost organization," Gillespie wrote.

Sorority

• From Page 1

organization has done something, without viable proof, we can't do anything."

Despite the university findings, the sorority's national chapter is still investigating the allegations. Nonetheless, members of the organization are happy.

"I'm glad everything is fine,"

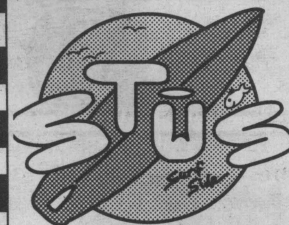
said Tinisha Murphy, Alpha Kappa Alpha treasurer. "We don't have anything to worry about with the other investigation. It usually takes longer anyway."

Angie Yarborough, corresponding secretary for the sorority, refused to comment.

Despite the uprising in hazing cases last year, the Office of

Student Activities is not planning to keep a closer watch on any of the greek organizations.

"Spring tends to be an active time," Brinker said. "A lot of the chapters look to the spring semester to take new members, it is then that an organization will tend to make a mistake such as hazing."



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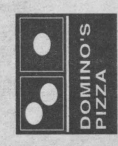
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Never a Cover

Services to train ex-plant employees

By **TRAVIS SPENCER**
City editor

Counseling and training services are being offered to the 185 employees who will lose their jobs at a local manufacturing plant that will close at the end of this year.

Bill Jones, personnel manager for Moore Business Forms and System plant, said employees here can attend services that will benefit them when they lose their jobs.

The plant was originally scheduled to close Oct. 31 but that date has been pushed back to the beginning of January.

"After October the plant will have limited production, and will lay-off the employees

gradually," Jones said.

The first employees let go will be those with other employment lined up and employees with a desire to leave.

Plant officials said the plant's closing results from changing technology and decreasing demands of their paper products.

The plant, located on the east side of Charleston along Illinois Route 316, opened in 1961. A company spokesman said the plant's equipment here is outdated for use.

According to a statement released by Gov. Jim Edgar, company officials said the closing is a part of "global restructuring" and reflects the impact of changing technologies and

involving product lines.

"The closing will affect many families, and its effects will be felt throughout the Charleston area," Edgar said in a release.

Edgar has directed local agencies under his administration to provide counseling and training to help workers find new jobs and continue to be productive members of the Illinois work force.

Lynn Morford, spokeswoman for the Illinois Department of Commerce and Community Affairs, said pre-layoff sessions are scheduled this week to determine what specific workshops will be needed for the plant's employees.

"We schedule these first ses-

sions to find out what kind of help they'll need to find another job," Morford said. "Each company's personnel is different, we need to see what they need."

Jones said the state's workshops are held at the plant during non-work hours. He said approximately 40 workers had attended the sessions as of Wednesday.

During the initial workshops, presentations are made by state-funded agencies, including the Lake Land College Services Delivery Area 23, the local Jobs Training Partnership Act administering agency.

Morford said the different workshops include resume-writing assistance, continued

educational courses, finance counseling and job search assistance.

Jones said that Moore Business has hired Drake, Bean and Morin, an agency which also provides similar workshops as the state to employees who will lose employment, to have sessions starting Sept. 13.

A three-day session of 15 to 20 people will participate in each workshop. Jones said the agency will be at the plant through October since the sessions only allow a small number of employers.

"Some people will take advantage of the sessions," Jones said. "Some will see it as a waste of time."

Females' SAT scores rising

WASHINGTON (AP) — Girls are narrowing the gap with boys on the SAT college entrance exam, but they're still far behind in math.

Neither sex is gaining much ground in reading — possibly because so many young people prefer TV to books.

The nation's average score on the verbal part of the Scholastic Assessment Test dropped one point this year, to 423, despite a slight gain in girls' verbal scores, test officials announced Wednesday.

"Young people just don't read much anymore," laments English teacher Shirley Rau.

In math, the average score improved one point from last year, to 479, propelled by girls' improvement.

"Women, happily, are closing the score gap with men," said Donald M. Stewart, president of the College Board, the nonprofit group that sponsors the tests.

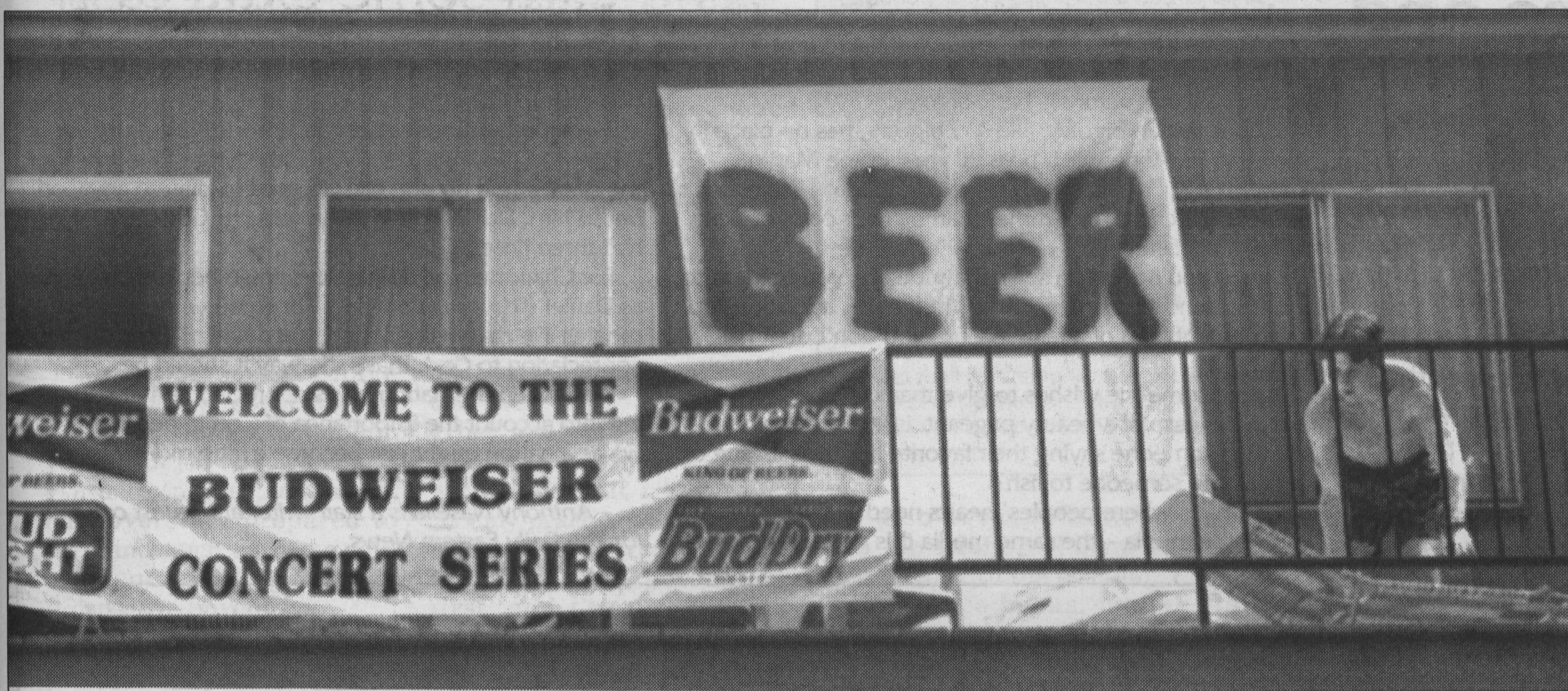
Stewart called the overall trend favorable, noting that the percentage of high school seniors who take the test is growing. As the pool of test-takers grows, scores would be expected to drop, he said.

Boys' scores did drop this year in both sections of the SAT, which was taken by more than a million college-bound high school seniors. It is scored on a scale of 200 to 800.

The gap between girls and boys also narrowed this year on the other major admissions test, the American College Testing assessment. In general, students taking the ACT made slight gains in math and science, while English and reading scores stayed the same as last year, according to results released Tuesday.

There was little change among minority scores on either test.

Minority SAT scores have been gradually improving since the College Board began tracking them in 1976, officials said.



Dee Ann Villecco/Photo editor

Beer

Adam Matson, a sophomore physical education major, sets up his lounge chair Wednesday afternoon on the deck of his apartment in University Court.

Jorns to speak about Strategic Plan

By **ADAM McHUGH**
Administration editor

Administrators here think the Strategic Plan is the key to Eastern's future.

But students and faculty still know little about the long-term plan which is supposed to guide the university into the year 2000.

That's why Eastern President David Jorns and the university's planning staff will hold two presentations today about the Strategic Plan and its goals.

The presentations, each one hour in length, will be held at 10 a.m. and 2 p.m.

in the Grand Ballroom of the Martin Luther King Jr. University Union.

Administrators hope the forum will clarify the plan and its details, using a multi-media presentation and a question and answer period.

The presentation will also allow faculty, staff and students to find out what their role is in Eastern's future involves.

Jill Nilsen, special assistant to the president, believes the Strategic Plan is unique because it involves the entire campus.

"We are one of the few institutions in the country which has involved the entire

university community in the planning initiative," Nilsen said.

The presentations will also cover goals and objectives identified during the initial planning cycle and the final outcome of long-range strategic planning.

Eastern's Strategic Plan calls for improvements in the quality of education here in both undergraduate and graduate programs, service and outreach by Eastern, quality of students and campus life, and an increase in university resources.

All of the improvements are expected to be made by the year 2000.

ACT scores up here, nationally

By **ADAM McHUGH**
Administration editor

National test scores for the American College Testing assessment exam have risen slightly this year.

And Bud Sanders, Eastern's acting director for testing services, thinks he knows why.

"More students are realizing a little more of the benefits a college education can give you," Sanders said. "I think they are putting more effort into the tests."

The assessment scores, which were released this month, showed an increase in the total average from 20.7 in 1993 to 20.8 this year.

While the male average score decreased from 21 to 20.9, the female score up from

20.4 to 20.7 caused the overall score boosting.

The ACT is based on a scale of 1 to 36. Nearly 900,000 high school graduates took the exam in 1994, equivalent to around 60 percent of all freshmen college students.

Director of Admissions Dale Wolf said he is encouraged by the increase in ACT scores. Wolf expects Eastern's test scores for 1994 incoming freshmen to be higher than the national average.

"For the last several years, we have been going higher than the national average," Wolf said. "And I expect this year to be no different."

In 1993-94, freshmen at Eastern had an overall average ACT score of 21.8, a 0.4 increase from the 1992-93 composite score of 21.4.

Wolf attributed the nationwide increase in test scores to more schooling and pre-testing for the ACT, which is one of the two major assessment tests for college. The Scholastic Aptitude Test (SAT) is the other.

Eastern does not keep statistical comparisons between male and female students, but Wolf and Sanders agree that if data was kept in that context, the findings would be consistent with national trends.

In 1993-94 test results, Eastern freshmen outclassed the national averages in every component of the ACT, including English, math, reading and science reasoning.

While Eastern consistently remains above the national average in ACT scores, it has been below the state average

for several years.

The main reason for the discrepancy: the University of Illinois at Urbana-Champaign.

Because the minimum ACT score for acceptance at the U of I is 27, and most of its students score between 27 and 36 on the exam, the overall state average is bolstered.

Eastern's minimum test score requirements are 18 for students in the top half of their high school class, and 22 for students in the third-quarter of their graduating class. The bottom quarter of high school classes are not admitted at Eastern.

"The U of I really drives up the state average," Sanders said. "Most of their students score in the 30s. That pushes the overall scores right up."

OPINION

EDITORIALS ARE THE OPINION OF THE EDITORIAL BOARD. COLUMNS ARE THE OPINION OF THE AUTHOR.

THURSDAY, AUGUST 25, 1994

The best laid plans of mice and administrators...

"There is always something to upset the most careful of human calculations," a famous dead person once wrote. In the case of Eastern's new billing procedure, that something is the students.

Eastern's administration must be scratching its collective head in dismay. After months of painstaking planning and testing to provide Eastern students with an accurate breakdown of tuition and student fees on their bills, the university finally started sending the bills to all students in late July.

But after just more than a month, Eastern has been deluged with calls from nearly 4,000 students and parents complaining about everything from finance charges to student fees and questions about how to handle the new process.

However, as recent as last year, students' complaints focused on the lack of information contained on these bills. Students, rightfully, wanted to know exactly where their money was going.

So the university gave the students what they wanted only to be rewarded with, you guessed it, further complaints.

While the new billing procedure was likely to raise some concerns - such as why students who think that a LifeCycle is something from the film "Tron" are paying \$55 a semester for use of the Student Recreation Center - Eastern administrators do not deserve such an onslaught for simply being honest.

In fact, this honesty is a nice change of pace from the usual collegiate beauracracy. Students and their parents should be grateful to know how and where their money is being spent - this is a luxury not many other universities provide.

Some students may be confused about the new billing system. Others may be upset about what they're paying for. Still, others may want to know why not even prisoners are subjected to such food service delights as the "Texas Straw Hat." But administrators have unwittingly given students an up-front look at the fees they've been paying all this time.

Suddenly, some of them don't like what they see.

TODAY'S QUOTE

Take the castor oil for two nights running.

W. C. Fields

Appreciation of God should not be ignored

We often hear stories about people who hold firmly to a deep faith in God, even in the midst of the potential discouragement of others.

And when the story like that is tied to a local student, the story definitely hits home.

Eastern student Charlotte Martin, winner of the recent Miss Teen Illinois pageant, recently competed in the national pageant on television. Charlotte definitely holds a deep faith in God and proudly spoke about it while capturing the Miss Teen Illinois title.

As she prepared for the different segments of the national competition, some of the organizers suggested that she "tone down on the God stuff" in her interview and dialogue.

While the intentions of the organizers were good, explaining that people in the past have used their faith as a means of shoving it down peoples' throats, Charlotte was simply proud of her faith in God and wanted all to know that she felt it was the main reason for her reaching the national competition.

And what's wrong with that anyway? It's an unfair premise that this society holds, saying that it's wrong for someone to make known their faith in God public. In fact, opinions of that nature is basic bigotry.

And Christian bigotry, like any bigotry, has no place in society. How long will it be until we can see Martin Luther King Jr.'s dream of a people judged on the content of their character - rather than by their color of skin or religious faith?

When you believe in something dearly, you hold on to it like a friend to the very end. Whether it's a relationship, a career ambition or a faith in God, you don't do it half way.

And if someone wishes to give thanks to God publicly, like in the case of a beauty pageant, is it really any different than someone saying their favorite hobby is fishing or persuading someone to fish?

But that's where peoples' hearts need to change and where the media - the same media this writer is a part of



Tony Nasella

"And Christian bigotry, like any bigotry, has no place in society."

- really needs to start playing its part in being totally objective and not ignoring the Christian community.

Consider how the media will publicize 100,000 veterans, homosexuals or Greenpeace activists in their rallies and marches. But where is the media when someone like Billy Graham delivers a messages to a 100,000 people - and thousands react and put their faith in Jesus Christ?

Whether or not one thinks God is important, shouldn't publicity surrounding God - the one who, despite evolutionists, created heaven, earth and all of us - be given as the same consideration as any other newsworthy event.

It's so mixed up when you consider how America embraces wickedness, while atheist groups are trying to remove crosses and nativity scenes from communities? Talk about an unfair attack on peoples faith.

People are entitled to make their faith known publicly. It is privilege, rooted in the Christian beliefs our nations' founding fathers, that we as citizens have. It should not or can not be muted.

But, while we as a society need to change our attitudes, the most important thought conveyed here is that Charlotte Martin didn't compromise her faith on the basis of human opinion.

Her story reminds me of the famous Bible story about Daniel and the lions' den. When the king of the town set the decree that no one was allowed to pray to any God but to him, Daniel continued to pray to God as he always had three times a day.

For Charlotte, she didn't tone down her faith at all, just as Daniel didn't stop praying. For those who carry testimonies like that in their heart, and want to express their appreciation to God, that's the way it should be.

And when this nation starts appreciating that and taking into account the importance of God in peoples lives, we as a nation might just become a little more wiser.

- Anthony Nasella is a staff writer and guest columnist for The Daily Eastern News.



Guest viewpoint

Affirmative action ruling a beginning

Editor's note: The following editorial appeared in the Aug. 23 edition of the Daily Illini.

Answering cries of reverse discrimination, a federal court put affirmative action to the test last week. Four white students were quite disappointed with the ruling that though the University of Texas Law School's admissions program was "technically unconstitutional," they would not be admitted.

The crux of the case was the fact that the school has two separate admissions committees - one for underrepresented groups and one for whites. The court aptly ruled that this was a rather inequitable way to conduct the admissions process.

The logic is easy to follow: in separating certain groups by using different committees, the school is

applying different standards based merely on the color of people's skin - the very thing that affirmative action is meant to end.

Separate is not equal, and the school admits students of color with lower scores than white applicants. Eventually, this system must be abolished, and schools need to move to a solely merit-based admissions process.

The emphasis here must be that potential law students have already earned a bachelor's degree, and therefore the circumstances for students of different cultural backgrounds have most likely evened out. Though racial biases are still prevalent in institutions of higher education, many of the disparities in educational opportunities disappear at the college level.

Though it wasn't a strong ruling

for unequal systems of affirmative action, hopefully the precedent set by this ruling - that separate standards are not constitutional - will resonate in the future.

Letter policy

Letters to the editor should be less than 350 words. For the letter to be printed, the name of the author, in addition to the author's address and telephone number, must be included.

If necessary, letters will be edited according to length and space at the discretion of the edit page editor or editor in chief.

Anonymous letters will not be printed. If a letter has more than three authors, only the names of the first three will be printed.

Employees still have job leverage

Companies will bargain with new employees

NEW YORK (AP) — Christina Brandt was delighted to finally get a job offer after more than five months out of work, although she was somewhat disappointed in the salary.

"I had wanted about \$7,000 more a year," said the 33-year-old former bank assistant vice president, one of thousands of bank employees laid off during the recession.

Despite the stiff competition for jobs, Brandt still managed to sweeten the deal, getting \$5,000 above the original offer and extra vacation time as the new human resource director for a Connecticut market-research firm.

"I was very nervous," she recalled. "I was worried that if I negotiated too heavily they were going to say, 'Fine, we don't want you,' and I would remain unemployed."

Many job seekers have similar fears, especially in less-than-perfect economic times. But job counselors and other experts say most employers are prepared to bargain, much as home sellers expect to haggle with prospective buyers.

"An employer's task is to get the most talent for the least amount of money and an employee's task is to get the greatest amount of money for the talent," said Lamar Jolly, senior adviser with Bernard Haldane Associates, a Portland, Ore., job counseling service.

Companies often are will-

ing to discuss anything from salary to who gets the corner office, but the secret to most successful negotiations lies in the timing.

"Put off all talk of salary to the latest possible instance," said Ron Fry, who heads Hawthorne, N.J.-based Career Press, publisher of how-to books for job seekers. "Otherwise, you could come in too high and price yourself out of the job or too low, in which case you might get the job but you'll be kicking yourself because you could have gotten more."

That strategy worked for Tom Pierce, a 49-year-old finance executive who recently landed a top management position with an Oregon electronics firm. He resisted attempts to discuss salary until after convincing the company he was the best person for the job.

"Your value goes up because they know you're the one they want," Pierce said. "They had wanted to discuss money the first time I met with them, but I just said, 'It's my practice to determine if I'm the individual you want. Let's get that settled first, and I'm sure we can come to a mutual agreement later.'"

It was just as well, since Pierce learned beforehand his salary requirements exceeded the company's range.

To gain a competitive edge, a job seeker should not only bone up on the company and necessary job qualifications,

Negotiating tips for job hunters

■ Refrain from discussing money, benefits or perks until a job is offered. Your bargaining power improves once the company has concluded you're the one they want.

■ Research industry wide salaries. Reference guides, trade groups, working professionals and college professors can help. Among the many useful publications: "The American Almanac of Jobs and Salaries," "Where the Jobs Are," "The 100 Best Jobs for the 1990s and Beyond," and the government-published "Occupational Outlook Handbook."

■ List requirements in order of importance. Job placement experts suggest sorting out proposed salary, benefits and perks in three categories: must have, nice to have, and dreams.

■ Be realistic in making requests. Don't ask for things you probably won't get, like the corner office or company car if you're applying for an entry-level or lower-management position. You're more likely to get what you want if you can prove perks will make you a more productive worker.

■ Be flexible. For example, propose getting extra vacation time in exchange for accepting a smaller salary, or suggest getting a higher salary for dropping participation in the company health plan.

■ Be authoritative. Don't start off negotiations with phrases like, "Would it be OK if ...," or "Would you mind awfully ...". Emphasize your educational background, experience, and talent when discussing the job, salary or benefits.

■ Get it all in writing. At the very least, that should come in a letter sent by the company confirming you have the job, your starting date, job title and whatever terms were agreed to.

but also become familiar with the salary and benefits associated with the position.

Reference books, trade groups, working professionals, college professors, even the Bureau of Labor Statistics can provide insights into salary ranges based on experience and regional locations.

"Don't expect to be paid too much above the industry standard — unless the boss is your daddy," Fry said.

There are exceptions to the rule, however. Skilled jobs that require a creative flair can sometimes command a wide range of salaries.

"While there may be an average for what a creative director at an ad agency gets (roughly \$63,000 in 1991), there can be a huge disparity from agency to agency," Fry said. "If you go up the skill ladder and there's fewer qualified people, then there's

more room to negotiate."

Martin Yate, author of "Knock 'em Dead: The Ultimate Job Seeker's Handbook," said, "If you're going for a job where you wear a paper hat and a name tag, you probably don't have much leeway, but if you're a professional doing a skilled job, you more than likely will have some leverage."

Nursing is another field where demand dictates salary levels.

Registered nurses can earn anywhere from \$11.50 to more than \$30 an hour at hospitals, depending on their specialty and educational background, as well as the type and location of the hospital, according to The American Almanac of Jobs and Salaries.

Salary also may depend on where you live, because some firms compensate workers for higher living costs. For those in San Francisco, the average differential based on a \$25,000 salary would be around 18 percent; in New York, 17 percent; in Houston or Cleveland, 1 percent, according to William M. Mercer Inc., a New York employee benefits consulting firm.

Sometimes, you can trade off salary and benefits.

"If your spouse has an excellent benefits plan under which you're already covered, then you could negotiate a higher salary or a couple of other perks in exchange for not using the company's plan," Fry said.

Brandt, the former banker, settled on a slightly smaller salary than she wanted in exchange for an extra week of vacation the first year on the job.

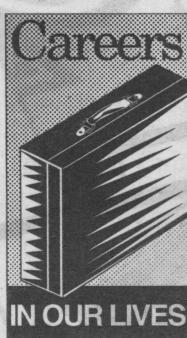
Students need knowledge when under negotiations

By CHRIS SEPER
Editor in chief

Work experience helps, but Eastern's Career Planning and Placement Center director said information about the job market will help students most when negotiating for job benefits.

Director Shirley Stewart said students can have just as much leverage when negotiating for a job as experienced workers do. She said it's more important to have information about the job field and company you are being hired at.

"A prepared job seeker is at a greater advantage than someone



who's offered a particular salary and says 'yes' or 'no' and has made a snap decision rather than someone who has all their cards in front of them," Stewart said.

She suggested looking through occupational handbooks to look for average salaries, look at follow-up surveys from recent graduates and compare cost of living in different job markets.

Key statistics to know are the average salary in a job field, how well the

company pays, reputation of the company and demographics of the job area.

"I think you need a lot of skill in negotiation, being able to negotiate," Stewart added.

Many of the books and information with job statistics are available in the placement center, located in the Student Services Building.

Stewart said workers in the job market a long time only have a small advantage over students.

"I think the negotiation techniques are very similar," she said. "(Experienced workers) might enter in more negotiations than someone who has been employed and had a

particular job."

Moving and housing expenses will more often concern students more than experienced workers, Stewart said. Fringe benefits and whether you get the corner office, in turn, will be of less importance.

Stewart also said that when a company finally decides to hire an employee it has now committed to that particular person. Officials will be more willing to go after that person than to search for a second choice.

She warned students to be cautious when accepting a job and take their time.

"Sometimes students feel pressure when offered their first job," she said.

Panther Preview dance to be held tonight

By STEPHANIE CARROLL
Activities editor

Students are invited to the tropics as the Interfraternity and Panhellenic councils host a welcome back to campus dance tonight as part of Panther Preview.

The dance, titled, "Going to the Tropics," will last from 9 p.m. to midnight tonight in the Grand Ballroom of the Martin Luther King Jr. University Union.

Eileen Sullivan, assistant director for student activities, said both new and returning students are invited to the dance. This marks the first year Panhellenic and Interfraternity councils have sponsored the dance. University

Board has sponsored previous back to school bashes.

"This summer, we decided we wanted to sponsor something for new students," Sullivan said. "We didn't want to duplicate services, so UB gave us the opportunity."

Sullivan said this year's dance will be more traditional, minus a screen for music videos. A DJ will provide the music for the dance. Food, such as chips, nachos and soda will also be offered.

With the tropics theme in mind, Sullivan said there may even be a limbo contest.

"It's to welcome new students and promote fun in an environment on campus," Sullivan said. "We want to provide a

good, non-alcoholic, fun environment."

Sullivan is hoping for 400 to 500 students to attend. If attendance is successful, the Panhellenic and Interfraternity councils may holding more dances throughout the year.

Also, UB will sponsor a showing of the Rocky Horror Picture Show from 10 p.m. to midnight Friday night at the Campus Pond.

UB member Rick Tucker said he hopes to see the movie becomes an annual event during Panther preview. The movie will last about two hours and the Office of Orientation will serve popcorn and soda. Both the dance and the movie are free.

"It's a real fun activity," Tucker said.

AT A GLANCE



Panther Preview

Thursday

■ **Weight room tips:** Orientation to weight equipment, from 6 to 9 p.m. in the Student Recreation Center.

■ **Dance Party:** From 9 p.m. tonight in the Grand Ballroom of the Martin Luther King Jr. Admission is \$1

Retired professor to show off artwork

By **STEPHANIE CARROLL**
Activities editor

The artwork, including paintings, drawings and constructions, of a retiring Eastern professor will be featured in an exhibit opening Friday at the Tarble Arts Center as part of Eastern's Centennial this year.

"Bits and Pieces: Small Works by Carl Wilen," a solo exhibition will open Friday and run until Oct. 9 in the Brainard Gallery of Tarble Arts Center.

Wilen's show was chosen



to be part of the Centennial calendar after Michael Watts, director of Tarble Arts Center, was asked to select a show applicable to Centennial, Bobbie Hilke, Centennial director, said.

"Wilen had just retired

from the art department, so it seemed opportune to include his exhibit," Watts said.

The official kick-off for Centennial is Sept. 7.

According to a Tarble Arts newsletter, Wilen's exhibit will mostly include work from the past 25 years. Wilen's work consists of oil paintings on panel, drawings in graphite and colored pencil, collaged drawings, and encased three-dimensional cut-out drawings, resembling pop-up books or shadow boxes.

NAACP discusses firing

WASHINGTON (AP) - The NAACP and its fired executive director, Benjamin Chavis Jr., said Wednesday they would discuss an amicable settlement after a judge refused to force the civil rights group to reinstate him.

Judge Herbert Dixon of District of Columbia Superior Court declined Chavis' request for a temporary restraining order, saying he could no more order the NAACP to take Chavis back than he could force Chavis to continue to work against his wishes.

"The judge's ruling stands for itself," said the NAACP's interim administrator, Earl

Shinoster. "The past is prologue. We're moving forward."

Chavis said he hoped to avoid a full-blown court fight with the NAACP, but added that "we'll be back here, ready to go" if the settlement offers don't satisfy him.

"I want fair treatment by the NAACP," he said.

Chavis sued the National Association for the Advancement of Colored People on Monday, arguing the group's board of directors failed to follow its own procedures when it fired him Saturday.

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Tues - Ladies Night - DJ at 8 p.m. \$1 bottles and \$1 shooters.
Wed - Karaoke - \$1-16^{oz} Drafts \$4-64^{oz} party kegs

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Netsch takes on tollway's, Edgar's image

ROSEMONT (AP) - Dawn Clark Netsch wants to abolish both the state's tollway authority and Gov. Jim Edgar's squeaky-clean image, and she's working on both at the same time.

"When you appoint your closest political friend ... to run a state agency, you are responsible when it abuses power and wastes taxpayer money," Netsch said at a news conference near a noisy tollbooth Wednesday.

It's the kind of attack political analysts say is necessary for the Democratic gubernatorial nominee to undermine Edgar's nice guy image and win the November election.

But she's up against a strong obstacle: An Aug. 5 Chicago Tribune poll shows 67 percent of the voters look favorably on the incumbent as Netsch continues to trail 59 percent to 24 percent in the race.

"The obvious thing is she has to bring those positives down, and she's attacking the squeaky clean issue," said Nick Panagakis of Market Shares Corp., which conducts Tribune polls.

"You've got a guy with very high favorability ratings, and you cannot beat him unless you lower those," said Bill Totten, a political adviser and Republican committeeman in Schaumburg.

"She's got a tough time doing that," he said. "Tactically, it's going after something like the tollway."

There hasn't been much in the way of scandal in Edgar's administration. Problems in the state's child welfare agency preceded Edgar. The news that state troopers mowed Edgar's lawn didn't cause much of a flap.

The tollway has the potential to provide Netsch with personal and lasting fodder.

Drugs high as beer in road violations

BOSTON (AP) - Reckless drivers who don't seem drunk may well be high on cocaine or marijuana, according to roadside tests that indicate drugs may rival alcohol as a hazard on the highway.

Police in Memphis, Tenn., gave urine tests to reckless drivers who appeared not to be drunk. They found that more than half were on cocaine or pot.

"It was a surprise that so

many were under the influence of drugs, although we suspected there would be a significant number," said police Inspector Charles S. Cook.

Police routinely give breath tests to bad drivers whom they suspect to be drunk. However, on-the-spot testing for other drugs is rare, since it requires taking a urine specimen - something that is not practical on the highway.

U.S. naval base in Cuba expands for boat people

WASHINGTON (AP) - Frustrated by a relentless flood of boat people from Cuba, the United States is rushing to expand detention camps at Guantanamo naval base for 40,000 or more refugees. The administration warned refugees Wednesday they have no hope of being allowed in the United States.

"They will absolutely, in no way, have any way of coming to the United States," White House press secretary

Dee Dee Myers said as the administration mounted an intense campaign to persuade Cubans to stay home.

Officials said Cubans who flee their country will be held indefinitely at Guantanamo - a U.S.-leased base on Cuba's southeastern tip - or in safe havens in third countries.

Senior administration officials staged a midday news conference at the White House to drive home the

message that Cubans should not risk the perilous, 90-mile flight for freedom across the choppy Straits of Florida.

Defense Secretary William Perry conceded the administration had failed to convince Cubans so far.

"We have a flood of boat people on the way to Guantanamo now," the secretary said.

Since the United States halted automatic asylum for Cubans on Friday,

9,000 people have been picked up from rickety boats and rafts and are on their way to Guantanamo or are already there, Perry said.

The Guantanamo base, sprawled over 45 square miles, has the capacity for 23,000 refugees now and will be expanded to handle 30,000 by week's end, Perry said.

The camp already houses 14,000 Haitians who fled their country.



DEE ANN VILLECCO/Photo editor

Defense

Laura Berbeck, a freshman speech communication major, practices self defense with David Drabik, a junior pre-business major, Wednesday afternoon in the Grand Ballroom of the Martin Luther King Jr. University Union. The event was part of Panther Preview this week.

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8/25

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8/29

ANNOUNCEMENTS

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IFC EXEC: Thanks for the roses. They were beautiful! We had a great time at Stix. You guys are the best. Love, Panhel Exec.

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Are you paying too much for your car or motorcycle insurance? Call Dan Castle at 345-7023 or stop by HALL INSURANCE, 1010 East Lincoln.

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9/2
Congratulations Kara Mikoff of Tri-Sigma on getting lavaliered to Matt Greenwood of Alpha Sigma Mu at U of I. Your Sisters are proud.

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8/26
Congratulations Jenn Carr of Tri-Sigma on getting lavaliered to Phil Knepper of Sigma Phi Epsilon. Your Sisters are proud.

8/25
PANHELLENIC EXEC: Thanks for all of your help and support. You guys are awesome. Love, Jenny and Maureen.

8/25
The men of Lambda Chi Alpha would like to wish all sororities continued success during rush.

8/25

ANNOUNCEMENTS

Join APO - EIU's only coed service fraternity. For more info, call Jill at 5704 or check campus clips next week.

8/25
ATTENTION RECOGNIZED STUDENT ORGANIZATIONS: Homecoming participation packets are now available in room 201 University Union between 8 a.m. and 4:30 p.m. Homecoming 1994: "A Stroll down Memory Lane" is October 1-8.

8/30
The word PLEDGE does not exist in Lambda Chi Alpha. ASSOCIATE with excellence. ASSOCIATE with the best. Rush Lambda Chi Alpha.

8/25
HOMECOMING PACKETS AVAILABLE NOW! All recognized Student Organizations who plan to participate in Homecoming must pick up packet in room 201 University Union between 8 a.m. and 4:30 p.m. Homecoming 1994: "A Stroll Down Memory Lane" is October 1-8.

8/30
RHO CHIs: You are all doing an awesome job! Keep up the great work. Love, Jenny and Maureen.

8/25
Good Luck to all fraternities and sororities during RUSH. From Tri-Sigas.

8/25
October and December LSAT test-takers! Sign up for th LSAT PREP COURSE (Sept. 1-26) Call any of these numbers for information: 348-1685, 348-1953, 248-6089, or 581-6220. Be aware, seats are limited.

8/29
DEE ZEES: Welcome back and good luck in rush. I can't wait for our first function. Love, Tom.

8/25
FIRE UP TRI-SIGMAS!! Get ready for RUSH, You're looking great.

8/25

ANNOUNCEMENTS

ALL EIU DEMOCRATS are invited to meet Dawn Clark Netch at Democratic Headquarters, 607 Monroe St. at 12 Noon Saturday, August 27.

8/26
ANNUAL BICYCLE GARAGE SALE. Cannondale, Diamond Back, Schwinn and GT on sale at "BEST-OF-YEAR" PRICES. Over 100 reconditioned and guaranteed bicycles on sale. It's worth the drive for tremendous savings. All accessories on sale. Extra special sale bike—\$300.00 Diamond Back Recoil D.S. Mountain bike with front shock-absorbing fork—only \$199.95 cash-and-carry price. Sat., Aug. 27, 9 a.m. - 5 p.m., DURST CYCLES, 1304 W. University Ave., Urbana, IL.

8/26
The Tri-Sigma Ladies just wanted to say welcome back to Darren White and thanks for all you've done.

8/25
COME JOIN THE FUN! Eastern's fall fling: goin' to the tropics, thursday august 25, Grand ballroom. From 9 p.m. to midnight. DJ, door prizes, and food.

8/25
SUE ANN MCDONUGH: CONGRATS ON GETTING EGAGED! LET'S CELEBRATE SOON!! LOVE, KELLIE.

8/25
Congratulations Sara Shumard of Tri-Sigma on getting pinned to Mike Mann of Pi Kappa Alpha. Your Sisters are proud.

8/25
RUSH LAMBDA CHI! RUSH LAMBDA CHI! RUSH LAMBDA CHI!

8/25
KDR's—it's great to see you all back! I'm looking forward to a great semester with you guys. Love, Cathy.

8/25

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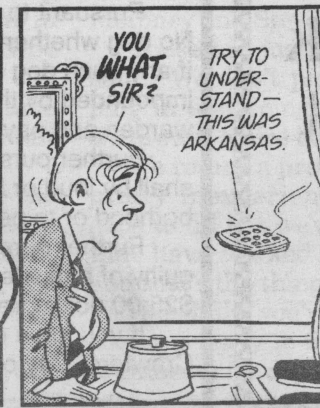
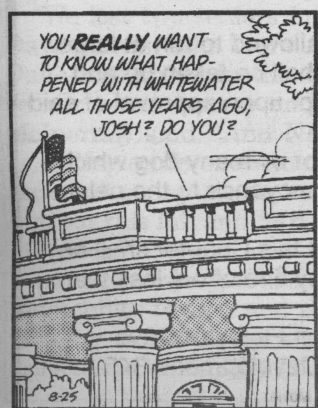
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Leading soccer scorers return

By DAN FIELDS
Staff writer

Cizo Mosnia has an interesting way to describe his leading scorer from last season, sophomore Brad McTighe.

"I hope he doesn't get hurt," Mosnia said.

Mosnia has a right to worry about his star goal-scorer, but if you look at last year's statistics, and this year's recruits, the offense shouldn't have to rely on only McTighe.

The two leading scorers last year - McTighe and sophomore Henry Ospina - are back to hopefully add to their list of accomplishments.

McTighe, this year's co-captain along with senior Robert Tomic, led the Panthers in the scoring department last season with 14 goals. That number was high enough to boost him into second among Mid-Con scoring leaders.

McTighe's other awards last season included All-Region, All-Conference, and the Mid-Continent Conference's Newcomer of the Year.

Which makes you wonder: Can McTighe possibly have a better season than his rookie one?

"Not to put any pressure on him, but I think he's got to do very well," said Mosnia. "But Brad is a finesse player and a very intelligent player who doesn't waste too many oppor-

tunities."

Mosnia also explained that McTighe's first season as a Panther may have put some pressure on him. But with a year under his cleats, McTighe may feel a bit more relaxed on the playing field.

"He's aware of everything that is going on right now, and he is much calmer," Mosnia said. "I think he's going to enjoy himself a lot more this year."

Ospina, a native of Barrington, had three assists, good enough for third on the team. His seven goals were good enough for second on the Panthers, behind only McTighe.

"(Henry's) not afraid to go and challenge somebody for the ball," said Mosnia. "He's got very good skills, a strong shot and is very quick."

"He's proven to us that he can play at the Division-I level."

Another newcomer to Eastern this fall is Rockford-Boylan recruit Eric Willson.

Although Willson stands a mere 5 feet 4 inches, Mosnia is quick to point out the qualities that brought him to Charleston.

"He's very quick and he's got good skills," Mosnia said. "I think he feels a little intimidation. He knows that he is a couple of steps behind."

"(But) right now, he's taking things in stride."

Eastern inducts Hall of Famers

When Darrell Brown was a long jump star at Eastern in the 1970s, he earned eight All-American honors and set the school record that still stands to this day.

On Sept. 17, at the Panthers' football game against Lock Haven State, Brown will take a further leap into the Panthers' record book when he's inducted into Eastern's Hall of Fame, joining five other Eastern athletic standouts.

Joining Brown, class of '74, will be Robert Lee, class of 1953; Tom McDevitt, class of 1956; Tim Pyznarski, class of 1982; Gene Savegnago, class of 1982 and Roger Sorensen, class of 1949.

For Brown, it's sure to be a sweet homecoming. In his three years, he led the Panthers to the national co-championship in the '74 NCAA College Division. He

has been teaching health education and directing the department of transportation for the Hoopston Area School District for the past 19 years.

Lee made his mark for the Panthers in basketball. The point guard guided one of Eastern's most memorable teams, the 1951-52 squad that finished with a 24-2 record, a berth in the NAIA National Tournament and an undefeated regular season record.

For McDevitt, he won 299 games in his 11 years, more wins than any other baseball coach in Eastern history. Twenty five players under McDevitt signed professional contracts.

He was also a four-year letterman for Eastern and played minor league ball with the St. Louis Cardinals organization. He is a current

major league baseball scout.

Pyznarski was a first-round pick in the major league draft after batting .433 with school records in home runs (22), runs (66), hits (77) and RBI (76) during his senior year. He also holds the school records for most home runs (36) in a season and most RBI in a season (156).

Savegnago earned four NCAA Division I All-American honors - while Eastern was just a Division II school. He was 42-3 his senior year, capturing a Division II national championship and finishing third in the Division I championship.

Sorensen was a standout tennis player as a No. 1 singles and No. 1 doubles player during all four years.

- Staff Report

Panther

◆ From Page 12

Wittke said. "He has come back in great shape and he is obviously very, very ready to play."

Wittke has stressed the play-action a lot in the preseason and will be trying to show many different styles in the passing game.

"We're a multiple formation team. We're going to spread people out, and we have to have the ability to throw the football to our people on the outside," Wittke said.

After Jensik and Calabrese, there are not many players with good experience. But

according to Wittke, three true freshmen have stepped up and are competing hard for the spots behind the two seniors.

One of them, Anton Manuel, has solidified the No. 3 spot and will definitely see time on the field, according to Wittke. He will work as both a wideout and as a punt returner.

"He's a mature kid for being a freshman, and he has handled the transition (from high school) well."

Levi Williams and Keith Peterson are vying for playing time behind Manuel. Although Wittke said they are not ready yet, he hopes they will develop and give some depth to the passing game.

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NOTICE REGARDING NUISANCES DECLARED

Pursuant to Chapter 2-9-3, please be advised as follows: It is hereby declared a public nuisance for any person owning, leasing, occupying or having charge or possession of any premises in the City to maintain such premises in such a manner that any one or more of the following subsections are found to exist:

(C) The parking of motor vehicles in front yard of premises except on parking lots built in conformance with Title 7, Chapter 14 of this code. (And; It is unlawful to park a motor vehicle in an area not designated as a parking lot, as per 7-14-7 of the City of Charleston Zoning Ordinance.)

(H) The keeping, storage, depositing or accumulation of bulk waste. The keeping of bulk waste shall not be permitted on open porches, carports, open garages, pavilions or similar structures.

Bulk Waste: The term "bulk waste" shall mean the following:

A. Appliances, including but not limited to: Washer, dryer, refrigerator, freezer, stove, television, water heater; or

B. Indoor furniture, including but not limited to: bed springs, mattresses, carpet, couch, chairs, cushions; or

C. Other items exposed to the elements not designed for exterior use.

(I) Any premises which is not maintained so as not to pose a threat to the health, safety or welfare of the public, is littered with animal feces, or which has improperly maintained trees, shrubs, or vegetation that pose a threat to the health, safety or welfare of the public or has conditions which constitute a mosquito harborage.

Violation of these ordinances is punishable by a fine of \$25.00 to \$500.00 at the discretion of the Court.

NOTICE REGARDING TALL WEEDS AND GRASS

Pursuant to Chapter 2-8-3, please be advised as follows:

It shall be unlawful for any owner or person in control of any lot, place or area within the City or the agent of such owner or person in control, to permit on such lot, place to area, or upon any sidewalk abutting the same, any weeds, grass over eight (8) inches in height, or deleterious, unhealthy growths, or other noxious matter that may be growing, lying or located thereon.

NOTICE THAT DOGS ARE TO BE CONTROLLED

Pursuant to Chapter 5-3-3, please be advised as follows:

No dog whether licensed or unlicensed, muzzled & unmuzzled shall be allowed to run at large. If any such dog is found running at large in violation of this provision, it shall be taken up and impounded by the animal control warden and shall not be released except upon approval of said warden and payment of appropriate fees.

Further pursuant to 5-3-5 (A), it shall be unlawful to keep or harbor or own any dog which shall by loud or frequent or habitual barking, yelping or howling cause annoyance to the neighborhood or to people passing to and fro on the streets.

Further pursuant to 5-3-6, any owner found violating any provision of this Chapter shall be guilty of a misdemeanor and upon conviction thereof shall be punished by fine of not less than \$25.00 nor more than \$500.

If you have questions with regard to these notices, please contact Jeff Finley or Dave Crawford, City of Charleston, Department of Community and Economic Development, 345-4741.

Panther defense using experience

Eastern's secondary returns two starters

By **RANDY LISS**
Associate sports editor

Experience is something that cannot be taught, no matter how willing the student is to learn or how much knowledge the teacher has to offer.

Playing time in game situations is a valuable thing, and that's something that Panther defensive backs have quite a bit of.

The starting secondary of Ray McElroy, Jay Buchanan, James Dorsey and Curt Ringhofer has a total of 76 games played at Eastern to

its credit, and backup cornerback Chris Brown started 11 games at linebacker for the Panthers a year ago.

Young and green should not be used to describe them.

Heading up the secondary is McElroy, a two-time All-Gateway Conference selection and preseason All-American cornerback who coaches say has a definite shot at playing in the pros. The senior from Bellwood finished second in the Gateway with four interceptions, led Eastern with 10 passes knocked down and contributed 40 tackles.

"Ray's got everything going for him," said defensive coordinator John Smith. "He's just got to have a good year and not worry about it. He has a tendency, if anything, to get too hyped about (the pros) and worry too much about it."

"He's just got to relax and

play and let his ability go."

At the other corner is Buchanan, a junior who picked off three passes himself and collected 28 tackles.

"Jerome's doing an excellent job," Smith said. "He's improved his ability to back pedal, and that was his weakness last year, so I'm really excited about him."

Dorsey will return to his strong safety position, where he finished second on the team with 87 tackles. The junior has been banged up as of late with a bruised ankle but should be back to 100 percent by next week.

Ringhofer, the Panthers' starting free safety, started only one game last year, but saw action as the team's nickelback in all 11 contests, collecting 32 tackles and an interception.

"It's solid," said coach Bob Spoo of his defensive backs.

"These kids are all experienced. Buchanan has had a very fine camp, and Ray is obviously as consistent as you can get. (Dorsey) will be back and Ringhofer has played very well. We've got about five or six secondary men who are very solid."

Sophomore Chris Brown started 11 games at linebacker last year, where he collected 57 tackles and picked off two passes but was moved to the secondary because of his versatility, which allows him to backup both the corner and safety positions.

"We moved Chris simply because we thought it would help him and the team and give us more depth in the secondary," Smith said.

"We're really solid No. 1. I think we've got a pretty good set of backup corners. Brown stepped in and did a pretty good job."

Coaching

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stint at Cincinnati and a 61-62 mark at Wilmington.

A graduate of LaSalle High School in Cincinnati, Schmitz earned degrees in psychology and sociology from Wilmington in 1979. He later earned his master's degree in sports administration from Ohio State.

He explained his 1990 move from head coach at Cincinnati to assistant coach at Mississippi as a career move that exposed him to college baseball in the South.

"I think I could have stayed at Cincinnati forever and been happy there," Schmitz said.

Schmitz gained a reputation as an expert recruiter while at Mississippi. His 1993 recruiting class was ranked 17th

nationally by Collegiate Baseball Magazine.

He said that recruiting dealt mainly with the Chicago and Cincinnati areas. Schmitz said if given the Eastern job, his recruiting efforts would concentrate mainly on in-state players, especially those out of Chicago.

The Eastern job came open last month when Dan Callahan, the Panthers' coach since 1989, resigned to take the same position at Southern Illinois at Carbondale.

Lyle Smith, long-time assistant coach at Iowa State, visited campus Monday to interview for the position.

Bob McBee, Eastern athletic director, said he hopes to have a new coach hired in time for the Sept. 7 start of the fall season.

Local instructor named golf coach

By **JOHN BATES**
Staff writer

From California to Florida, Mike Moncel has made a stop at Eastern - as the Panthers' new golf coach.

Eastern hired Moncel, a golf instructor from Mattoon, in mid-July after last year's golf coach and assistant athletic director, Paul Lueken, found employment elsewhere.

Moncel, 31, has traveled across the country at country clubs, biomechanical schools, and golf schools across the country for the past eight years as well as giving lessons at the Mattoon Driving Range - all of which he plans to continue while he coaches the Panthers.

"Golf coaching is not a full-time job," said Moncel. "It's something that



I can do while I'm around here."

As for being a coach, this will be Moncel's first time, but he doesn't think that teaching golf is much different.

Moncel said, "I still have to teach the kids; I have to work the kids."

At 14, Moncel began playing golf.

During high school he was also on the track and field team and the baseball team, and he played basketball and other sports as well.

After high school he went on to the University of California in San Diego,

then to the San Diego Golf Academy where he received his golf management degree.

He gained further experience as an understudy to some of the top golf instructors in the country such as Jim McClean at the Doral Resort in Miami, Jim Suttie, a two-time PGA teacher of the year and Gary Wiren, who also received PGA teacher of the year honors.

As for the Panthers, Moncel will be making the final cuts on Friday before the Eastern Invitational held on Sept. 6 at noon.

So how well does the first year coach think the Panthers will perform?

"It's hard to tell," said Mancel, "but I think we'll probably be better than people think."

Cros country team looks to championship

By **JOHN COX**
Staff writer

After losing a team's top three players, would a coach be called crazy for setting a goal like winning a conference championship the next year?

John McInerney, men's cross country coach, set that goal for this year's team based on what he's seen from his new Panthers and the ones that are returning. McInerney calls it depth.

"We lost two seniors in Jeff Trask and Dave Lewis, who were All-Conference. Dave was third in the conference last year in cross country and Jeff was fifth," McInerney said. "And Nate Shaffer, the defending conference champ, has a pretty serious foot injury, so we're just holding him out this fall and he'll come back for a fifth year."

Shaffer's injury, a common one where the Achilles tendon and the heel connect, is being looked at by a specialist. He is expected to be healthy for next season.

Meanwhile, big spikes need to be filled. And for the first time, the men's cross country team has had to trim its number of runners from last year's 33 to 15.

"We've got 17 guys, and we have to get it down to 15. That's not going to be real pleasant," McInerney said. "We've got 17 quality guys, and, unfortunately we have to let two of them go."

"It's really against my philosophy and the philosophy we've had on the men's side for the past 25 years, but it's being mandated by the federal government in terms of Gender-Equity and Title Nine and things like that."

"It's unfortunate that we have to take opportunities away from the men, but we've got to get things to balance."

Among those 15 Panthers to make the team are some tough competitors. Steve Cunningham, a junior, and Rodger Ebert, the team's only senior, were among the team's top 10 runners last season and will add experience.

Justin Weiss, who ran track last year,

will be making his debut on the cross country team. McInerney thinks his solid running will make him a leader.

According to McInerney, Dave Venhaus, a junior, has really come on and Rick Wolden, a sophomore, had an outstanding summer.

"A lot of these guys don't have big, fancy stats, but they're doing a good job," McInerney said.

Freshmen that McInerney foresees contributing are Art Goodman, Todd Moroney and Steve Buti.

"Those are just surprises," McInerney said. "We don't plan on freshmen stepping in and doing big things for us, but it's always a nice bonus."

"We return a pretty solid group, but it's pretty inexperienced. We've got some gaps to fill but we've got some good guys that have worked through the summer and that's the thing."

"Hopefully, you've got those back guys that are ready to fill in. That's one of my arguments for depth."

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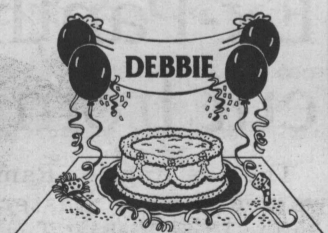
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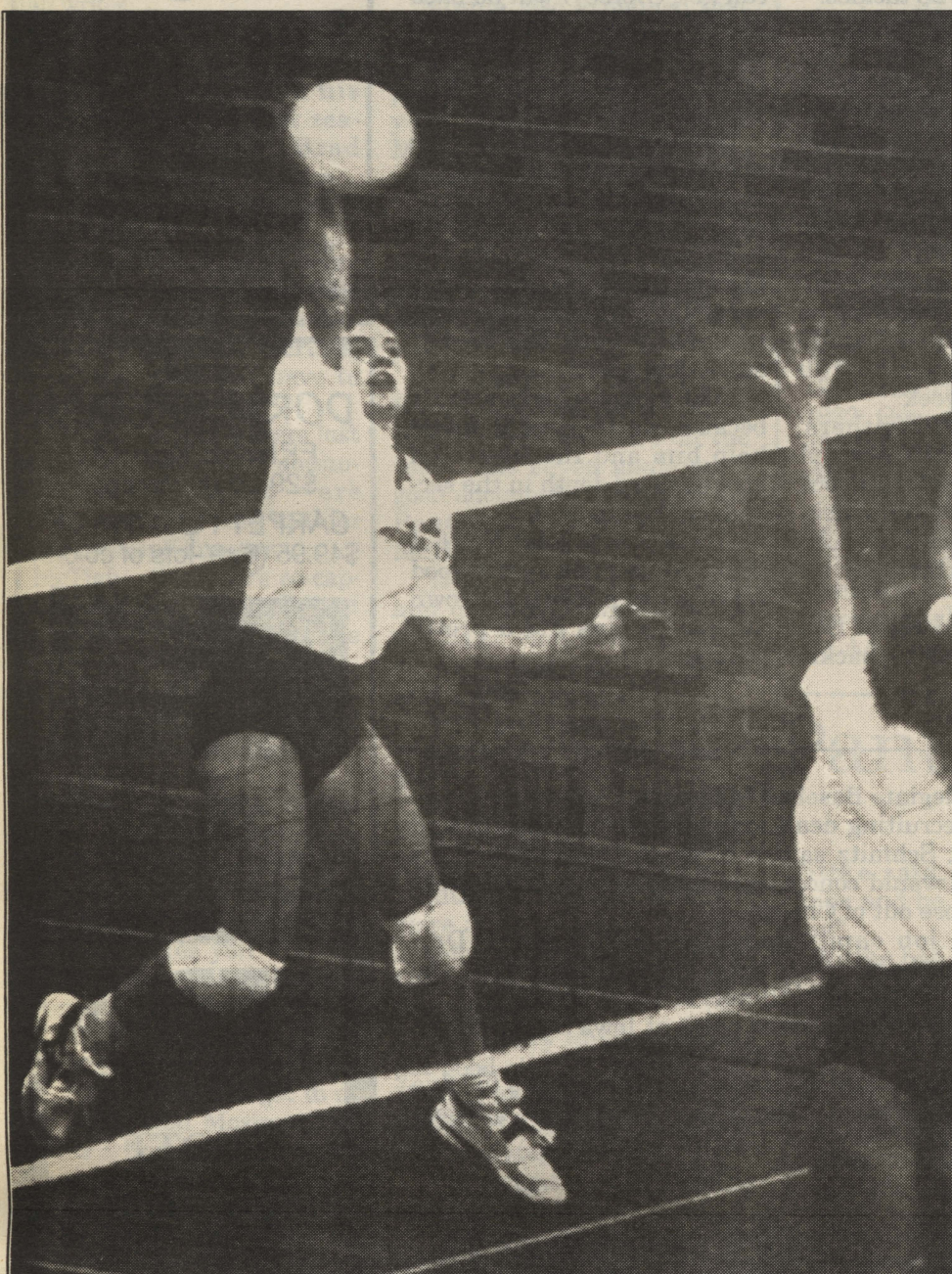
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DEE ANN VILLECCO/ Photo Editor

Senior outside hitter Kaaryn Sadler spikes the ball over an opponent Wednesday in practice.

Eastern netters boast some veteran hitters

By ANTHONY NASELLA
 Staff Writer

Just like the past several volleyball seasons, this year's Lady Panthers' squad arguably boasts the most experience — and potentially the most talent — in its outside hitters.

Three of the five players returning are seniors, with Kaaryn Sadler, first-team All Mid-Continent Conference selection, leading the way.

And with experience and talent as selling points, Sadler and fellow senior Sherri Piwowarczyk will be called upon to provide the necessary leadership for Eastern, who finished 17-17 last season.

"Leadership is important," Sadler said. "And it's great when you have everyone playing well, doing a great job as everybody has. They're all talking and communicating. So I'm really encouraged."

"The freshman are also going to help us," Piwowarczyk added. "We're going to have to win as a team."

Head coach Betty Ralston said she is remaining optimistic — while waiting for the young middle hitters and setters to develop — that Sadler won't fall into the same senior difficulties that graduated standout Kim Traub faced in 1993.

"Last season everyone was keying on Kim," Ralston said. "And Kim was never able to get back to the form of her junior season. A lot of it had to do with less conditioning."

That, Ralston believes, has made

Sadler realize the importance of staying in top physical condition.

"I think Kaaryn is working that much harder to make sure what happened to Kim doesn't happen to her," she said.

But, despite the lofty expectations, Sadler is not putting any pressure on herself or her expected performance on the court this season.

"I'm not looking at last season," Sadler said. "It's a whole new season, new setters and new team. I'm going to do what I can and what I know I can do for this team. I can't promise last year's numbers. I'm just not worrying about it."

Ralston, meanwhile, also said she has been impressed with the strides made by junior outside hitter Heather Brewster, who only played in about half of Eastern's game last season.

"She came here in better shape and a lot stronger than I've ever seen her look before," Ralston said. "She could definitely help Kaaryn and Sherri in relieving some of the pressure. She's ready to go."

"I've been lifting weights in order to get stronger and I think it has worked," Brewster said.

Sadler, who became just the third Lady Panther to compile over 400 kills and digs in the same season, is keeping her eyes set on the Mid-Continent Conference postseason tournament.

"That's where we want to be," Sadler said. "And with this team, I think we can get there."

Panther coaches look to improve receiving corps

By PAUL DEMPSEY
 Staff writer

Offensive coordinator Roy Wittke is not going to pretend he has a lot of depth in the receiving corps.

He doesn't.

But that has not stopped him from trying to create a pass threat that will take some pressure off of the run game.

"I'm not naive enough to say that Willie High is not going to get the football a lot," Wittke said. "He is going to. He's going to be a guy that we're going to feature."

"But we have to be able to balance that, not only with getting the ball to

"We are a multiple formation team. We're going to spread people out, and we have to have the ability to throw the football to our people on the outside."

—Roy Wittke
 offensive coordinator

other people in the run game, but maybe more importantly, we have to balance it with the threat of being able to throw the football."

Greg Jensik and Jason Calabrese return to a depleted wide receiver

corps as the main targets of new starting quarterback Pete Mauch.

Wittke said he was impressed with Jensik's big play ability in the preseason and that he will definitely be the No. 1 receiver on the field come game

day.

"Greg Jensik has had an outstanding camp," Wittke said. "He will be our featured guy out there without a question."

"We have to find as many ways as we possibly can to get Greg the football."

Calabrese will join Jensik as a starter for the Panthers this year. After being sidelined last season with a wrist injury and missing a week with a knee strain in the preseason this year, Calabrese is finally healthy and ready to get back on the field.

"He had a good spring, but he has really stepped it up a notch this fall,"

♦ See PANTHER Page 10

Ex-Panther Fichtel cut from NFL team

The Los Angeles Rams waived former Eastern center Brad Fichtel Tuesday, as NFL teams cut their rosters to 60 players.

Fichtel spent last season on the team's practice squad after being selected in the seventh round of the 1993 draft.

Fichtel was an Associated Press second team All-American selection in 1992. He also earned All-Gateway honors in that, his final season with Eastern.

Fichtel was also released by the Rams in late August last year but was later picked up for the practice squad. Whether he will be picked up again this year is not clear.

Two former Eastern players still hold jobs on NFL teams. Punter Jeff Gossett is with the Los Angeles Raiders and nose tackle John Jurkovic is with the Green Bay Packers.

— Staff report

Baseball finalist understands transition of Eastern sports

By ROBERT MANKER
 Sports editor

Jim Schmitz knows the Eastern athletic department is a department in transition.

"If you pick up the NCAA News, there are more ads for jobs at Eastern Illinois than any other university," Schmitz said.

But that doesn't stop him from wanting to be the Panthers' new baseball coach.

The second of two finalists for the vacant position visited campus Wednesday, asked many questions and evaluated the prospects of moving his family from Mississippi to Charleston.

Schmitz, married with two daughters and a baby due in November, coached for four years at the University of Mississippi under former Major League Baseball player Don



Kessinger.

He resigned after last season to begin what he called a full-time search for a job as a head coach.

"I really want to get back to being a head coach," Schmitz said. "That's my main goal — to run my own program."

Schmitz did that twice before, for four years at the University of Cincinnati and for three years at his alma mater, Wilm-

ington (Ohio) College.

He compiled a 103-101 record during his

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