

Administration, faculty criticize each other as conflict over promotion rate continues

By Cheryl Dennison

Instructors claim the administration demands too much from the faculty. The administration charges the faculty expects automatic promotion.

And the administration-faculty dispute concerning promotions continues at SJSU.

Either the SJSU faculty is the most "unmeritorious" in the CSUC system, or the criteria for promotion has been set too high, claimed Dr. Jack Kurzweil, president of the local United Professors of California (UPC).

Kurzweil based his charge on two surveys conducted by separate organizations.

Dean of Faculty Robert Sassee said, however, a third interpretation of the data is possible.

A survey completed by the state-wide Academic Senate found SJSU ranked last in the CSUC system in the percentage of top-level associate professors promoted to professor in 1975-76.

SJSU promoted 14 per cent of its associate professors. The campus with the next lowest total, Hayward, promoted 30 per cent.

Of the campuses with 18,000 to 27,000 students, the rate ranged up to 60 per cent.



Dean of Faculty Robert Sassee

"Over the past number of years," Kurzweil said, "the faculty organizations, particularly the UPC, have felt the administration has been using very unreasonable criteria for promotion. This survey came along and backed up what we had been saying."

The most objectionable promotion criterion is the administration's alleged "publish or perish" attitude, Kurzweil said.

"The administration, the president in particular, has made publications the major criterion for promotion," Kurzweil said.

"Using his power, he has forced his standards on the promotion process, especially with the university promotion committee."

Faculty who are strongly recommended for promotion by their schools are often "shot down" at the administrative level, primarily on the principle of publishing, Kurzweil added.

Countering Kurzweil's charges, Sassee said, "I'm sure our faculty is not substandard, and our promotion standards aren't too high."

The comparison of the number of promotions to the number of top-level associate professors is not a valid basis for determining the quality of the promotion decisions, Sassee said.

The only valid way to judge the process would be to inspect each case individually, he added.

"Or you could do what I did two years ago," Sassee said.

He said he surveyed the previous five years and found that 70 per cent of the 980 regular faculty members either had been promoted to



Prof. Jack Kurzweil

associate or full professor or were already at that level.

Sassee has no copies of that survey, he said.

"The UPC is basing its arguments on the wrong assumption," Sassee said. "They assume that eventually all associate professors should move up to professor and that's wrong."

To earn promotion, a faculty

member must prove some activity in two of three areas: effectiveness in academic assignment, professional contributions and activity, and scholarly and creative achievement.

"Of course, one of the areas has to be good teaching," Sassee said.

This policy is less stringent than the promotion policies pre-dating 1973, when faculty needed achievement in all three areas, Sassee said.

"Effectiveness in academic assignment" includes good teaching ability, committee work and service to the college.

Work in professional organizations, community service and other off-campus activities are "professional contributions."

Included in "scholarly and creative achievement" are publications, research, art work, concerts, public lectures and papers.

"This is not a 'publish or perish' philosophy," Sassee said. "If there's no scholarship or professional involvement, a truly exceptional instructor would still be promoted."

"The converse is just as true," he added. "A bad instructor who publishes won't get promoted. You just don't hear about that."

Work outside the classroom is necessary to keep the instructors current in their fields, Sassee said.

"It's one of the best signs of a good teacher, but it's not infallible," he said.

Robert Duman, former UPC president, said the administration requires scholarly achievement primarily to bring SJSU prestige.

"They want to make this campus the 'Princeton of the West,'" Duman said.

"Prestige is always a concern," Sassee said, "but it's not the reason for this policy. It's just more to the nature of a university to make a teacher earn his promotion."

Duman is seeking arbitration over President John Bunzel's denial of his promotion to professor.

Duman charged that the administration's publication policy violates the Master Plan of Higher Education, which states, "The primary function of the state colleges is the provision of instruction . . . Faculty research is authorized to the extent that it is consistent with the primary function."

"He's wrong," Sassee said. "The master plan says what can be funded with state money. The funding of research is reserved for the UC system. It has nothing to do with the criteria for promotion."

UPC President Kurzweil also criticized the administration for only using 50 to 60 per cent of the funds supplied by the state for promotions.

In a table compiled by the state-wide UPC, SJSU used 55 per cent of its promotion allocation in 1975-76. The one campus lower was Bakersfield with 35 per cent.

Campuses with between 18,000 to 27,000 students ranged from 65 to 115 per cent, except SJSU.

"It's better to get more money than you need," Sassee said. "Promotions ought to be given on individual merit."

Explaining why SJSU spends a lower percentage of its promotion funds than 17 campuses, Sassee said, "Maybe we just take it more seriously than the others. But I don't want to comment on the other campuses."

(Continued on page 6)

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Students given 850 administrative F's

By Dave Murphy

At least 850 "F" grades were given to students last semester for failing in the Office of Records instead of the classroom.

Those were the so-called "administrative F's," given to students who failed to officially drop from classes they had registered in.

Associate Director of Records Jack Tuthill said that of the 3,991 failing grades given at SJSU last semester, 850 of them were assigned by the Office of Records.

Tuthill said he is certain that many instructors also gave out administrative F's to students who stopped attending their classes, but there is no way his office can estimate how many of those failing grades were given out.

There were 97,343 grades given out at SJSU last semester, according to Tuthill.

Ombudswoman Jo Ella Hannah said many students have come to her saying they received "F's" in classes they had never attended, although they may have signed up for them during advance registration.

"The administrative F policy is a difficult one for me," she said. "It seems to be extremely harsh, yet I understand the reason for it."

Hannah explained that enrollment figures determine how many tax dollars go to SJSU, and it is unfair to the taxpayers if they are paying for a student who doesn't attend class.

She said giving an administrative F to a student who never attended a class was really penalizing him, and hurting his grade point average, because he didn't do the necessary paperwork instead of failing in the classroom.

Hannah said it is easy for a student to drop a class right now, as all he needs to do is get the instructor's signature and turn in the drop form to the library south entrance.

The procedure becomes a bit more difficult for students trying to drop classes after this week.

From the fourth through the 13th weeks of the semester, a student must have "serious and compelling reasons" for dropping, according to Dean of Undergraduate Studies Robert Whitlock.

For a student to drop a class during that time, he must receive signed permission from both the class instructor and department chairperson verifying that he had "serious and compelling reasons."

In addition, any students withdrawing from their classes then will receive a "W" (withdrawal) grade which will go on their record but will not hurt their grade point average.

Whitlock added during the fifth and sixth weeks of every semester an "enrollment verification" slip listing which courses a student is taking, is mailed to students enrolled at SJSU.

He urged all students to make sure they receive that information, and said they should contact the

Office of Records if they haven't received it by midterm.

Whitlock said there is usually no problem for a student to drop a class which he has never attended if he withdraws before the 13th week.

"If a student never attended his class, that could be considered as a serious and compelling reason," Whitlock added.

After the 13th week of the semester, Whitlock said students can withdraw from classes only because of "reasons beyond their control," such as a serious accident or illness.

Whitlock said students trying to drop a class at that time must show what their reasons are for dropping, and they need signed permission from the instructor, division chairperson and dean presiding over that class.

Whitlock said, however, that the best remedy for the administrative F problem is for students to make absolutely certain they are withdrawn from any classes they were registered in.

Besides checking the enrollment verification slip, Whitlock also advised that students be very careful when filling out add or drop forms.

He said sometimes students have filled out a drop form with the wrong class code number, and they are not officially dropped from the class

because the computer cannot adjust for the human error.

Whitlock added that if a student makes an unintentional error like that, the problem is eventually remedied.

"If the student makes a good-faith effort to drop the course, and it can be documented, you give them the benefit of the doubt," he said.

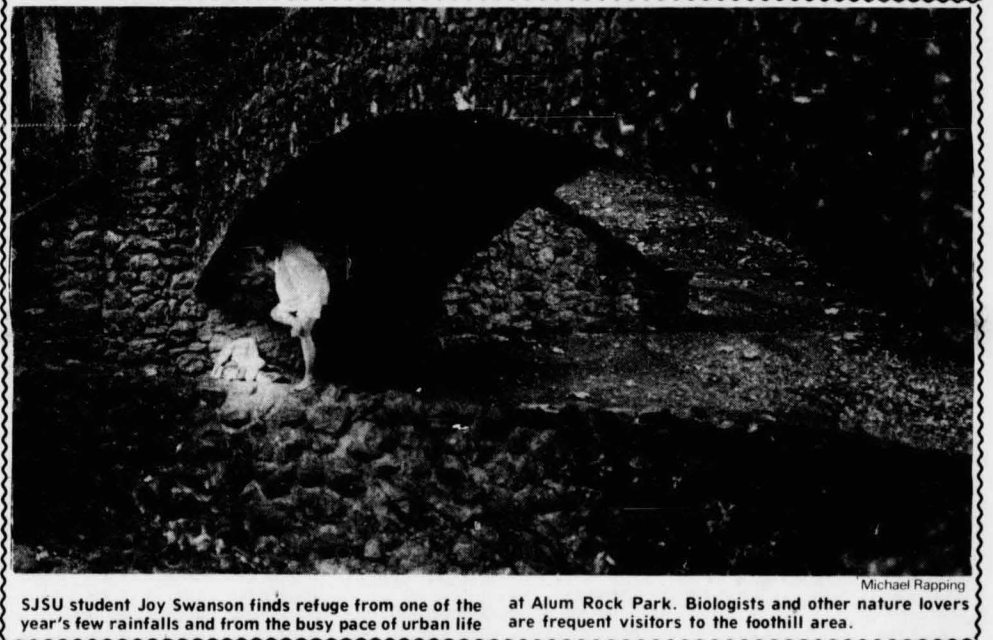
Whitlock also said several times a student will sign up for a class during advance registration and then receive a different section of that class because the section they requested was full.

"I have seen too many cases where the student believes that because the computer searched and found another section of his course, it is a mythical enrollment that he doesn't need to do anything about," Whitlock said.

He said that was wrong — the student needs to officially drop the class anyway.

Whitlock also pointed out that there is a strong possibility that the CSUC system will change its policy next semester and give a student who unofficially withdraws from a class a "U" (unofficial drop) grade instead of an "F."

However, that change would still not help a student's grade point average because the "U" would have the same grade point value as an "F."



SJSU student Joy Swanson finds refuge from one of the year's few rainfalls and from the busy pace of urban life at Alum Rock Park. Biologists and other nature lovers are frequent visitors to the foothill area.

Campus area towing service seizes illegally parked cars

By Bill Weeks

If the SJSU parking chaos has made you decide to take a course in "Creative Parking of an Illegal Nature" as your first class of the day, the Schaller's Towing Company warns you to be ready for a stiff

registration fee.

According to Rene Barrera, the owner of Schaller's, 30 East Julian Street, the towing service has towed more than a car a day from around the campus since the beginning of this semester.

The fine for towing a car from the campus grounds is \$20. Towing usually comes after three parking violations, but it is totally up to the University Police. Schaller's is called whenever the university needs them.

If your car is towed from an off-campus location, the fine is \$22.50 plus a \$3.25 storage fee if you fail to claim your car in four hours.

Barrera noted his towing service has had a contract with SJSU for five years and the "student discount" on towing charges comes from Schaller's, not from the university.

He mentioned that the Lucky Market parking area on Santa Clara Street and the MacDonald's parking lot on San Carlos Street were two of the most popular places both for illegal SJSU parkers and for Schaller's tow trucks.

"The odds are in your favor, but people who ignore the signs are really taking their chances considering the penalty involved," Barrera said.

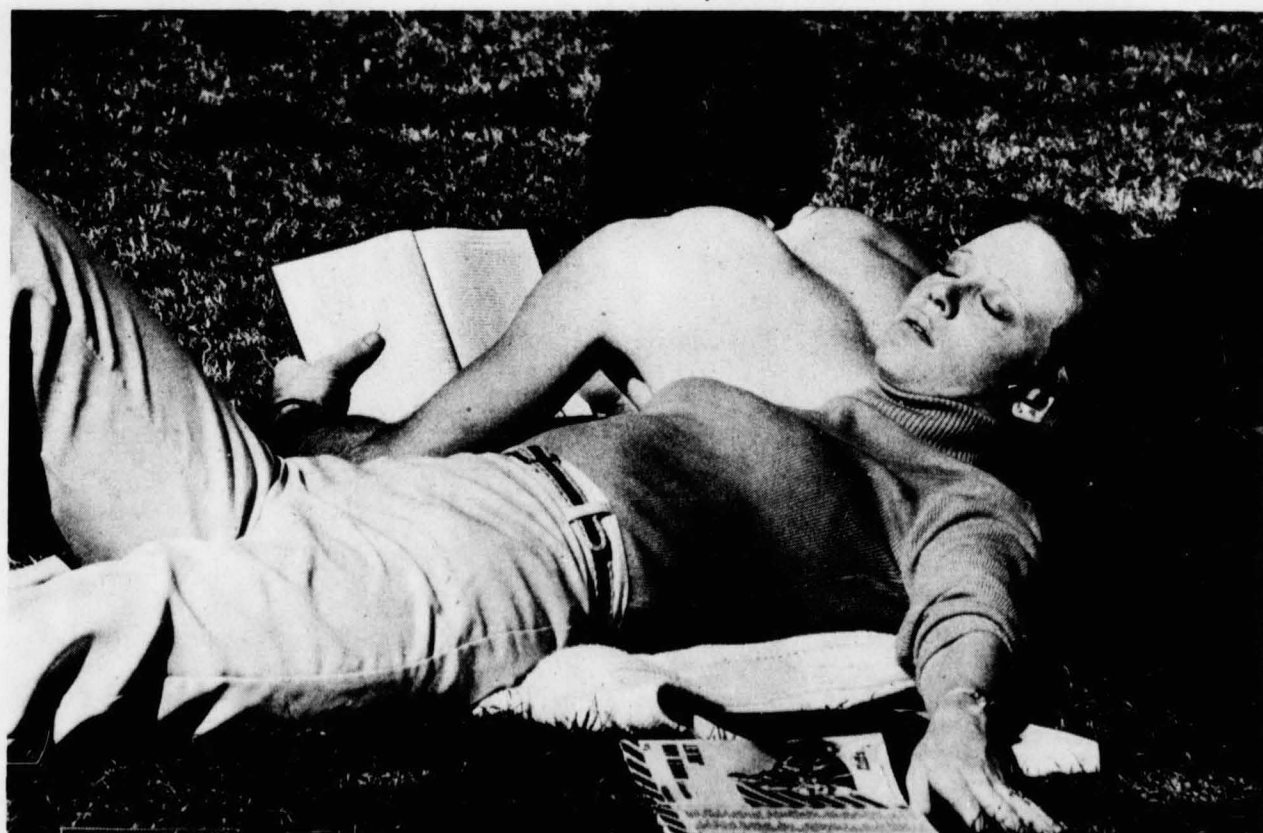
Richard Kiernan, a SJSU business major, took his chances at the San Carlos Street MacDonald's and lost.

"At first, I thought my car was stolen," he said. "But when I called the police department they told me I had been towed. Then I found out I was out \$22 bucks and tried to get the guy to let me off, saying I was broke. Not a chance in hell . . ."

Weather

Continued fair with high clouds. Highs in the low-70s, lows in the mid-40s. Light winds and high pollution counts.

SJSU Meteorology Department



This is the coldest winter in history . . . east of the Rockies. But Rob McConnell (top) and Teri Rix are oblivious to anything remotely resembling cold weather. McConnell, a biology major, uses his time efficiently, getting a tan, while attempting to read. Rix, far less presumptuous, lays with her head on

a considerable cushion. Similar sun fans, if not similar cushions, may be found on the campus lawns for the remainder of the week. The hot weather is expected to continue through today, according to the SJSU Meteorology Department.

HUSTLED



other ideas

Student's recipe for atom bomb could whet crackpot's appetite

By Kevin Dwyer
Man's inventions have always fascinated me. From the intricate electronics of the pocket calculator to the monolithic immensity and economy of the skyscraper, man has surely etched his place on earth for time unto infinity.

But one such invention, situated somewhere between the coming of the airplane and the pill, is beginning to wear thin on my palate.

In fact, so abhorred am I by this demonic infiltrator, that I've discovered patches of grey in my hair from worry as well as an emotional side effect I call "The let's not mass-produce atomic bombs paranoia blues."

Kevin Dwyer was a Spartan Daily staff writer last semester.

As you can readily detect, my pet phobia centers around the rather absurd notion that some crackpots will somehow locate a classified version of "How to make an atomic bomb" and begin launching 'em into my precious space.

Nonsense, right? Hell, that's the kind of stuff science fiction freaks curl up to. It's the kind of wild notions guys like Vonnegut and Asimov make their bread and butter by.

But it's not realistic.

No man or woman in their right karma, with good credit and a Farrah Fawcett poster is going to believe that our national security is that vulnerable, are they?

Well, hold your blue jeans tight, because a tale similar to the aforementioned could be unraveling itself before our very eyes.

You've heard of John Phillips, haven't you?

Well, if you haven't, he's the Princeton pizza whiz who dabbles in physics and managed to design an atomic bomb between bites of the spicy stuff.

Phillips, who recently designed the bomb for a physics paper, gathered his information quite legally — through the library and public governmental papers he obtained through the mail.

All fine and dandy, except that Phillips has received an influx of mail from crackpots and foreign governments (Pakistan and France) demanding his nuclear recipe.

Fortunately for apple pie and Chevrolets, Phillips is an honest American who quickly quelled the demands and reported them directly to the C.I.A. and Senator William Proxmire.

Of course, we must realize that John Phillips is not an ordinary student. No, he's an Ivy Leaguer with money in his pocket and a secure hold on his future.

But let's consider, for one dangerous moment, the real possibility that Phillips was just an ordinary student, low on money, insecure about tomorrow, let alone the future.

The possible scenario is frightening. Even DeSade would have trouble conceiving it. A poorer John Phillips may have yielded to the dollar potential of his diligence and help create another nuclear fortified nation. Whew!

The point of all this rambling is that events in this crazy world often occur simultaneously, which leads me to believe there may be other John Phillips' lurking about, thinking about designing atomic bombs but maybe for reasons other than a Physics class.

A bit scary, I'd say.

It seems our over-budgeted Defense Department, then, must be springing leaks, especially when an inquisitive student can legally discover what should be one of our most sacred secrets.

I'm not advocating governmental secrecy, just a shift in priorities. Because one stray bomb lodged in the wrong hands could change brownout to fallout.

Letters

'One innocent' might be you

Editor:
I must also reply to Prof. Hendricks' hasty thoughts in his Feb. 14 letter.

He stated that "It's worth the risk of executing one innocent person once in a million times to save hundreds of innocent lives."

Perhaps the good professor might, along with those who agree with him, reconsider their positions if they were faced with this situation:

What if you or a loved one was picked as that "one innocent?" If you can honestly say you would have it so, then I tip my hat to you. You are courageous indeed.

Dale Cook
Mathematics senior

Limit growth, Colla's term

Editor:
There is a limit to growth in San Jose. It is not really something that can be debated or compromised.

There is a quality of life in San Jose as well. This, unfortunately, is all too vulnerable to debate and compromise. It is becoming more apparent that one of the biggest threats to the quality of life is one San Jose councilman: Joe Colla.

"If you plan it right San Jose could never be crowded." So says Joe. "Denser housing is what the city needs to solve its economic woes." Yes, Mr. Colla, we could build San Jose in layers, several layers high, and charge more tax to be on the top layer, so that it would be possible to tell if the sun is out.

Every layer could be served by its own freeway. Imagine the beauty (as well as economic stimulus) of seven stories of freeway. We could shoe-horn in a few houses between existing houses. We could subdivide a one-sixteenth acre lot. There is, however, a limit to it.

What happens to man in the meantime. Mr. Colla? What happens to his hopes, his dreams, and even his relation to Maslow's hierarchy of human needs?

Mr. Colla has moved his base of operations from City Hall to allow him to avoid the "isolated phone calls and complaints about zoning and street problems." His office is now his drugstore. This must greatly facilitate getting those wishing to voice their opinion to do it elsewhere.

Out of sight, out of mind! I find this very ironic that Mr. Colla doesn't wish to hear complaints about street problems when he champions the cause for building more freeways.

Joe blames downtown decay on the council "non-entities who know nothing about business." I sincerely doubt that it is the "lack" of businesses that make people stay away from the downtown area.

People stay away because they dread the dirty streets and alleyways, the heavy traffic, the lack of any alternative form of transit short

of the infrequent bus, and the lack-luster reputation that other council members are trying to change.

Now Mr. Colla proposes denser housing. We could always turn the suburbs into the image of downtown.

Yes, Joe Colla is a crusader. He champions all the things that add to the irritations of life. There is a limit to growth.

Hopefully, there will be a limit to Joe Colla's term of office. Is it true, Joe, that you wanted to build another drugstore where the Performing Arts Center stands?

Bob Barry
Environmental Studies senior

An open letter on cutbacks

Governor Brown:
I am a senior at San Jose State University. The newspaper clipping I am enclosing is out of our school newspaper, the "Spartan Daily" Feb. 15, 1977 issue.

As my red marks indicate, I am inquiring about state funding cutbacks due to low enrollment expectations.

My question is, who decides what areas to cut back on allocations? If it is the state, I would like to voice my opinion on the allocation.

It seems the state is extremely reluctant to reduce or dismiss instructors and office staff. Of the cutbacks presented, 49 per cent came from university equipment and 19 per cent from faculty positions.

This translates into my language as the state is so intent to keep employees they are screwing the customer: ME; The Student. 49 per cent of the cutback is coming directly out of services this college needs: student equipment, services, facilities, upkeep, modernization, etc.

Have you seen pictures of our swimming facilities? We are not seeing any of these improvements just so you only have to cut back only a precious 2.3 faculty positions. For a 400-student drop, that is.

The only logical explanation to this allotment that I can see is you care less about the public education system's quality (parents' tax operated) than cutting back faculty appointments. I feel this trend must stop and I will do everything I can at the polls to see this problem averted.

Ken Newbury
Aeronautics senior

Bedroom tax for urban lax

Editor:
Being a South County resident, I can understand the problems faced by such farmers as the Lesters of Monday's front-page article.

Growers from Coyote to Gilroy are almost the only victims of the suburban tidal wave which, according to one report, has caused 20 per cent annual growth in Morgan Hill alone.

It seems the only way for a grower to make a buck is to sell his land before the rapidly developing land around him taxes him into

bankruptcy. Much like an inflationary spiral, a developmental spiral begins, with a few growers bailing out to developers, property taxes being raised, more growers forced to sell, more development, more farms and orchards sold — pretty soon, Presto! Instant San Jose!

Last year, the county tried to establish a 10,000 acre "agricultural preserve" near Gilroy, with prime growing land locked into agricultural use for 50 years in return for a partial tax concession on the land.

The proposal was overwhelmingly rejected by local growers. They realized the inevitability of tracts and more tracts, and only wanted a chance to save their shirts.

Perhaps the only way to solve the problem of urban sprawl is a bedroom tax for new housing units, or restrictions on growth such as Petaluma tried.

I speak somewhat smugly about all this suburbanization, yet I'm probably as guilty as all the rest, having fled to San Martin with my family from San Jose in 1973, before the Big Boom.

Usually, the ones who complain most loudly about the citification of the country are the ones who fled suburbia themselves.

Chris Georges
Photojournalism sophomore

Opinion

Search for status alive in 1977

By Herb Barrows

The search for status continues in 1977. Ever-changing likes and dislikes of today's consumer are interesting to note.

A recent issue of U.S. News & World Report surveyed some of the latest consumer fads in the San Francisco-San Jose metropolitan areas.

Herb Barrows is a Spartan Daily staff writer.

What's in: indoor plants, recreational vans, discos, jogging, personal wine cellar, your own winery (rich), faded jeans, imported faded jeans (the young), opera season tickets, Transcendental Meditation and est, and pottery making.

And now for the laundry list of what's out: pedigreed cats and dogs,

swimming pools, night clubs, St. Bernard dogs, long hair (both men and women), double-knit suits, mink coats, initialed accessories, costly French wines, and chauffeurs (again for the rich only).

You can obviously notice these trends at SJSU. When walking by Hoover Hall windows full of exotic plants are visible. Or notice the overwhelming numbers of students wearing faded jeans in your next class.

Everyone has their tastes regarding what they wear, what they eat, and trend-setting fads they follow. Students as a group are very conscious of their own tastes and those of others, too.

We should be aware that someone is promoting what is in and what is out. Usually advertising plays a key role in determining this.

We should also take the latest of what's in with a grain of salt and make our decisions.

Let's look at two specifics. Vans, perhaps symbolizing the "care-free" lifestyle of California, are very in. But someone (General Motors, most likely) is making a profit.

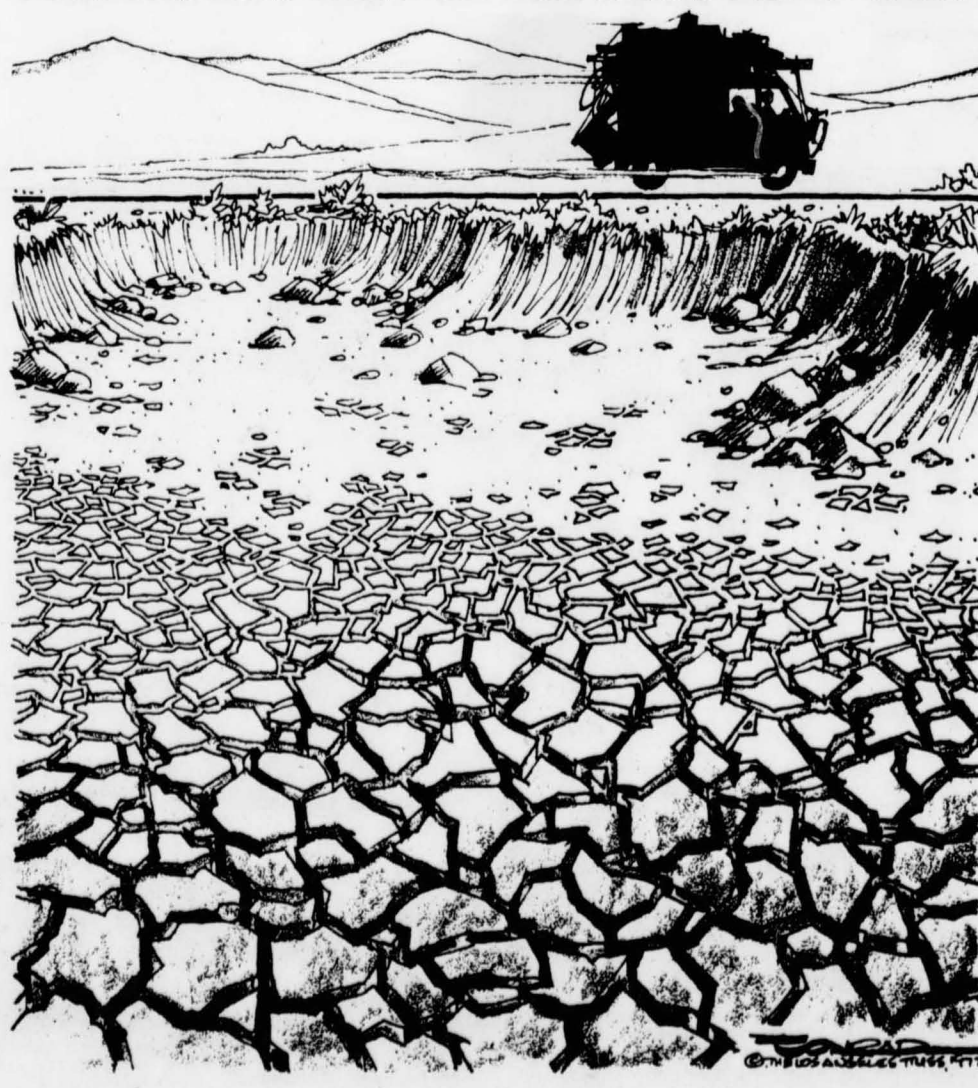
If you really desire a van then buy one. But don't make the purchase just because of peer pressure or advertising. Many elaborately decorated their vans probably because it reflects part of their personality. That's okay.

Or bicycling is very in. However, it doesn't mean you have to buy a 10-speed. A suggestion: make a list and decide for yourself what is in and what is out.

For me the study of genealogy (partly inspired because of "Roots") is in. I consider it a fun way to discover your past by writing to relatives and doing research.

What's out for me is ties. I have one request in my will. It is never bury me in one.

'OKLAHOMA, HERE I COME, RIGHT BACK WHERE I STARTED FROM...'



Write Us

The Spartan Daily encourages your comments regarding editorials, comments, news stories or anything you might have on your mind.

Letters may be submitted at the Daily office (JC 208) between 9 a.m. and 5 p.m. Monday through Friday or by mail.

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Richard Johns

Nowhere left to go but up

Heads are turning to Vitalis... Not even the finest hair tonic would be able to relieve these looks of dismay of these three ancient remnants. The Palace of Fine Arts in San Francisco is refurbishing the huge columns that grace the entrance to the beautiful museum.

Mental energy sought

Rainfall ritual today

Dr. Thornton Hooper believes he may have a cure for the California drought, but he needs help from SJSU students. The 59-year-old SJSU associate professor of counseling has arranged for a rain-making ceremony to be held in the pit near the S.U. Amphitheater at 11:45 this morning.

any Native American's anger," Hooper said. "I don't know how many people will be present in the pit," Hooper said. "But there will be people throughout California taking part."

Richard Rainbow, said in a telephone interview that he and members of his tribe will participate from their home in Tuolumne County. A public address system will be used in the ceremony, courtesy of GROPE, a campus organization.

The ceremony will be conducted by psychic minister Gloria Peterson, who will be joined by several chanters, Hooper said.

Participants in the ceremony should direct their mental energy to the idea of moving the high pressure front away from California. Then they should pray, meditate or just think hard about bringing rain, Hooper said.

"People need not be present to participate," he said. Hooper and Peterson will recite prose they have written for the campus event. It will not be an Indian ceremony, he said.

Last week a rain ceremony at San Francisco State was cancelled because of pressure from American Indians who believed the ceremony was making fun of their traditions. "We don't want to incur

Genocide caused by American ignorance

By Bill Weeks
The United States could have reduced the number of Jews trapped in extermination camps in Nazi Germany had President Franklin D. Roosevelt allowed more of them to immigrate into this country, according to a Jewish Stanford professor.

Speaking at the final day of a three day seminar concerning the Nazi persecution of Jews during the 1940s, Dr. John Felstiner from Stanford's English Department gave his views on the nightmare of the 20th Century. "Jews are expected to outline the holocaust of World War II," he said. "I honestly hope never do."

House convention, claimed that the United States' immigration policies enacted in 1910 remained very restrictive throughout World War II despite the growing persecution of Jews in Germany. "The Jew in this country in the 1930s was still viewed as alien and corruptive," Felstiner said. "Even when Hitler invaded Austria, Roosevelt would not ease immigration laws."

National acclaim
While not charging Roosevelt himself with anti-Semitism, Felstiner noted persons who won national acclaim by attacking Jews. "A priest, (Father Charles Coughlin), was able to attract three and a half million listeners every

New academic renewal procedures awaiting action in prezydent's office

By Cheryl Dennison
A policy clarifying procedures for academic renewal of courses is sitting on President John Bunzel's desk, awaiting either his approval or rejection. The policy, recommended last week by the Academic Senate, would allow a student to retake a graduation requirement in which he earned a "D," "F" or "U."

The higher grade of the two attempts would then be used to compute the student's grade point average (GPA). The record of the other attempt at the course, however, would remain on the student's transcript. The student would have to petition with his adviser and department chairman before enrolling in the course the second time.

Policy specific
The proposed policy is more specific about the bureaucratic channels required for petition. In addition, the current policy limits academic renewal to seniors who earned an "F" in a course and who can document extenuating circumstances. Under current policy, a student can retake a course according to either repeat

procedures or academic renewal. In repeating a course, the results of both attempts are used in computing the GPA. A student can repeat any class regardless of what grade he received the first time. The recommended academic renewal policy does not affect the existing repeat procedures. **Unit limit deleted**
A 10-unit ceiling on the number of units a student could renew was deleted by the Academic Senate from the original recommendation presented by a senate subcommittee. Dr. David Elliott, academic senator, suggested the deletion. "Why should there be any limitations?" Elliott asked. "If students are willing to put in their time and effort, it should be reflected in their GPA."

is concerned that imposing no unit limit will be abused by some students. **Possible abuse**
"In the absence of the 10-unit limit, there is no watchdog in this policy," Haight said. "It's open for severe abuse if a student is clever." The use of unrestricted academic renewal would inaccurately reflect a student's ability to learn and to recognize and solve problems, Haight said. "It wouldn't be a real measure of his initial performance, his understanding or his quickness of mind," Haight explained. "A student who, say, finishes with a B average might in reality be a D average student. He hasn't learned the material; he's just memorized it." This is unfair to the student who does well in his first attempt at a course, Haight added.

Environmental group seeks student ideas

By H. Kim Lew
Do you have an old telephone? Carole Clark recommends bringing it down to the Environmental Information Center (EIC) where it will be given to a recycling group to benefit handicapped people. The EIC, which reopened yesterday after semester break painting, is in Building U, room 100 and is open 9 a.m. to 4 p.m. Monday through Friday.

Conservation tips
But sharing conservation tips is only one facet of environmentalism that the EIC concentrates on. One idea for on campus conservation is the discontinuation of styrofoam cups in the S.U. cafeteria. It is a petroleum product that does not decompose, according to John Shearer, the other codirector. According to Clark the cafeteria does not use paper cups because they would cost more. "The purpose of the center is to effect change," Shearer said. "The biggest problem is that people say, 'but I'm only one person,' so we want to inform students of what they can do to help conserve."

Clark explained. The EIC is staffed by students who get three units of credit through Environmental Studies 181. There are 23 students taking the class, which is "much larger" than normal, according to Shearer. The center receives many environmental periodicals and contains a library that also includes all the senior papers of graduates from the Environmental Studies Department, he explained. It has subject matter ranging from forestry to laser containment of fusion reactors. The EIC offers tapes and slides for student use concerning a wide range of topics, such as wildlife habitats, water and air pollution, the merits of returnable vs. non-returnable containers and "a list that would be too long to print," Shearer said.

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spartaguide

The Baptist Student Union meets from 11 a.m. to 2 p.m. today in the S.U. Guadalupe Room.

The Inter-Varsity Christian Fellowship will hold a prayer meeting at 6:30 p.m. tonight at the Campus Christian Center, 300 S. 10th St.

The Gay Student's Union meets at 8 p.m. tonight for Creativity Night in the S.U. Almaden Room.

An art therapy workshop with Penny Dachinger will be held from 10 a.m. to 4 p.m. Saturday at the Women's Center. For more information call 294-7265.

Robert Simon, visiting professor at the Center for Advanced Study of Behavioral Sciences, will discuss "An Indirect Defense of the Merit Principle" at 3 p.m. Friday in the S.U. Guadalupe Room.

Model United Nations will discuss freedom of information and violations of human rights at its meeting at 4:30 p.m. today in BC 103.

Domestic violence is the topic of the 7 p.m. Sunday Forum at the Grace Baptist Church on 10th and San Fernando streets.

Representatives from the Minority Law Students Association, University of Oregon Law School, will speak to students from 2 p.m. to 4 p.m. Friday in Bldg. Q in the placement office.

Le Cercle Francais will meet at 3:30 p.m. today in Bldg. N, Room 7A.

Tours of the SJSU library will be given at 10:30 a.m., 1:30 p.m. and 2:30 p.m. today through Friday. The tour starts at first floor central.

The ADS/AAF will meet to organize ADS Careers Day at 4:30 p.m. today in JC 207.

The Institute of Electrical and Electronics Engineers will conduct a brief business meeting and show a film on earthquake prediction, free of charge at 12:30 p.m. tomorrow in ENG 227.

Student staffed
The EIC was started in 1970, along with the Environmental Studies program. Originally, the center was developed as a place where people in the environmental studies field could gather and relax. **Special allocations**
Later in the semester, the center, sponsored by the Environmental Studies Department with special allocations from A.S., plans to have various environmental lectures on campus in coordination with the Sierra Club, according to Shearer. Also, the EIC will join the Sierra Club in presenting films each Wednesday night examining environmental and conservation topics. They'll be shown in the S.U. Pacifica room. Shearer said the Sierra Club will join the EIC, the Environmental Studies Department and the Women's Studies office in Building U this semester. Previously, the club didn't have an on campus office, but was centered in the S.U. There will be a public grand opening in a few weeks, with refreshments.

Foundation holds meet for women
The National Science Foundation's Women in Science program is sponsoring a regional career conference for freshmen and sophomore college women on March 12-13 at Mills College in Oakland. The purpose of the conference is to provide information for college women interested in a career in scientific and technical fields and to encourage the choice of a science career through the presence of women scientists as counselors in small workshop sessions. Because enrollment is limited to 200, early application is advised. A registration fee of \$3 will go towards the cost of food, and night accommodations will be provided for students who do not live within commuting distance of Mills. SJSU students interested in attending the conference can obtain application forms and further information from Kelly McGinnis, science adviser for career planning and placement in Building Q.

Immigration laws
Felstiner also blamed American Jews of the 1930s and 1940s for failing to protest our government's immigration laws and any strong action to stop the Nazi's killing of Jews. "American Jews seem to have wanted the problems of German Jews to remain in Europe and many didn't feel that it was their problem." The recent outrage of Americans towards something that happened 30 years ago is believed by Felstiner to be a result of the United States to grab something absolute — even though it is totally negative. "Watergate and the Vietnam War have caused great uncertainty," he said. "The crimes of the Nazi's are something we can cope with — total and unquestionable."

Foundation holds meet for women
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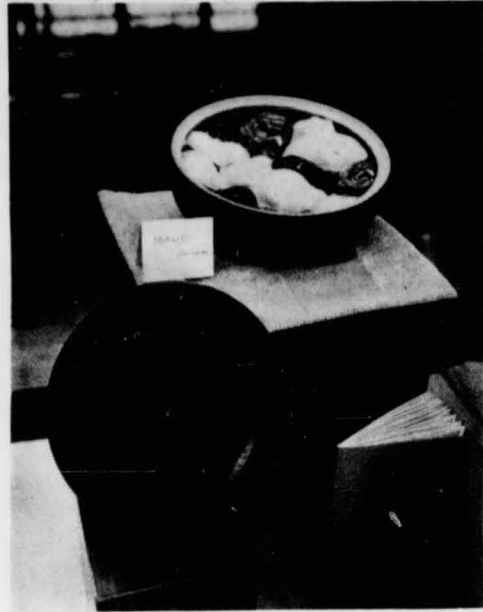
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- CONTINUING EDUCATION ADVISORY COMMITTEE** 5 Student Seats
Serves an advisory function regarding Continuing Education Reserve Funds and general policies for Continuing Education.
- DATA PROCESSING COMMITTEE** 4 Student Seats
Studies problems relating to, and recommends policies concerning data processing.
- GRADUATE STUDIES COMMITTEE** 2 Graduate Student Seats
Formulates policy regarding graduate study programming, approves requests for exceptions to such policy, approves contract programs for M.A. and M.S. candidates, and advises the Dean of Graduate Studies.
- HONORS PROGRAM COMMITTEE** 4 Student Seats
Examines and makes recommendations to the Council of Deans concerning standards and organizational patterns for honors programs for selected students, criteria for comprehensive examinations to evaluate achievement in honors program curricula. Responsible for the arrangements of the Honors Convocation.
- HUMAN SUBJECTS REVIEW COMMITTEE** 1 Student Seat
Insures the "a special assurance of compliance" for each research project involving human subjects submitted by San Jose State University is in order. Once a proposal has been funded and notice of grant award is received, the Human Subjects Review Committee shall continue to review.
- IMPROVEMENT OF INSTRUCTION COMMITTEE** 12 Student Seats
Studies instructional policies, practices, and procedures, including teaching, examinations, grading, probation, disqualification and readmission, and use of instructional equipment and facilities, and recommends needed changes. Develops and recommends proposals to improve instruction; encourages studies and activities by faculty, students and administration to improve instruction.
- INTERNATIONAL STUDENT ADVISORY COMMITTEE** 8 Student Seats
Studies problems related to foreign students and recommends policies relating to their admission, registration, advisement, special activities, and curriculum planning.
- OUTSTANDING PROFESSOR AND DISTINGUISHED TEACHER AWARDS COMMITTEE** 2 Student Seats
Reviews and evaluates the criteria for selection of recipients of these awards and the objectives of the program.
- REGISTRATION ADVISORY COMMITTEE** 6 Student Seats
Studies problems related to, and recommends policies and procedures for, registration and keeping of records, including the use of data processing for these purposes, and other matters pertaining to the work of the Registrar's Office.
- STUDENT FINANCIAL AIDS COMMITTEE** 6 Student Seats
Recommends policy for administering local fund, scholarships, and other forms of financial assistance for students and recommends disbursement of funds for such purposes.
- TEACHER EDUCATION COMMITTEE** 2 Student Seats
Conducts a continuous study of Teacher Education curricula leading to teaching credentials in all fields.
- UNDERGRADUATE STUDIES COMMITTEE** 8 Student Seats
Reviews and coordinates the General Education Program and interdisciplinary, inter-school, and multi-disciplinary programs; reviews and coordinates the undergraduate curriculum and undergraduate curriculum development, and advises on policies relevant to undergraduate education.
- CAMPUS SECURITY ADVISORY COMMITTEE** 1 Student Seat
Reviews the security needs of the campus with an emphasis on public safety, crime prevention, student and community relations, and educational needs dealing with security.



This pottery entitled "Melting Pot" commemorates the 1976 Bicentennial year.

Artist fills many roles

By Bruce Wylie
Ellen Murray, 27 works primarily in functional pottery at a studio in her Willow Glen home complete with basement pottery wheel and backyard kiln. "I feel more like a craftsman than an artist. They say something in their works. I am expressing more about the material itself."

Since her graduation from SJSU last June, Murray has been busily switching roles from student-mother-of-two to English grad, to a private instructor of ceramics as well. Currently she holds a part-time job with the local United Nations International Children's Emergency Fund (UNICEF) program. There are instances, however, when the craftsman and artist overlap in Murray and she feels "the need for expressing a statement" in her work. One instance in particular is currently exhibited in the SJSU library display cases. The work entitled "Melting Pot" was created in commemoration of the 1976 Bicentennial year and the image that America has acquired through the many waves of immigrants. On the onset of the project, Murray referred to her artistic statement's inspiration as "a positive one." Her feelings turned sour, slowly becoming "a negative comment" about the American culture. "It came to mean everything to be the same," she said, "it symbolized a destruction of the other cultures."

Her interest in other foreign cultures has been heightened by both her involvement in the UNICEF

program and her artistic curiosity about other culture's craftsmanship and techniques. Murray began a folk arts lecture project at West Valley College yesterday. She instructs a five-week class on the origins and forms of basketry, pottery techniques and the nature of clays and fiber art projects.

"Taking a class is not the only way to learn," she said, adding, "I learned more by experience on my own."

Previously Murray was an apprentice to a scul-

pturer on the East coast before moving West. She describes her work as "a spiritual process — creation" and the working involvement itself is "peaceful." Whether functional or creative works, she wants them to "touch people's lives."

"I receive pleasure knowing someone else will receive pleasure," she said.

She describes her lifestyle as one filled with "satisfaction." "You can't beat doing something you love."

Poetry to barbecues

More black culture

Black Awareness Week continues with only three more days left of musical events, art displays and panel discussions. All activities will be held in the S.U. Ballroom. The Black Cultural Committee hosts a barbecue from 11 a.m. to 2 p.m. Thursday at the barbecue pit on Seventh street. Tickets can be purchased for \$2 from Alice Williams, 277-8762.

A.S. President James Ferguson will present "Outstanding Black Student Awards" at 12:30 p.m. "How to Become a More Effective Parent" is the

topic of a talk by Dr. Robert Staples at 2:30 p.m. Staples is the chairman of the graduate program in sociology at the University of California San Francisco Medical School. SJSU counselor Marjorie Towns Craig leads a panel of four in a discussion of "Black Man/Black Woman Relationships" at 3:30 p.m. Lawrence Harrison, psychologist at San Francisco State University, Gloria Alibarhuo, associate professor of Afro-American studies at SJSU, Rudolph Cook, counseling psychologist at SJSU and

Nettie Goddard, instructor in Afro-American studies at SJSU are scheduled to participate. The day's activities are concluded with a fashion show at 7 p.m. and an African dance at 8:30 p.m. Ending the week's activities at 3:30 p.m., on Sunday, is a discussion on "The Church's Influence on Black Survival" at the Antioch Baptist Church, 268 E. Julian St. Fay Rhett opens the discussion. The Rev. M. Samuel Pinkston, Dr. Herman Hyatt and the Rev. Robert L. Fairley will participate in the discussion.

Beethoven Sonatas

Talents blended

By Geene Rees
The second of a three part production of the Complete Cycle of Beethoven Sonatas for violin and pianoforte was presented Tuesday night by the Music Department.

Lauren Jakey, a professor of violin and viola at SJSU and David Montgomery, a professional pianist displayed fine talents as they performed in front of 200 persons at the Concert Hall.

The relaxed audience sat back and listened to Sonata No. 5 in F Major, Opus 24, Sonata No. 3 in E Flat Major Opus 12, and

Sonata No. 9 in A Major, Opus 47.

The music of piano and violin blended together as if they were one instrument. Embracing the instrument, Jakey played the violin in full control. Pride was evident in the artist's eyes as he modestly accepted the applause.

The concert was received enthusiastically by the audience and the Music Department is expecting a larger crowd for the next performance.

The series has been a beautiful execution of Beethoven Sonatas. The last concert will be 8:15 p.m. March 1 in Concert Hall.

Bay area artists talent on exhibit

"Drawings" is the title of a representative collection of works from six bay area artists shown in the S.U. Gallery until Feb. 25.

The exhibition is intended to give the viewer a better understanding of the specific concerns of each artist, said Union Gallery director, Stephen Moore.

A small number of artists are presented with hopes this will illustrate how each has utilized materials and images to purvey their viewpoint, Moore noted.

Many of the works by Brian Globe of San Jose, are of animals fused with vegetables and have pieces of carrots, fur, and dried fish decorating the frames. Globe calls these drawings "fusion failures."

Barbara Foster is presenting a series of water colors based on experiences of the year she spent in the central valley in 1974. The paintings most of which are untitled, are

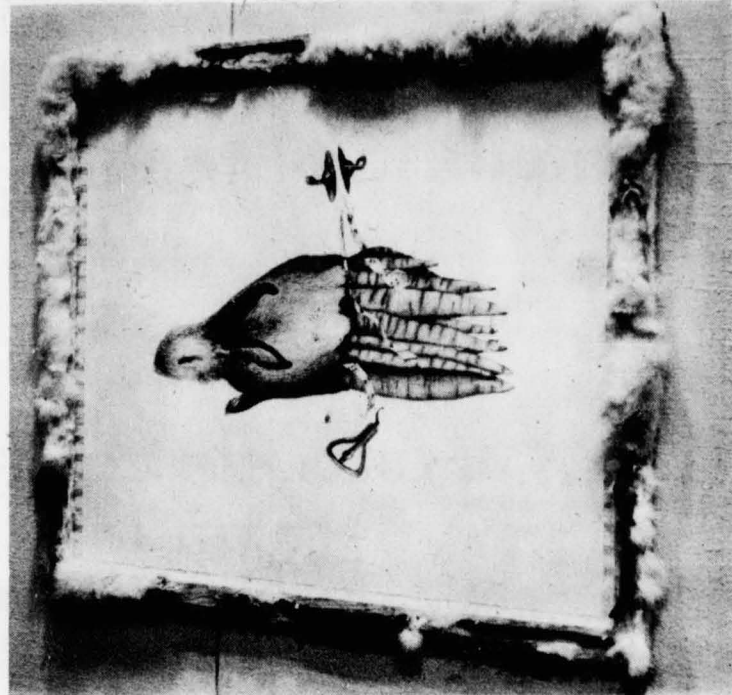
from ordinary indoor settings, with space allotted in shaded windows for peep holes to the outside world.

A collection of cartoons by Dan O'Neil, who has contributed to "National Lampoon" and many other magazines, is also on display. O'Neil pokes fun at journalists, condors, motorcyclists and many others.

Ink drawings of unparallel lines having the look of fingerprints are being displayed by Anne Hawkins. "The impetus for these drawings grew out of my involvement with printmaking in the 1960's," Hawkins said.

Computer printouts are used as a background for a series of block prints being shown by Sonya Rapoport.

The first showing in this area of John Lanzone's "Stereo review" is also being presented in the gallery. Lanzone's work is a series of perforated pieces of white paper.



"Rabbit and carrots being fused by the sound from a Jew's harp and finger cymbals," is one of the drawings by Brian Globe now being shown in the S.U. Union Gallery. Globe is one of the six artists being featured in the exhibition entitled "Drawings," which will run until Feb. 25.

GOOD TIMES GUIDE

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Tickets available: San Jose Box Office (246-1160), All BASS outlets (Dial T-E-L-E-T-I-X for info), All Macy's, Peninsula Box Office (941-3100), plus all major ticket outlets.

LEAVEY CENTER Hwy 17 to the Alameda exit in San Jose. North on the Alameda 1 mile to Bellmont. Turn right to Leavey and free parking lot. NO CANS, BOTTLES OR ALCOHOL ALLOWED.

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'Brownout' threatens cage team



Guards Ron Ward (20) and Ken Mickey (30) attack the Long Beach defense in SJSU's most recent home game. The Spartans are back Saturday against UOP.

By Ernie Hill
The varsity basketball team will face the PCAA's top scorer and second-leading rebounder, Dave Brown, when it travels to UC Santa Barbara tonight. The contest begins at 8:05 and will be carried on KX-RX radio (1500 AM). Although Brown is averaging 21 points and 9.1 rebounds a game, the 6-foot-6 forward's team is only 6-15 overall and 2-7 in the PCAA. This would lead one to believe he hasn't received much help from his teammates. And he hasn't. Guard Andy Oliveira is averaging more than 14 points against all competition but in PCAA play, only 11 a game. Tex Walker, a 6-foot-7 forward, is the team's second leading conference scorer with a 13.9 average, which ranks sixth in the PCAA. Walker has helped Brown on the boards this season, as his 7.6 PCAA rebounding average is also sixth best in the league. However, these three are the only scoring threats the Gauchos wield. Defen-

sively, Santa Barbara is even worse. Its average of 79 points scored by opponents each game is dead last in the PCAA. The initial meeting of the two teams at Independence Fieldhouse on Jan. 25 produced a controversial 83-82 win for the Spartans. Wally Rank, SJSU's 6-foot-6 freshman forward, hit a 25-foot jumper at the buzzer for the victory. Or after the buzzer, according to Gauchos' coach Ralph Barkey and his squad. In that game, Brown was magnificent, until he missed the second of two free throws with four seconds remaining in the game. The first foul shot put

his team ahead 82-81 and gave Brown his 27th point of the night. The next was rebounded and whipped up the court where Rank took his desperation shot to win the game and take the glory from Brown. Santa Barbara will be no pushover at home, where it took the number one team in the country, USF, into overtime before losing. The Spartans are currently in a third place tie with Fullerton State, both having 5-3 PCAA marks. SJSU wants to at least finish in the top four of the conference so it will have the home court edge in the first round of the play-offs.

The Spartans are 10-0 against all competition at home this year and 3-0 in the conference. On the road they have a 2-3 PCAA mark. With their last three games at home all being against conference foes, a

win tonight could be a stepping stone to a 9-3 PCAA record. The Spartans return home to meet UOP Saturday night at Independence Fieldhouse with tip-off at 8:05.

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JMJ PHOTOGRAPHY

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293-7000
Our models are Cathy Gispson and Allen Madsen.

Host Hayward State Tumblers in finale

The women's gymnastics team will host Hayward State tonight in its final meet of the season. "Hayward is one of the two toughest teams in the Northern California Intercollegiate Athletic Conference," coach Carolyn Cross said. "Against Hayward I'm going to be looking for improved performances from all the girls. As the season progresses I expect the girls to improve with each meet," Cross added. She is hoping for Gale Yost and Kay Beeman to score 31 or better in tonight's meet. A score of 31 would be enough to qualify for the NCIAC regional championships. "The regional qualifications for gymnasts in the western region is different from eastern conferences," Cross said. In the East a gymnast can qualify for the nationals in any meet during their season if they score the minimum qualifying marks.

The women in the western region must qualify for the nationals in their regional meet. The women who hit qualifying marks for the nationals during a regular league meet still have to compete for the nationals in their regional meet. "If you have a bad day in the regionals you're sunk. A girl could do well all season and miss the nationals because of a single day's performance," Cross noted. This season the meet scoring of gymnastics changed to include four scores in the final all-around tally rather than the top three which was in effect last season.

Cross mentioned that here really isn't a need to do any extensive scouting of the opposing team. If there are any outstanding gymnasts on a particular team the word gets around, according to Cross. "I haven't seen Hayward compete this season, but I have been informed by other coaches and officials that they are pretty good," Cross said.

Golfers at home against Stanford

The men's golf team will host Stanford University today in its only home match of the season. Tee-off for the dual match is 1 p.m. at the Almaden Golf and Country Club. "A visiting team gives away a tremendous advantage in golf," Vroom said. "The visiting team goes to a course that they do not know, but the home team knows it because they practice on it." Even though this is only the Spartans' second outing of the season, Vroom feels this year's team has the potential to be strong. "This is a team filled with potential. We will be as strong as any other strong team on the West Coast when they play to it," Vroom concluded.

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announcements

KUNG FU, WOMEN'S SELF-DEFENSE: Various mental & physical training programs are available at the Institute of Psycho-Physical Development, Inc. (a non-profit organization). Full time students get a 15% discount on all classes. For information on specific courses, call 293-6611 or write or drop by: 325 S. 1st St., 4th Floor, San Jose.

FRIENDS & NEIGHBORS are students, volunteers, and the people of board & care homes who provide community services and activities. SJSU students can receive Upper Division Credit for participation. Visit 79 S. 5th St. or call 292-3313 before the last addy.

BUSINESS OPPORTUNITY! Staff envelopes. \$50 per 100 possible. Send S.A.S.E. to: A. Rodrigues, 1212 E. Williams St., San Jose, CA 95116.

The Christian Science Organization meets 3:30 Wednesdays in the Student Chapel. Everyone is welcome.

KUNG FU Beginning class on campus Wednesdays 7:8-15 p.m. 2/23 to 3/30. Price \$9.00 with money back after 1st class if not satisfied. Sign up at A.S. Business Office in Student Union today to reserve a place.

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METRIC HANDS-ON WORKSHOP: readiness workshop for students & teachers. Free materials. Teaching strategies. Feb. 25th 7-10 pm Feb. 26th & 27th 9 am-4:30 pm 1 unit ED 210, for info call 225-5345.

THE WOMEN'S CENTER provides a place for women to come for guidance & support to help them thru the struggles of everyday, & to promote long-range survival & sanity. Volunteers are a vital part of the energy & the enthusiasm, that is necessary for the center's functions. Volunteers are granted 1-3 units of credit for working in the center. The jobs are responsible, demanding, & very rewarding. For more info., contact the women's center at 294-7265.

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GAY MEN AND WOMEN in the San Jose community the Gay Students Union meets every Thurs. at 8 p.m. in the Student Union. We offer an informal atmosphere for gay people to meet, make friends and explore different aspects of our gayness. If you are entering gay life for the first time you will find GSU a friendly place to come out. Those of us who need to love and be loved by members of our own sex need each other. For more information about our meetings and activities watch the Spartaguide or call the Information Office, 277-3228. WE'RE HERE - WE CARE! ATTEND!

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Happy Birthday Humsuck!

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Programs assist foreign students

A trend in declining competency in areas of written and oral composition affect many students at SJSU, but none more so than those from a foreign land.

To engage in university level studies in a foreign tongue can be a handicap, but the English department is one of several departments providing a program tailored to the adjustment that foreign students face.

Dr. Phillip Persky, foreign student advisor in Counseling Services, stated that the university has had assistance programs for international students in one form or another for 15 years.

Program modified

Persky said that "the program English as a Second Language (E.S.L.), has been modified and changed over the years" due to fluctuations in funding and the increase in student to teacher ratio.

Dr. Virginia De Araujo, one of four instructors in the English Department connected with the E.S.L. program, explained that the courses are designed to increase both reading and writing proficiency and enable the student to cope with an American university system.

Among the classes offered this semester are English 1AF-1BF (equivalents to 1A-1B); English 10F, stressing more basic comprehension, and an upper division literature class, English 141F, and English 180, a special individualized course for conversational and lecture comprehension.

Araujo related that the English 180 classes rely on individual students that can assist as tutors and earn from 1-3 units of credit. Currently the number of tutors falls short of the needs of the program. She said that it is an opportunity to explain the workings of English as well as enjoying the close contact with someone of a foreign culture.

She first became acquainted with the program in 1971 while she was working on her MA at SJSU.

"They thought I was a foreigner so naturally I was perfect for the program — having spent 15 years in Brazil," she said.

According to Araujo, the total number of students enrolled in E.S.L. this semester totals 70 out of the 1000 international students registered. She explained that the Fall semester needs are much greater than during the Spring.

More successful

Although the ratio is twenty students to one instructor in the English 180 classes, Araujo feels that is perhaps the more successful of the courses, because it involves a closer tie with native English speakers.

Phap Duong, a Vietnamese student, took an E.S.L. course last semester and feels that it helped to overcome many of his problems.

"I really appreciated the effort put forth by the program. Language is an added problem to foreign students, and without tutoring I would have been unable to make it," he said.

Jeff Brown's football career abruptly ends; 'thankless' job as A.S. vice president begins

By Dave Murphy

Jeff Brown received a rude surprise when he came to SJSU from San Diego on a football scholarship three years ago.

Brown said the football team told him that it had given out more scholarships than it could finance, and his scholarship was cancelled.

His football career abruptly over, political science major Brown decided last spring to run for the A.S. vice presidency.

He won — even though he had never been involved in student government before his election. In fact, he didn't even attend an A.S. Council meeting until one week before he was elected.

Now he does most of his "hitting" with a gavel instead of shoulder pads.

Brown's chief duty now is the "thankless job" of being chairman of the A.S. Council.

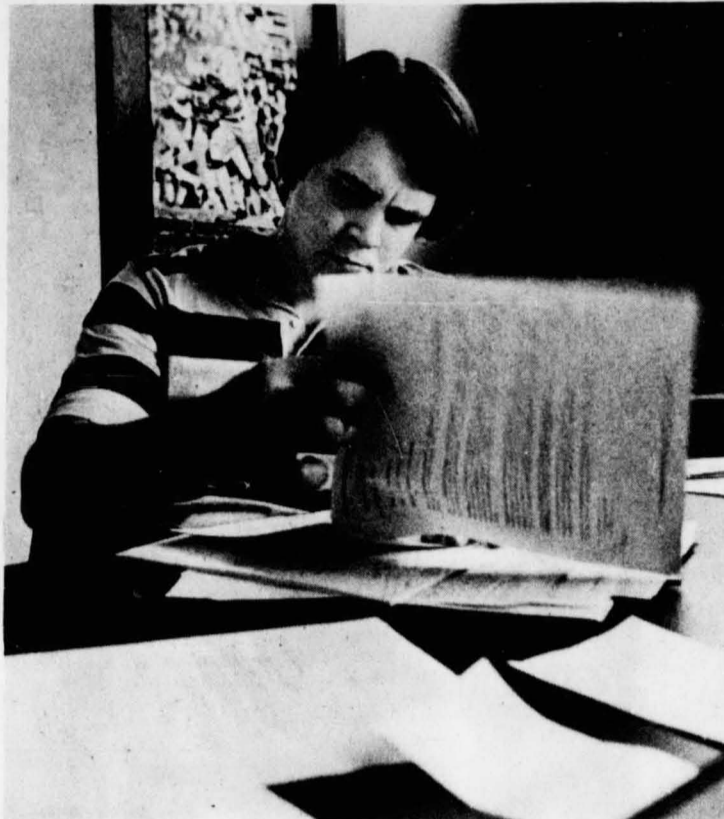
In that role, Brown said he tries to see that the council meetings run smoothly and he also attempts to remain fairly objective about the items being discussed.

Thankless job

"Not to make it sound like I'm a poor oppressed student, but I think being chairman of the student council is a pretty thankless job," Brown said.

"If a meeting runs smoothly, then people just say that's the way it's supposed to be," he added. "But if something goes wrong, the chairman is blamed for it."

In addition, Brown said being chairman is difficult because he is involved in



Ex-football player, Jeff Brown, tackles new duty as council chairman.

many things as vice president, which makes it hard for him to be objective about some proposals brought before the council.

As chairman, Brown initiated a change in the council's quorum requirement last Wednesday, reducing the quorum from 14 members to 11 because late attendance was delaying meetings. For example, Wednesday's meeting started 40 minutes late

because there was no quorum until then.

Brown said making that change bothered him, and he criticized the members who were late.

"It's an insult to myself and the other council members to have to wait 40 minutes for our meeting to start," Brown said. "I think the ones who don't show up are shirking their responsibility to the students who elected them."

Liaison duties

Besides heading the council, Brown's other duties as vice president are to provide liaison between the A.S. legislative and executive branches and to take over whenever A.S. President James Ferguson is absent.

Since those duties are not particularly specific

according to Brown, a great deal of the vice president's involvement depends upon cooperation with the president.

Brown credited Ferguson with allowing the vice president to have a substantial role in this year's A.S. government.

"He is the one who got me involved in it," Brown

added. "The president can shut off the vice president if he really tries to."

Among the vice president's chief goals for this semester is to increase the voter turnout for the A.S. elections.

Government credibility

He said SJSU President John Bunzel and other administrators often cite the low voter turnout and say therefore the student government is not representative of the entire student body.

"Our credibility is in question when the voting trends keep going down and down," Brown added. "If we're going to be more effective, we're going to have to get more people to vote."

Because he was political science major Brown decided last spring that he should become involved with the A.S. government so that he could learn more about politics.

"I did it for the experience," Brown said of his decision to run for vice president. "I really had no idea we were going to win until we got the results."

Overall, Brown said his philosophy towards student government is that it is important, but it is not the only thing in his life.

"It's not a life or death matter," he said. "A lot of people get so wrapped up in student government that they forget about every thing else."

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Faculty: publish or perish

Plaintiffs claim policy unjust

(Continued from page 1) The SJSU administration is doing an excellent job, and everyone who merits promotion receives it, Sasseen said.

Kurzweil and Duman said the administration's promotion policy is unjust and insensitive to the faculty.

"You wouldn't believe

the depth of demoralization, anger, rage and contempt on the part of the staff," Kurzweil said.

"I'm fed up with the callousness, the total disregard for the faculty's rights," Duman said. "Either it's callousness or the administration has managed to hire incompetents who can't get

promoted."

"That's a very self-serving statement," Sasseen said. "We're damn sensitive, but often there's not much we can do about their problems."

In dealing with promotion grievances, Sasseen said he often encounters anger.

"But in terms of the

faculty at large, I'm not sure they're demoralized," he said. "Some teachers may be, but not because of the promotion policy. It's easy to pick on because we have total control over it."

State budget cuts, decreased enrollment and inflation cause the most staff dissatisfaction, he added.

Kurzweil said the UPC fights a constant battle with the administration for the release of data on promotions, particularly the reasons for denials.

"They say they won't release it because it would infringe on the confidentiality of the promotion process," Kurzweil said. "But all we want are statistical summaries. We don't want any names."

"I don't remember getting any request, nor formally," Sasseen said. "Maybe I did."

Sasseen would not comply even if requested, he said.

"It's too much work," he explained. "Each case is different. Decisions are made on an individual basis."

New bill may reduce pot cultivation penalty

By Alan Janson

The cultivation of marijuana for personal use could be reduced to a misdemeanor if the state legislature passes AB 367.

The proposed legislation, introduced by Assemblyman Willie Brown (D-San Francisco), would make the growing of six marijuana plants or less for personal use punishable by a maximum fine of \$100, without a jail sentence.

Cultivation of more than six plants would also become a misdemeanor, punishable by a \$500 maximum fine and/or up to six months in county jail.

The cultivation of marijuana for sale would remain a felony punishable by imprisonment, as is presently the case for the growing of marijuana no matter how small the amount.

These penalties are similar to the Moscone bill which made the possession of one ounce or less of

marijuana a misdemeanor.

The Moscone Bill was passed in 1975 and inacted in January 1976.

Besides being in accord with the Moscone bill, this bill would take profits out of the hands of drug dealers, according to Elisabeth Kersten, a consultant to Brown.

However, a contradiction exists between the Moscone bill and the Brown bill: six plants can produce much more than one ounce of marijuana.

So if the grower just cultivated the crop, he or she could be subject to more severe fines under the present law.

"If you could prove that the marijuana was grown by you for your own use, then you might be able to use this bill as a defense," Kersten said.

Support from local assemblypersons and state senators for AB 367 is mixed.

Assemblyman John Vasconcellos (D-San Jose) supports the measure, ac-

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