



Memo sparks harassment charge

'I thought the memo itself was a form of sexual harassment.'

Wiggys Sivertsen
Faculty adviser for the Women's Resource Center

By Tony Marek
Daily staff writer

A "male code of conduct" prank memo distributed within the SJSU athletic department by Athletic Director Tom Brennan has led to charges of sexual harassment in a complaint filed by four women in the department.

The document, billed as an "agreement to refrain from sexual harassment" and apparently intended as a humorous satire, outlines a 10-item list of rules of behavior for men in the work environment.

The list includes pledges to refrain

from uninvited "touching" of women, a "promise not to peek" when women attempt to climb up the corporate ladder, as well as a commitment not to "bother" women with stories about Monday night football.

A formal investigation into the allegation is underway, according to Lidia La Garda Rios, director of the Equal Employment Opportunity/Affirmative Action Office. La Garda Rios declined to comment beyond confirmation that the investigation is under way.

Brennan could not be reached for comment on Monday but was quoted in Thursday's edition of the San Jose Mercury News as saying the memo,

passed out at a Nov. 20 staff meeting, was intended to "initiate continuing discussion regarding a very important subject."

But Brennan has come under fire for distributing the memo which has met with a strong reaction within the athletic department and across campus. It has also generated local media attention including coverage by the Mercury News, the San Francisco Chronicle, the Sacramento Bee and local television news channels.

Ironically, the memo was originally distributed by a woman. Brennan obtained his copy of the memo at an athletic directors' council meeting in

Los Angeles at the 1991 Big West Conference media day on Nov. 13.

Marilyn Moniz-Kahoonahano, University of Hawaii assistant athletic director and senior women's administrator, passed out photocopies of the memo at the meeting.

She said she purchased the item at a card shop and felt it would shed a humorous light on what she describes as the serious problem of sexual harassment.

"We found this humorous thing we thought the guys would enjoy," she said.

See MEMO, Page 4



Tom Brennan

UPD calls two fires on campus suspicious, accidental

By Robert Drueckhammer
Daily staff writer

Two small fires that were started over the Thanksgiving weekend did no damage to SJSU buildings, but at least one is labelled as "suspicious" on University Police Department logs.

The first fire, which was confined to a trash can, started at about 1:08 a.m. on Thanksgiving day. The fire, called "accidental" by Dick Staley, UPD spokesman, was extinguished by the time officers arrived.

Staley suspected that it was started by a cigarette or other burning object thrown in the can.

The second fire, which burned a small amount of brush on the west side of Dwight Bentel Hall, is labeled "suspicious" by UPD officers.

This fire started at about 11:20 a.m. on Nov. 30 and was extinguished by officer Bach Tran. It was reported to UPD by James Walsh, dean of social sciences.

Even though the fire is listed as suspicious on logs, however, Staley said it is not looked at as arson.

"If it were arson, it would say arson on the logs. I don't think anyone was trying to burn down Dwight Bentel Hall by starting some bushes on fire," Staley said.

He added, however, that he thinks it was "unlikely that it was spontaneous combustion."

CHRISTMAS COMES TO DOWNTOWN PARK



Photographs by
Jeanette Glicksman



Above left: Volunteer Martin Nick (left) sets the railroad track in place with the assistance of parks department employee Dave Quiroz for the annual Christmas in the Park display in downtown's Plaza Park. The train will circumnavigate the park's colorful and festive displays 20 hours every

day with elves as passengers. Nick is the grandfather of the wife of Tom Trafton who is the designer/builder of this year's park display. The park will open to the public on Saturday and the decorations will remain until January 2. The Christmas in the Park parade will be held on Sunday.

Seminar promotes global awareness

By Traci Deguchi
Daily staff writer

Where was Kuwait before the war?
What about the Baltic states?

For many people, pointing out some geographical locations on a map may not be just a stretch of the memory, but an impossibility.

Parts of the world, through photos and hands-on exhibits, will be brought into the Guadalupe Room in the Student Union on Wednesday as a celebration of National Geography Awareness Week from Dec. 1 through the seventh.

In a slide presentation and discussion panel called "Images of a Planet — Portraits of Our

World," SJSU geography professors and students will discuss topics from Southern Mexico rain forests to the vineyards of Hungary.

Coordinator of SJSU's Geography Awareness Week activities, graduate student Marcia Holstrom, has put together the first on-campus Geography Awareness Week activity in the past three or four years.

"Usually the geography and environmental studies departments do more with local schools," Holstrom said.

Holstrom has seen most of the slides which will be presented Wednesday and is impressed with the photography.

"The work the professors have done is beautiful," Holstrom said.

Department of geography and environmental studies professor David Schwarz will be giving a welcome at the presentation and is also participating in Geography Awareness Week in another way.

Schwarz said that he helps students study geography in the academic decathlon at Lincoln High School in San Jose.

As far as public knowledge of geography goes, Schwarz said "environmental concerns have fostered interest."

Holstrom added that "global awareness is critical. We can't live in isolation."

The presentation will begin at 2 p.m. in the Student Union Guadalupe Room.

Fire safety improvements underway at Duncan Hall

By Angela Hill
Daily staff writer

Corrections of fire code violations have begun in Duncan Hall's mechanical rooms, but a final solution may still be in the future.

Once piled on and around motors and electrical switch boxes, paper debris, cardboard boxes and custodial supplies have been moved, according to Eugene Ludwico, SJSU building service engineer.

"People from (Facilities Development and Operations) did remove the cardboard boxes, but the custodial supplies are still in the sixth floor room," Ludwico said.

Although corrections have been made, the violations, which were logged by the California State Fire Marshal more than a year ago, could recur unless locks are changed on the mechanical rooms' doors, according to Hank Hendrickson, director of operations and design at FD&O.

"People from the departments and custodians store things there," he said. "It's hard to stop it. We've been given a room in Duncan

Hall to be used for storage."

"It should make everyone in the building feel safer that some of the debris has been removed, but it's not a final solution until we get the doors rekeyed," he said.

The rekeying will not begin until January, however.

"Nothing happens fast around here, but it does happen eventually," Hendrickson said.

He hopes to change locks in mechanical rooms and electrical closets across campus. "We're working on rekeying 30 to 35 rooms now. We've had storage problems in the Engineering Building, the Art Building and Wahlquist Central as well," Hendrickson said.

In these buildings, workers have stored ladders and equipment in the mechanical rooms, according to Hendrickson.

The campus-wide rekeying of mechanical rooms will not be completed soon.

"Eventually, which means within two years, I hope to have all the rooms and electrical closets so that only people from Facilities can get in," Hendrickson said.

University recycling program seeks student contributions

By Kim Carter
Daily staff writer

The university recycling problem is not as desperate in the student residence halls as elsewhere on campus. SJSU students are pitching in to support Help Our Planet Earth, H.O.P.E., an aluminum and glass recycling project.

H.O.P.E., a residential community recycling committee, has sponsored recent meetings intended to educate students on recycling.

"A lot of students are into it," said Lisa Quinn, co-chair of H.O.P.E. "Students are trying to participate as much as they can."

Two bins — aluminum and glass — are located outside on the patio of each of the six residence halls. H.O.P.E. also is responsible for the two bins located in the Spartan Village community room.

"So far the bins are getting full really fast," said Phil Kaffen, co-chair of H.O.P.E. "They are getting emptied everyday."

The only drawback with having the bins located outside is that the doors close at 10 p.m. Students won't be able to recycle after that time.

James Young, an SJSU student and one of eight members of H.O.P.E., retrieves the recycled material daily from the full bins and dumps it into a dumpster

on Eighth Street.

"The money that is collected will go back into the H.O.P.E. committee to plan incentive and educational programs," Quinn said.

Although the two-week-old H.O.P.E. program is on a roll with lots of participation, SJSU faculty are still knee-deep in paper.

Students Affiliation for Environmental Respect, an independent organization that collects paper products on campus, is having a hard time collecting recycled paper products from faculty offices due to lack of student volunteers.

On Nov. 18, S.A.F.E.R. hosted a final meeting to get support from the student body.

"If anybody is interested they better come out now," said Mike Carr, co-chair of S.A.F.E.R. "We don't have enough volunteers who want to participate in the program."

Eleven people were present at the meeting including six new members.

"The new people are just starting out but may not stick with it," Carr said. "It's the end of the semester and it's hard to get people to stick to the program."

With paper bins overflowing in faculty offices, S.A.F.E.R. said they are getting no help from

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Helping Mother Nature: SJSU students restore land at Big Basin State Park in Santa Cruz Mountains.
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WORLD NEWS

Freedman reigns: American hostage Joseph Cicippio freed after five years of captivity in Lebanon.
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Campus magazine hits the stands

By Dede Reis
Daily staff writer

The award-winning Access magazine of SJSU will be coming out with its fall semester publication Wednesday.

Articles ranging from what it takes to be an opera singer in "Opera San Jose," to a story which follows two SJSU students to the streets of Amsterdam in "The Outskirts of Paradise," to a piece written about the politics of the campus organization Queer Nation, will appear in the upcoming issue, according to Andy Alkire, Access spokesman.

Also in the issue will be stories for graduating students looking for jobs — tips on writing resumes, interviewing techniques, and what employers look for in possible employees.

Alkire said the issue will also offer something for students who will be staying in the area this winter break. An introduction to trails and parks within minutes of downtown San Jose will be included.

The magazine is compiled by students in Journalism 155, the magazine editing and production class.

While most of the writers are magazine majors, the class is open to anyone with the completed prerequisites who wants to contribute.

"It's a great opportunity for students to know how a magazine operates and to learn the different stages of a magazine," Alkire said.

The magazine is in its fifth year of publication.

EDITORIAL

Conduct code questionable

Blatant sexism
no joking matter

And to think some of us were hoping that Clarence Thomas was an exception to common decency.

Recent revelations, however, indicate that SJSU's own athletic director, Tom Brennan, is as insensitive to women and perhaps even more lacking in judgment and common sense than Thomas ... and he's a lot closer to home.

Brennan chose last week to express his own wacky sense of humor by distributing a "male conduct code" to the athletics staff making light of sexual harassment. Among its recommendations: refrain from offending "ladies who are much bigger than myself and could inflict great physical harm."

In response, three women's coaches and a woman in Sports Information have filed a well-warranted formal complaint of sexual harassment with the university. At the very least, Brennan's stab at comedy was unoriginal — the code was borrowed from a presentation at the Big West Conference athletic directors' meeting.

It was intended as a joke at the conference, too. It wasn't funny there, either. Brennan should have known that and not only refrained from relaying it, but protested on the spot.

But perhaps we hoped too soon and too hard that America was capable of overnight enlightenment.

It is truly astounding that after the issue of sexual harassment has been plastered all over the sacred television sets of the American public, Brennan never thought twice about distributing a

tasteless and clearly degrading memo. But then, Brennan has a reputation for making women's sports a second priority at SJSU.

Last year he dealt with a budget deficit by eliminating nine positions in athletics. Two-thirds of them were held by women.

He axed Mary Zimmerman at the time, the very popular and effective senior women's administrator. Zimmerman had held women's sports together by fund raising specifically for them with the Walk for Women of Sparta.

The walkathon made up for the department's money being concentrated in the more macho, and therefore apparently more important, sports of football and men's basketball.

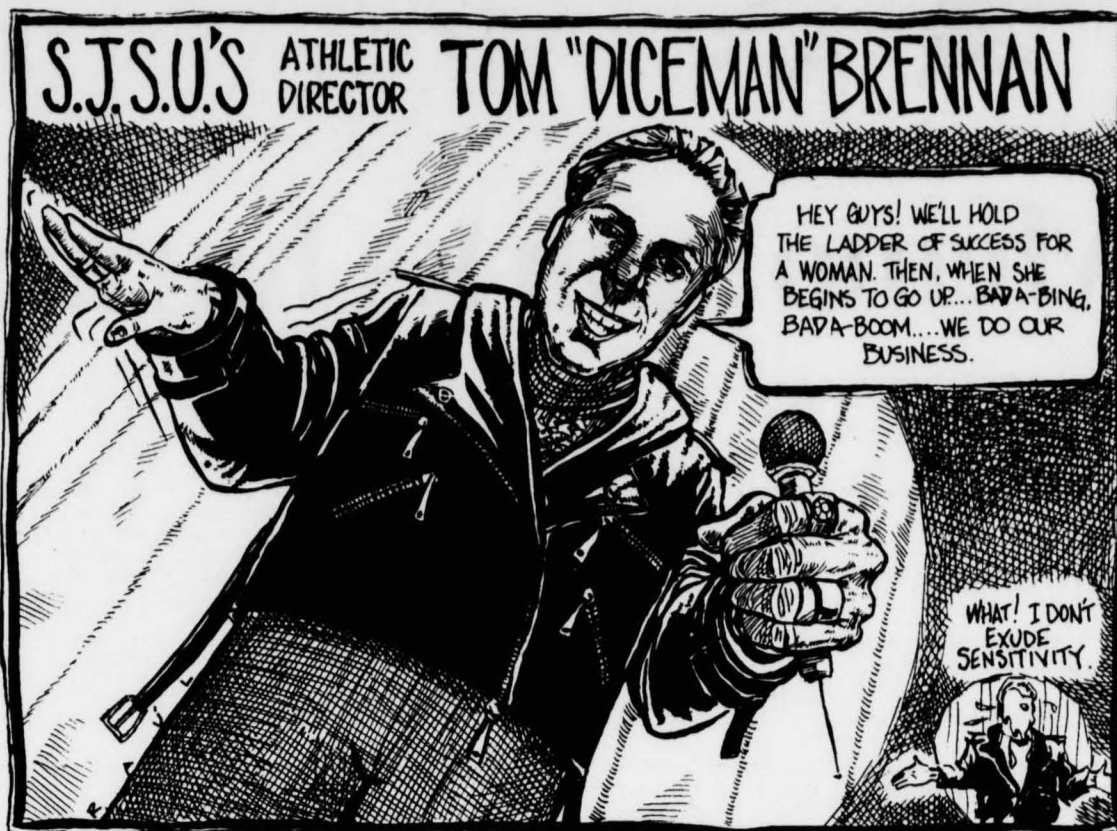
Brennan will probably attempt to make himself out to be a real progressive guy in order to deflect criticism. But evidence to the contrary makes that almost laughable.

For instance, just before Brennan passed out the memo, he postponed a discussion in the department about issues of gender equity and sexual harassment.

No matter how much benefit of the doubt one can manage to grant Brennan, his actions were juvenile, ignorant and insensitive. Maybe he just didn't think about how women would receive the memo. Stupidity is not an acceptable excuse.

That this is only the latest in a series of cases of sexual harassment lately at SJSU cannot be forgotten. The harassment complaint filed by the four women cites "several male administrators" who have recently been "reprimanded for their questionable behavior toward women" in the athletics department.

Maybe Brennan thought he was being harmlessly funny. But humor, or any action for that matter, with a price tag of making women feel ridiculed and unwelcome in their workspace isn't worth it.



Raúl Domínguez — Spartan Daily

CAMPUS VIEWPOINT

Tim K. Fitzgerald

Politically correct speech censors thought

The First Amendment guarantee of Freedom of Speech and Assembly and its companion guarantee of "Separation of Church and State" are the bedrock upon which all democracy, anywhere and everywhere, is founded.

I must thereby dissent and challenge the growing movement for "politically correct" speech on college campuses — here and across the state.

At this juncture of a new decade, where tradition is being questioned everywhere and the authority of a "New World Order" is being established, it now behooves those in the Academy (who are in search of the absolute necessity that freedom of thought brings) to proclaim the promise of the First Amendment guarantees that must remain inviolate and sacred — even unquestioned — the final guardians of the rights of all inquiring mankind.

Politically correct speech censors thought

and action. Far better that ignorance and fear be rooted out and allowed to surface than swept under the rug to pollute the minds and souls of the society in every back alley and on every corner neighborhood fence.

From the testimony of the life of Martin Luther King, Jr. to the actions of Mahatma Gandhi before him to Christ, himself, history records show that unless underlying hatred and bigotry are allowed to surface and give expression, they will corrupt and fester in the body politic. Ultimately, the infection becomes a mortal and fatal wound in the democracy itself.

Much better a David Duke be allowed to speak out and demonstrate his true strength at the polls, than to burn crosses at midnight and strike fear throughout the South by hooded raiding parties. I would not support "hate crime" or violence in any form, yet I would never muzzle dissent to allow it to vent and form later in a moment of anger or pain.

Far better an ounce of consideration today than a pound of tyranny later. The breach of intellectual freedom as posited here concerning our First Amendment rights in the case of "politically correct" speech is so grave a threat to our security and domestic tranquility as to necessitate and demand non-violent direct action and even litigation in court, if need be.

As the prime author of the "Use of State College Buildings and Grounds" revisions done 20 years ago under special circumstances, and still in effect; as a former candidate for San Jose City Council in the Downtown District and a three-time alumnus of SJSU, I implore every student to attend the meeting in the Student Union on "politically correct" speech Wednesday.

Tim K. Fitzgerald is a graduate of the history department.

WRITER'S
FORUM

Nicholas D. Smith



'Tag — you're dead'

Even in the fun, carefree days of the first and second grades, Tom used to tell me about the movies he saw. His lucky family went to see every top movie. Tom would tell me about the guns, the shattering glass and the exploding bodies. It was wonderful and very exciting.

My family never went to a movie unless it was a cartoon or had a Volkswagen starring. I knew violence only through Tom, who told me how good guy Dirty Harry blew people away. I was jealous of his cool parents.

My best friend from kindergarten, Tom and I had no secrets right up until I switched schools after the eighth grade. We haven't talked much since those innocent days, having gone separate paths, but we used to have some great times.

I remember him telling me about The Big Red One, Apocalypse Now and every Dirty Harry movie that came out during our grade-school years. Dirty Harry was definitely Tom's hero.

Tom was only one of several of us who craved excitement.

Jeff was a Star Wars freak. He had not only seen the movie several times, but also had every Star Wars action figure (the small ones and the big ones — I was exceedingly jealous). Jeff had wallpaper with jet fighters on it, an R2D2 light switch, and an aching desire to be a Jedi knight.

In the second grade another friend and I were complimented by our teacher on the high quality of the pictures of tanks, airplanes, infantry and dead

people we had drawn on the blackboard. The pictures no doubt mimicked what we had been told by Tom.

A crowd of us played war on the playground most recesses. It was by far the most popular game. Tag, "you're dead," instead of "you're it." Nearly every boy on the playground participated in the game.

My parents never reprimanded my brother and I for playing war, but they never gave us any toys that resembled guns either. While my friends got G.I. Joes, guns and army men for Christmas, I got books, trucks and Legos.

It made a difference in my life, and I'm glad now of the decision my parents made to not condone violence. I have a deep aversion to guns and war as an adult, despite how fun both seemed as a child.

I don't know what happened to a lot of those old war buddies of mine. I assume most are still alive.

Jeff apparently followed his dream of flying an X-wing fighter and joined the Air Force. He flew jets in the Gulf, and I think he came back alive. No one will ever know how many people he killed.

Tom went into police work. I didn't know he was a cop until his obituary appeared.

He died at home of a self-inflicted gunshot wound. The article didn't say if it was intentional. His funeral was on the same day as the one for my grandmother, who lived a long, peaceful life.

Nicholas D. Smith is a Daily staff writer.

LETTERS TO THE EDITOR

War vets not jerks

Editor,

This letter is in response to the editorial printed on Nov. 21, "ROTC allowed on campus at the expense of decency." This poor piece of argumentative journalism upset me so much that I had to respond.

First of all, the Daily makes a poor analogy comparing cross-burners to ROTC cadets. Sorry, this is hardly the case. The editorial also claims that "...the ROTC's gay policy blatantly contradicts the university's nondiscrimination doctrine." Well, what about the fact that by phasing out ROTC, the university will be destroying the academic futures for many students who need their

ROTC scholarships in order to be able to afford school.

It's amazing to see that the one thing related to education that the government is willing to spend money on is to be phased out all of a sudden. ROTC has not been abolished yet on SJSU because the university knows that it's their job to educate students, even if they don't agree with the Defense Department's policy.

The Daily didn't mention that ROTC is getting phased out at Chico State simply because no one wants to join it. I also find it quite offending to call Maj. Doug Campbell, from Chico State's ROTC, a jerk because he was brave enough and loyal enough to this

country that he would fight for it. The Daily said, "We owe you the freedom to be a jerk because you participated in the mass-slaughter of defenseless people."

My brother fought in that war. By calling Maj. Doug Campbell a jerk, you are also calling my brother a jerk. I don't think so. Would the person who wrote that editorial like to visit the family members of murdered Kuwaitis by Iraqi troops? Or would that writer simply like to address every veteran of a foreign war and call all of them jerks?

Thomas J. Zizzo
Freshman
Journalism

Forum page policies

The Spartan Daily provides a daily Forum page. Contributions to the page are encouraged from students, staff, faculty, and others who are interested in the university at large.

Any letter or column for the Forum page must be turned in to the Letters to the Editor box in the Spartan Daily newsroom, WLN 104, during office hours. Submissions may also be mailed to the Forum Editor, the Spartan Daily, department of mass communications, San

Jose State University, San Jose, CA 95192-0149. Articles and letters must contain the author's name, phone number, address, class standing and major (if a student).

Contributions must be typed or submitted on 3.5" Macintosh-compatible disc (Microsoft Word).

Submissions become property of the Spartan Daily and will be edited for grammar, libel, spelling and length.

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SpartaGuide

SpartaGuide is a daily calendar available to SJSU students, faculty and staff organizations at no charge. Deadline for submission: 5 p.m. two days before publication. Forms are available at the Spartan Daily, WLN 104. Limited space may force reducing the number of insertions.

PHONE: 924-3280
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TODAY

SJSU SKI CLUB: December meeting, 7 p.m., S.U. Costanoan Room, call 778-9250.

ART DEPT.: "Design Out of Context," design faculty show through Dec. 12, 11 a.m. (6 p.m. Tuesdays), ART Gallery One, call 924-4328.

CAREER PLANNING & PLACEMENT: Co-op orientation, 12:30 p.m., S.U. Almaden Room, call 924-6033.

CHEMISTRY DEPT.: Seminar by Eric Williamsen, call for info, 4:30 p.m., DH 250, call 924-5000.

PRE-LAW ASSOC.: Meeting/guest speaker: Linda North, assistant dean at

California Western School of Law, 5 p.m., S.U. Almaden Room, call 438-7586.

CHICANO LIBRARY RESOURCE CENTER: Brown bag seminar/presentation by Lou Holscher, administration of justice, noon, Chicano Library Resource Center @ WLN 306/307, call 924-2707 or 924-2815.

PHI CHI THETA: Last general meeting of semester, 5 p.m., S.U. Costanoan Room, call 365-8176.

MARKETING CLUB: Officer's meeting, everyone welcome, 4 p.m., S.U. Costanoan Room, call 266-1429.

CHICANO COMMENCEMENT & CALMECA: Posadas at SJSU, 6 p.m., front of Morris Dailey

Auditorium, call 924-2707.

WEDNESDAY 4

ASPB: A.S. Program Board's Wednesday Nite Cinema: "Naked Gun 2 1/2," 6 & 9 p.m., S.U. Ballroom, call 924-6263 or 924-6261.

COLLEGE REPUBLICANS: Political correctness debate, 12:30 p.m., S.U. Guadalupe Room, call 247-0642.

ALCOHOLICS ANONYMOUS: Open meeting, 12:15 p.m., Campus Ministry Center, call 266-9606.

METEOROLOGY DEPT.: Seminar by William Heise, 4 p.m., DH 615, call 924-5200.

NPPA: Nat'l Press Photographers Assoc. meeting w/Pulitzer Prize winner David Hume Kennerly, 7:30 p.m., ART 133, call 924-3245.

CAREER PLANNING & PLACEMENT: Job search kickoff, 1 p.m., S.U. Umunhum Room; Interview preparation, 1 p.m., S.U. Umunhum Room; Seasonal and part-time job hunting techniques, 2:30 p.m., S.U. Costanoan Room; Organizing your job hunt, 3 p.m., S.U. Umunhum Room; Resume I: preparation, 5 p.m., S.U. Umunhum Room, call 924-6033.

SPARTAN TRACK CLUB: Last general meeting of semester, 7:30 p.m., S.U. Pacheco Room, call 629-4070.

FMA: Financial Management Assoc.: "Careers in Corp. Finance" by Clorox Co., 4:45 p.m., S.U. Costanoan Room,

call 924-8715.

FANTASY/STRATEGY CLUB: Meeting, 5:30 p.m., S.U. Almaden Room, call 924-7097.

LAMBDA SIGMA GAMMA/LATINA ALLIANCE: Posadas @ SJSU, 6 p.m., front of Morris Dailey Auditorium, call 924-2707.

RE-ENTRY ADVISORY PROGRAM: Brown bag lunch/end of semester social, noon, S.U. Montalvo Room, call 924-5930.

MIS (IRM) CLUB: Final meeting/officer election, 4:30 p.m., S.U. Pacheco Room, call 997-7307.

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H.O.P.E.

From Front Page

Associated Students or campus administration.

S.A.F.E.R. went to Dean Batt, dean of Student Services, to get support for the failing recycling program.

"The administration was very supportive but it's a bad year for it due to budget cuts," Carr said.

S.A.F.E.R. recently went to the A.S. with a proposal for \$15,000 from the special allocations committee.

"They were interested in helping S.A.F.E.R., but they don't want to pay

for it because they think it's an administration duty," Carr said.

The S.A.F.E.R. program was successful two years ago. The Earth Day festivities were going on and a lot of students were enthusiastic, according to Carr.

S.A.F.E.R. is running three to four weeks behind in picking up paper products from faculty offices, generating many complaints.

"They expect a certain amount of services, but we can't offer them," Carr said.

Doo Dah Parade spoofs the common Rose

PASADENA, Calif. (AP) — Cloggers wielding plumber's helpers danced on tortilla-strewn pavement and ordinary people worshiped at the Church of the Ornamental Lawn Decorations during the annual Doo Dah Parade.

Thousands lined the streets of Old Town to watch a disjointed stream of parade entries ranging from the Bagpipe Band to the Supreme Court Justices In Training, who spent a lot of time lifting their robes.

The parade originated as an off-the-cuff spoof of the annual New Year's Day Tournament of Roses but also has become a local institution.

This year it drew the usual collection of synchronized marchers — hibachis, beach chairs, briefcases, the PMS Brigade and the Claude Rains

Memorial 20-Man Invisible Marching Drill Team — as well as send-ups of people in the news and celebrations of bad taste.

"Clogging is not a plumbing problem," declared the Conejo Valley Cloggers, demonstrating the old American dance form and their point, with the help of plungers.

A group called "COLD," the Church of Ornamental Lawn Decorations, celebrated the pink flamingo, while roller-skating men in police uniforms re-enacted the police beating of Rodney King.

The first Doo Dah Parade was held Jan. 1, 1978, when the Rose Parade was switched to Jan. 2 to avoid being held on a Sunday.

That one drew only a few spectators, but since then it has attracted increasing crowds.

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Holiday Faire at
San Jose State University
December 2 - 5, 1991
Monday - Thursday
9:00 - 5:00

HOLIDAY FAIRE

holiday Faire
Coffee House
Student Union
Lower Level
Monday - Thursday
9:00 - 4:00
December 2 - 5

Agreement to Refrain From Sexual Harassment

I (PUT YOUR NAME HERE), a human being of the male gender, being of sound mind and of a normally good humored disposition (after the first morning cup of coffee, that is), in the interest of improving the confused and strained state of affairs that seems to exist in the current relationship between men and women, do hereby subscribe to and endorse the following:

The Male Code of Conduct

"I will never make comments, innuendos, or gestures that could be considered offensive or insulting to anyone of the feminine gender, especially to co-workers or those ladies who are much bigger than myself and could inflict great physical harm to my body.

"I will eliminate words from my speech that are thought to be offensive and will never address a woman as 'sweetie' or 'babe.'

"I promise not to make animal noises, or hissing, clucking or whistling sounds that could be interpreted as showing carnal or anatomical appreciation of the female physique.

"I will not use my physical strength nor take advantage of any superior job position to intimidate, coerce, or take advantage of any female EXCEPT in the event that we are both racing for the last spot in the parking lot. In that situation, as in love and war, anything goes!

"I will not discuss, describe, or attempt to re-enact any movie that is not G-rated while there is a lady present. I will never rent a video to show to mixed company that stars any actor with names such as Johnny-be-Goodood, Tina Twin Peaks, or Hunk Hogan.

This is an excerpt of the memo that Tom Brennan distributed to his staff. The memo received a torrent of media attention.

"I will not use sneaky tactics or devious tricks to try and initiate un-invited physical contact and will keep my hands to myself at all times. This includes such old-fashioned and tiresome plays as the 'photo-copy machine stumble,' the 'wandering elevator-elbow' and 'my, is that a speck of dirt on the front of your blouse?' brush off.

"I will never be a party to hindering or blocking the just advancement of any woman attempting to climb the corporate ladder. In fact, I will hold the ladder in place and will keep my eyes shut and not promise to peek.

"I will not bother women with boring monologues of Monday night football replays, slam dunk techniques, or the merits of modern day boxing. (To some women, this is the WORST form of sexual harassment!)

"I will read all magazines for their editorial and literary content only and not look at any pictures.

"I will not touch, think about touching, or even THINK about thinking about touching any women unless there is a specific and clear invitation to do so. Any such invitation must be Notarized, delivered by Registered Mail, and filed with with the County Records Office prior to any invitation being acted upon."

Parody on sexual harassment not funny

MEMO

From Front Page

Moniz-Kahoohanohano, who is a member of a University of Hawaii committee on the status of women, said the memo was never intended for distribution to campus personnel.

"I think this has been taken out of context and blown out of proportion," she said. "I wouldn't have given it to women on campus where it might have been viewed in a negative light."

Diane Milutinovich, a senior women's administrator at Fresno State University, was one of the original recipients of the memo.

"I feel very sensitive to the issue so I didn't think it was very funny," she said. Milutinovich said there was little initial reaction to the memo and it was generally understood it had been intended as a joke.

"I thought it was inappropriate," she said. "It's hard to make fun of something when it's such a serious issue."

Assistant athletic information director Karen Rosenzweig, softball coach Kathy Strahan, women's basketball coach Tina Krah, and women's gymnastics coach Jackie Walker filed the complaint with university officials.

Because the complaint is now under investigation as a personnel matter, Rosenzweig said they have been instructed not to comment.

"I think (the memo) was inappropriate, that's why we filed the complaint," Walker said.

Strahan confirmed the complaint specifically addresses sexual harassment in connection with the memo, but declined to comment on whether the allegations involve any other actions within the department.

University Executive Order 345 defines sexual harassment, in part, as "conduct (that) has the purpose or effect of interfering with an employee's work performance, or creating an intimidating, hostile, offensive or otherwise adverse working environment."

"I thought the memo itself was a form of sexual harassment," said Wiggys Sivertsen, a faculty adviser for the Women's Resource Center and counselor for SJSU student counseling services.

"It trivialized women's concerns," she said. "I thought it demeaned many of the men in the department as well."

Jenny Cook, a junior in environmental studies and volunteer at the Women's Resource Center, agreed that to make light of an issue like sexual harassment is equivalent to condoning it.

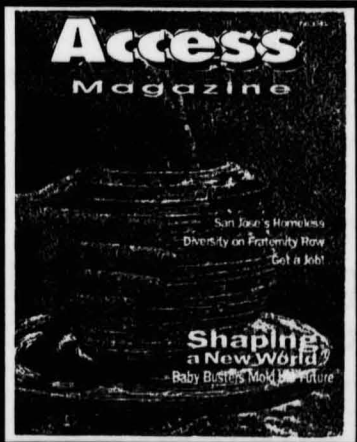
Daily staff writer Christa Hardie contributed to this report.

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EMF short of 'Unbelievable' at SJSU



By Jason Rothman
Daily staff writer

A crowd that would fit better in a large club, 1,195 people partially filled the SJSU Event Center to see EMF, and those who came to the one-hour show wasted their money.

Out of the 14 song set, only five songs were worth listening to. The rest sounded the same.

The band opened with "I Believe," and it was one of the five good songs in the set. With his black dreadlocks following him, lead singer James Atkins, jumped around the stage. The rest of the band played a loud mix of distorted guitar and a keyboard that was supported by samplers and the MIDI button (musical instrument digital interface button that allows one to pre-record music and then play it with one touch).

Along with Atkins, Derry Bronson was full of energy on stage. He defied the normal etiquette for keyboardists. Rather than staying in place, he jumped off risers, thrashed about the stage and occasionally juggled his keyboard and stand with him.

So, EMF bounces all over the stage, but if the

members put the same effort in music that they did in their stage performance, the concert would have been better.

Instead of singing, Atkins just yelled into the microphone. Although it works well in some songs, and heavy metal bands like AC/DC and Def Leopard have made careers by yelling with the songs, a harsh voice doesn't mix well with dance music.

Musically the band is pretty good. They are definitely in sync with each other, and the drummer leads the band well. But, the music EMF plays is not too complex.

The sparse crowd was energetic in the beginning of the show, but it calmed down a bit. Then, half way through the concert when EMF played "Unbelievable" the audience woke up and started jumping around, almost as much as Atkins and Bronson. During the chorus the band stopped playing, and the crowd kept singing.

A small mosh pit broke out (an area where people run around in a circle, and in the process they slam into and push off each other), and about 40 people jumped around the circle until the end of the song.

The three other good songs in the set were "Lies," "LSD" and "EMF." The band's self-titled song explains what the name stands for. The members ended the show with the song, and they were joined by about 15 of their friends. As the band advocated the use of ecstasy (a designer drug, and what the E stands for) the stage became so crowded, it looked more like a stage at a dance club rather than a concert. According to the song, the MF part of the bands name suggests that the members advocate sex with mothers.

The Event Center is a good place to see a show because the stage is not overly large and the arena is small enough to give the crowd a feeling of intimacy that is usually only possible in clubs.

Also, the sound at the Event Center is better than most indoor venues. Most indoor shows are in places that were never built for concerts. But the Event Center was built for concert sound in mind.

EMF would have fared better if they toured in clubs rather than try to pack a larger venue. It will be "unbelievable" if EMF ever makes it back to the status it achieved during that song.

AUDITIONS

Kings Productions, the world's #1 producer of entertainment, is holding auditions for the 1992 season at GREAT AMERICA, Santa Clara, California. A variety of positions are available and a travel fee will be paid to employees who must travel more than 250 miles to the park.

CONCORD, CA — Friday, December 6
Citiarts Center, 1975 Diamond Blvd.
5-7 p.m. Singers, Specialty Acts
5-8 p.m. Technicians
7-8 p.m. Dancers, Instrumentalists

SAN JOSE, CA — Saturday, December 7
San Jose Civic Light Opera Rehearsal Hall
1717 Technology Dr.
10 a.m.-12 p.m. Singers, Specialty Acts
10 a.m.-2 p.m. Technicians
12-1 p.m. Dancers, Instrumentalists

SAN FRANCISCO, CA — Sunday, December 8
San Francisco Airport Conference Center
1240 Bayshore Highway, Burlingame
12-2 p.m. Singers, Specialty Acts
12-4 p.m. Technicians
2-3 p.m. Dancers, Instrumentalists

For additional information call:
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Associated Students of SJSU

BE HEARD ON CAMPUS VOTE

ASSOCIATED STUDENTS SPECIAL ELECTION

The following initiative, having met the criteria for a special election, is being brought before the students of San Jose State University for an advisory vote.

"Shall the Associated Students of San Jose State University submit a vote of 'no confidence' in Dr. Barry Munitz as Chancellor of the California State University to the Board of Trustees of the California State University?"

WEDNESDAY AND THURSDAY
December 4 & 5
9:00 a.m. - 8:00 p.m.

Polls located at Student Union, Clark Library, and Spartan Complex

VOICE YOUR OPINION ON SJSU's NEXT PRESIDENT

OPEN FORUM

The Presidential Selection Advisory Committee will be holding an open forum on Wednesday, December 4, 1991 to solicit the input of students and faculty concerning the Job Description being developed for SJSU's new President.

WHEN: Wed. December 4, 1991

TIME: 11:00 a.m. - 1:00 p.m.

WHERE: Engineering Auditorium 189

THERE'S MORE TO COLLEGE THAN JUST THE COMMUTE

Get involved in the over 40 committees and positions on campus which allow students an active role in shaping SJSU.

WHO: THE ASSOCIATED STUDENTS
WHAT: STUDENT GOVERNMENT
WHEN: IMMEDIATE OPENINGS FOR
-Director of Students' Rights and Responsibilities
-Homecoming Chairperson
-Election Board
-Academic Senate Committees
-All other committee positions

WHERE: Stop by the Associated Students office, Third Floor Student Union, or call Tasha Souza at 924-6240

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The students and faculty of SJSU need to make the City of San Jose realize that we are 30,000+ people who inhabit this University each day. We must support this closure and voice this support during the Public Hearing. Please Come!

WHEN: Wednesday Dec. 12, 1991

TIME: 7:00 p.m.

WHERE: Engineering Auditorium 189
if you have questions call 277-5341

EACH TUESDAY AND WEDNESDAY THE ASSOCIATED STUDENTS WILL BRING YOU THIS SECTION WITH INFORMATION AND ADVERTISEMENTS YOU SHOULD KNOW.

BE HEARD ON CAMPUS

VOTE



ASSOCIATED STUDENTS SPECIAL ELECTION

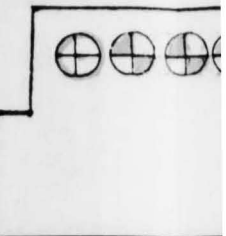
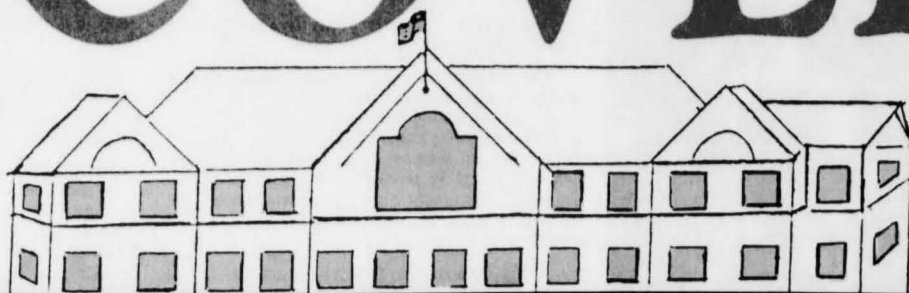
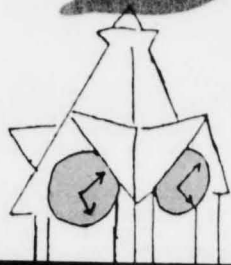
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Wednesday and Thursday
December 4 & 5
9:00 a.m. - 8:00 p.m.

Polls located at the
Student Union, Clark Library,
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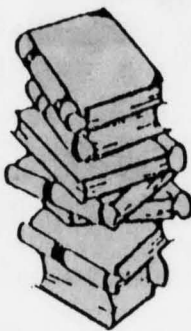
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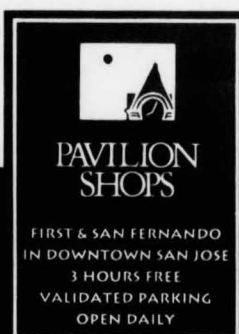


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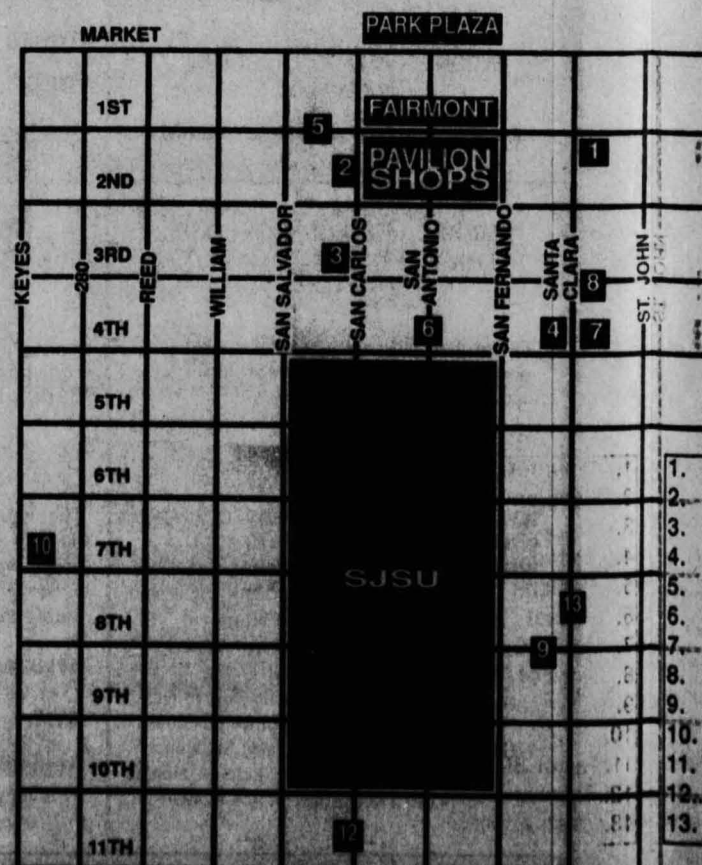
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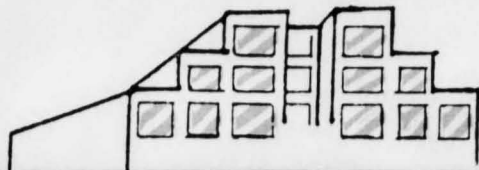
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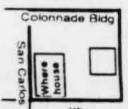
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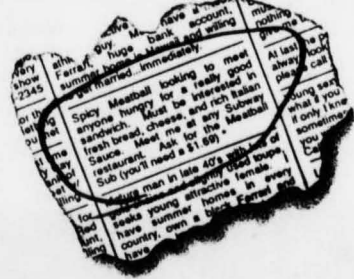
Downtown Trivia

San Jose Community Arena

When completed in 1993, the \$143 million San Jose Community Arena will be home to the National Hockey League's first expansion team in thirteen years - the San Jose Sharks. In addition to the Sharks 40 home games, the arena will be host to an additional 100 events each year such as concerts, shows, boxing and other entertainment. Annual attendance at the arena for all events is estimated at 1.5 million. The arena will seat approximately 18,000 for hockey games, and over 20,000 for center stage events and will provide for over 75 luxury suites. Call 277-4744 for more information.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
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Downtown Events

**Dec. 6 4 - 5 p.m. Fairmont Hotel Tree Lighting
"A Salute to Freedom"**

For the first time, the Soviet Olympic Boxing Team will join the U.S. Olympic Boxing Team in lighting a Christmas Tree in the United States at 4p.m. inside the Fairmont Hotel. For information, call 998-1900.

Dec. 6 5:30 - 6:30 p.m. Mayor's Tree Lighting Ceremony

Mayor Susan Hammer will open **Christmas In The Park** in a gala celebration televised on KNTV Channel 11 at 6 p.m. Come early and listen to the Heritage Singers from 5:30 - 6:30 p.m.

Dec. 6 - Jan. 2 Christmas in the Park

Traditional holiday displays will delight the entire family. Open daily from 9 a.m. - 12 midnight in Plaza Park. For information, call 995-NOEL.

Dec. 8 - 5:15 - 7:30 p.m. Christmas in the Park Parade

The entire family will enjoy this downtown holiday parade on Sunday evening from 5:15-7:30 p.m. beginning at St. James and Market Streets and ending at Plaza Park. The parade will be televised on KNTV Channel 11 at 5:30 p.m. For information, call 995-NOEL.

Call the San Jose Downtown Association's 24-hour
FYI line for upcoming events at 295-2265, Ext. 483.
For a free 1991 Downtown Holiday Catalog or a
pocket-size Downtown Directory, call 279-1775.



**SAN JOSE DOWNTOWN
ASSOCIATION**

Pulling together for restoration at Big Basin



(RIGHT) On the ridge of the west portion of the Waddell Creek, SJSU senior environmental studies major, Pat Carlmichael (left), hammers a stake in as his brother Phil (right) holds the stake steady for him. The stakes reinforce the nylon silt fence which will catch heavy amounts of sediment during upcoming rainy seasons.

(ABOVE) Shelton Douthit, field coordinator for the Sempervirens Fund, shows volunteers the silt dirt that is left from the filtration system. Each year Sempervirens Fund comes out to clean the filtration systems of the silt dirt left there.

Story by Traci Deguchi
Photographs by Leslie Salzmann



Scott Perez, junior, environmental studies major, struggles to remove a French Broom plant from the shoulder of Skyline to the Sea trail.

The west portion of the Waddell Creek in Big Basin Redwoods State Park runs silent between banks of rich, dark brown soil.

Although the creek, cloaked in shade by large redwoods, may seem pristine, it was once part of a logging area in 1988. Now erosion has threatened life within it.

At the same time however, the habitat for the fish and for the creek system as a whole may be saved. On Nov. 16, SJSU students pulled rotting bales of hay, dug ditches and installed a new silt fence above the creek as a part of volunteer work for a park restoration organization called Sempervirens Fund.

The effort was one of the two done during November by SJSU affiliated groups.

The non-profit Sempervirens Fund acquires land, along with the State of California, like the logged forest area of Big Basin to restore and develop state park lands. Sempervirens Fund started Big Basin restoration in 1968.

An old hay dam set above the Waddell Creek was installed a year ago to keep sediment from flowing into the water. According to Shelton Douthit, field coordinator for Sempervirens Fund, a new fence was needed to "reduce the accelerated the man-made erosion from logging."

Four SJSU students from the Environmental Resource Center donned blue jeans and gloves as they replaced 20 bales of hay with a 100-foot "silt fence". The new fence would allow water to flow through, and catch any sediment. Mulch was spread to protect the other vulnerable areas.

The surrounding exposed bedrock showed the extent of erosion where students and volunteers worked as they pulled the mushy, tied-up bunches of hay from the soil.

"We get about 310 volunteers annually,"

Douthit said, "with a lot of SJSU students."

"Student groups are the best," Douthit said, "because they're energetic and they want to learn a lot."

Students worked with ax picks and shovels, heaving soil over their shoulders and sometimes even burying each other in the process. Some paused to examine the soil, different species of plants and to breathe in the cool air.

One volunteer, Rob Kolar, took a break from his heavy work week at SJSU to restore the forest. Kolar, A.S. Program Board executive director, works two jobs and takes 14 units.

"This can be so rejuvenating," Kolar said.

After the bales of hay were pulled and a trench surrounding the area was dug, students then pounded away at stakes in order to hold the fence in place. While everyone worked, Douthit continued to talk with the students, educating them about the surroundings and about Sempervirens Fund.

Douthit also said that due the amount of strenuous work, young adult and scout groups do restoration work. Work on soil erosion is just one part of the restoration in Big Basin.

On Nov. 23, members from Student Affiliation For Environmental Respect ventured to the ocean side of Big Basin as a part of their weekend getaway. About 14 S.A.F.E.R. members and two other SJSU students hiked their way into a part of Big Basin where they removed "exotic vegetation."

According to Ken Moore, restoration coordinator, the exotic plant called "French broom" was introduced into the western continent for ornamental reasons only and took over 15 years ago. Since then it has "flourished and trees have stopped growing."

"In an area where native vegetation is barely

surviving, French broom covers it like a carpet," Moore said.

Like the Waddell Creek area that was being restored, logging has let destruction, again, take place.

"This plant will grow anywhere the ground has been disturbed," Moore explained as he demonstrated pulling French broom by the roots by hand and with a weed wrench.

"All it needs is sunshine," Moore said, "and once broom gets started, nothing has a chance."

Along a stretch of dirt road, volunteers dotted both sides of the road pulling and tugging away at the 6 to 15 foot bushes of broom that covered the area. Annie Vallesteros a 20-year-old environmental studies major sat on the side of the road carefully pulling younger French broom plants.

"It's robbing all its nutrients," Vallesteros said as she held up a redwood sapling completely wrapped with a fat, dry French broom root. Others climbed hills to get the broom.

Another volunteer, 26-year-old art major Debbie Campbell, was on her second restoration trip with S.A.F.E.R. and heard about the trip from a friend.

"This is a great getaway," Campbell said. "This is amazing to hear about stuff that is destroying the forest without government help," Campbell said.

Later, Moore said that the main battle is to preserve habitat. The extent of damage to the forest is unknown. As Moore pointed out on a hillside, in just a 3-foot radius, there were seven different species of plants, all dying with the French broom around it.

"Preserving the biodiversity depends on the land," Moore said, "and broom in the environment creates a dead monoculture."



After working on the silt fence, members of SJSU's Environmental Resource Center take a break for lunch.



Ken Moore explains the area to volunteers like Michael Rauschwerger (left).



**JOHN
BESSA**
DAILY CITY
EDITOR

Evil, stinking rut beats biker in duel at jump

It finally happened. After more than half a decade hurling my body up, down and around the trails, two-tracks and fire roads of the world on my dirt bike, I have finally experienced the pleasure of broken bones. Two, to tell the painful truth. In my foot.

It really didn't hurt that bad. It happened rather quickly, as far as crashes go. Sometimes you'll nose it into the dirt going about 50 or so, and slide for a couple of minutes. This was quick. I decided to jump this road, and after making it across the gorge about three or four times, I thought it was about time to clear the gap and then some. So I hit the lip of the jump a little faster than before, catching the side of a rut that traversed the face of the jump.

The evil, stinking rut pitched me sideways in mid-air, hopelessly off-balance.

So I gassed it, trying to ride the bastard out, but the back tire refused to bite into the loose soil. Next thing I know, the bike is making a nice soft landing on my foot, which somehow had found its way under the hard, unforgiving portions of my Yamaha. Boo hoo hoo. Didn't even hurt that bad.

I continued to ride for about an hour after the crash, until I couldn't move my lump of hanging, broken bone to save my life.

Matt then loaded my bike into the truck for me (thanks Matt) and sent me limping down the road to my lovely fiancée's house where I whined, was waited on hand and foot, iced my wounded member, got the couch all wet (ice bag), begged for food, bit the dog for stepping on my boo-boo and ultimately tripped while hopping up the stairs, sending me into a fit of howling that lasted several minutes.

My foot, by this time, had swollen up like a Ball Park Frank in a nuclear reactor, and looked like a latex glove full of grape Kool-Aid. I punished everyone around me, making them take pity on me with occasional cries of pain.

A trip to the hospital followed, to beg forgiveness and mingle with other wounded souls. They explained the situation — no riding for a while.

This grim news was much more painful than anything else so far. I'd be out of commission for at least a few weeks.

Meanwhile, my bike sits in perfect condition, enjoying its vacation, and I crutch around pathetically.

With crutches, it takes me about three hours to limp a city block. My armpits feel like someone has been warming up their belt-sander on them, raw and irritated, resembling red meat fresh out of the butcher's grinder. I only wish I could get P.E. activity credit for doing bar-dips, because I've done enough crutching bar-dip equivalents to be worth 453 units.

I better make use of this exercise, because I'll be getting very little while I sit in a chair every weekend, cursing my dumb, fat foot.

I'll also be missing another race this weekend, and probably many in the future. It always seems that whenever I start looking forward to a long winter vacation filled with motorcycle riding, something like this happens. It did two years ago, right at the beginning of vacation with a badly sprained ankle, and it is happening now. Waaaaaah.

Maybe I could race anyway, and just sit down a lot and hold my feet up. I still have three other bones in the same part of the foot that aren't broke. Yeah, that'll work. Not.

The only bright side is that I never got any serious sympathy from Yvonne (fiancée) any more, and this event has changed that.

Every time I ride, I return with some heavy griping to do about minor injuries, and she has learned to ignore my answers to her "how was your ride" questions.

The response is frequently the same. "Good, except I hit this tree and my arm feels like it was hit by an artillery round. Maybe you should drive."

Sure, I do complain once in a while, fishing for sympathy. This experience brought me about as much attention as on previous occasions. I didn't get a whole lot until the doctor verified that I had good reason to complain. Instant, genuine sympathy. Dirt bike wounds aren't all that bad.

John Bessa's dirt bike column may never run again

SJSU men's, women's teams start slow

Montana, Utah overwhelm Spartan men

By Pete Borello
Daily staff writer

The SJSU men's basketball team opened its non-conference season with a pair of home losses last week, falling to Montana and Utah.

Montana handed the Spartans a 72-51 defeat on Tuesday and Utah beat SJSU 75-57 on Friday.

The Spartans were not at, or even near, full strength for the two contests, as two key players looked on from the sidelines. Junior college transfer Lossie Mitchell, the projected starter at point guard, is recovering from arthroscopic knee surgery. Sophomore Mike Brotherton, the starting center, is expected to miss the season because of a recent injury to his left knee.

These injuries contributed to SJSU's offensive woes, as the team mustered only 108 points in the two games.

In Tuesday's match-up, the Spartans played a lackluster first half, managing a mere 22 points in 20 minutes of action. Montana's performance in the half was uninspiring in its own right, but the visitors still scored 36 points in the time period.

The Grizzlies, a team included in last year's field of 64 NCAA playoff teams, retained control of the game in the second half. They even stretched their lead to a comfortable 27 points with 7:46 remaining.

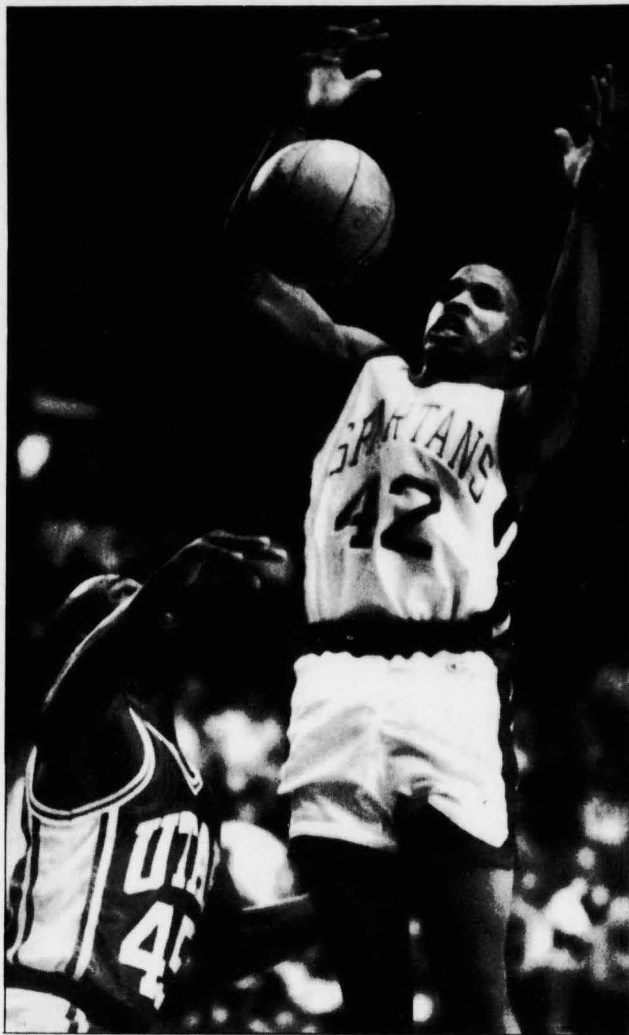
SJSU's lone offensive highlight in the second half came from junior college transfer Ivory Joe Hunter. Hunter, playing in his first contest as a Spartan, awoke the crowd with a high-flying, reverse slam-dunk in the game's closing minutes.

Shooting guard Terry Cannon led the Spartans in scoring with 14 points, while center Robert Dunlap added 10.

Montana's high-point man was forward Delvin Anderson with 17. Friday night's game against Utah was similar to Tuesday's outing in score and in play. Once again, SJSU struggled in the first half, connecting on just 6-26 attempts from the field. This shooting slump put the Spartans down 34-24 at halftime.

Utah, a program which reached the Sweet Sixteen of the NCAA play-offs last season, caught fire in the final 20 minutes. The team converted on 14 of 20 field goal attempts. SJSU improved on its first-half performance, but its 33 points could not match the Utes' 41.

Forward-center Daryl Scott, the



George N. Ortiz — Daily photo editor

Freshman guard Thomas Clayton rebounds against Utah Friday

Spartans lone active senior, led the squad with 14 points and a game-high 11 rebounds. Cannon and reserve guard Trevor Pope were the other SJSU players in double figures, contributing 11 and 10 points respectively.

Utah was led by forward-guard Phil Dixon, who finished with 17 points. The Spartans travel to Washington State this weekend to take on the Cougars. Tip-off is at 3 p.m. Saturday.

Women drop pair to Hornets, Bears

By Monica Campbell
Daily staff writer

The Spartan women's basketball team had a rough opening week of play, but "is making progress" according to head coach Tina Krah. The Spartans are 0-3 overall in the Big West.

The Spartans lost at Sacramento State on Tuesday with a score of 60-51, and also lost at Cal on Saturday by a score of 77-64.

"Even though we lost, we made a lot of improvement from the Sacramento game to the California game," Krah said.

Senior forward Pam Pember and sophomore forward Hulett Brooks led the team in scoring against California and Sacramento.

Pember, who leads the Spartans in scoring, rebounding and blocked shots, scored 17 points against California.

Brooks had 19 points and nine

rebounds against Sacramento and is shooting a perfect 10-for-10 from the free throw line.

The Spartans have seven new players this season and there are four remaining seniors on the team. "The young players are getting better, and things are coming together," Krah said.

The Spartans have not been "playing 100 percent" this season due to a series of minor injuries and illnesses, according to Krah. "We also need to play a better defense."

The Spartans will be heading to St. Mary's college on Friday with game time starting at 7:30 p.m.

The Calistoga Holiday Classic is being held at SJSU on Dec. 28 and 29. Drake University, and Southern Methodist University are among the colleges participating in the tournament.

"We should be a much improved team by the Calistoga Classic," Krah said.

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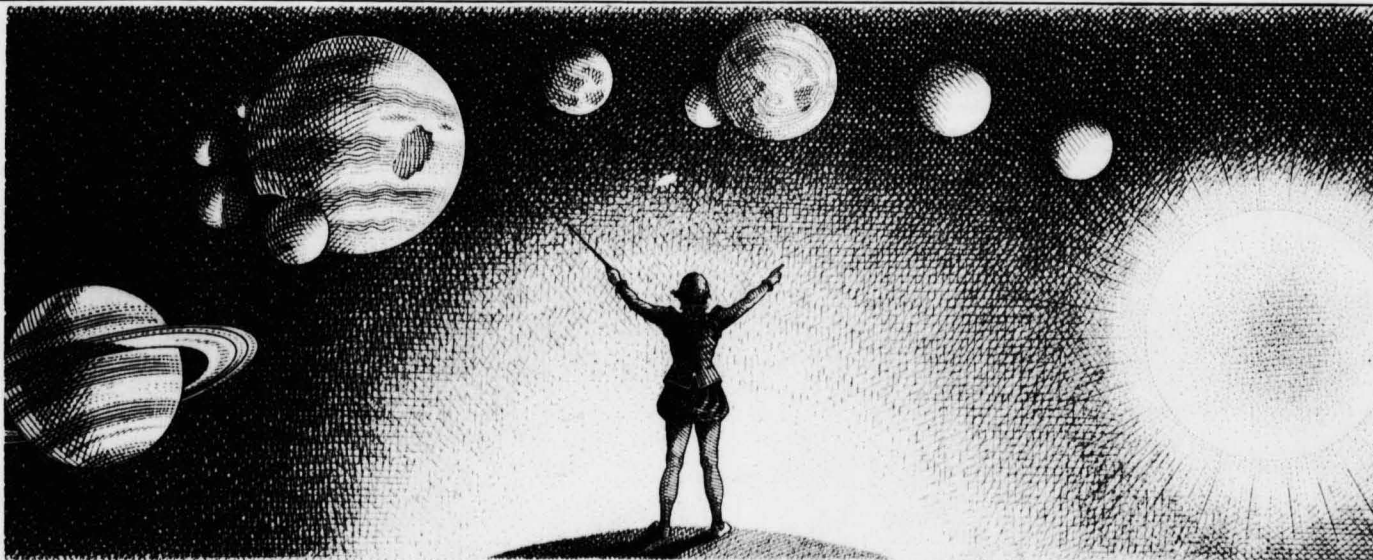
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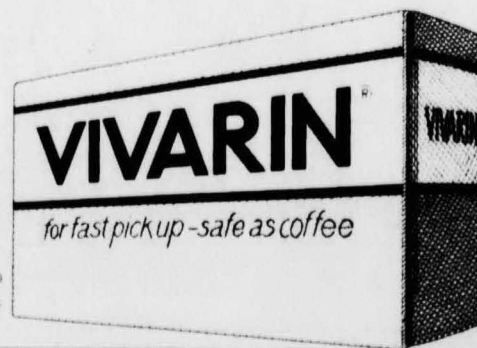
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