

## Defense set

The Rape Crisis Network will present a program at the Eugene Public Library on Monday. There will be a self-defense demonstration. Events are free and open to the public. For more information, call 485-6700.

## Alumni plan British trip

Reservations are still open for a British "country home" vacation Sept. 4-18, to be sponsored by the University Alumni Association.

Prof. Daniel Valentine, history, is leading the fortnight's wandering through the British countryside. The tour features chauffeured transportation and farm home accommodations, complete with full breakfast and evening meals. University alumni and friends are eligible to participate.

The educational and leisure tour, for which two hours of credit

will be available, will focus on the Black Mountains of Wales, the English Lake District, and central and southern Scotland.

Valentine is a specialist in British architecture and English literature.

Total cost is \$1,397 per person, including air transportation, lodging, meals and travel by private cars. Reservations will be accepted through Aug. 1.

More information is available from the Alumni Association, Room 217 Susan Campbell Hall, 686-3178.

## Help offered

Hospice care for dying persons and their families will be the subject of lectures and a University workshop Friday through Sunday, July 21-23, under the sponsorship of the Center for Gerontology. Lecturer and teacher will be William M. Lamers, Jr., medical director of Hospice of Marin in San Rafael, Calif. Lamers is a nationally-known child psychia-

trist, teacher, lecturer, and writer and an authority on hospice care.

The hospice concept, which provides physical comfort and supportive care for dying persons and their families, originated in Europe in the Middle Ages and developed in modern form in England in the aftermath of World War II. St. Christopher's Hospice outside of London has been operating since the late 1960's. The hospice movement reached the U.S. in the early 1970's. Hospice care emphasizes relief from pain through drug therapy and family involvement in helping the dying person overcome fear of pain and death.

## Public Invited

The Chile Center for Human Rights will hold an open house from 5 to 8 p.m. today. Refreshments and Chilean folk music will highlight the activities.

The Eugene Committee for a Free Chile meets regularly at 7 p.m. Thursdays at the center,

## Community based ed. to be explored

The development of community-based education is the topic for a four-day national conference to begin Monday at the University.

Education leaders from across the country will participate in talks designed to find ways community colleges and local schools can work more closely in serving their communities.

Sessions will include discussions on policy, funding and commitment, current philosophies and practices and model educational programs. Participants will tour Lane Community College and the Eugene District 4J public school system.

Speakers include James Gollatschek, president of Valencia (Fla.) Community College, Suzanne Fletcher, director of the

AACJC's Center for Community Education, and Paul Tremper, executive director of the National Community Education Association.

The conference is sponsored by the American Association of Community and Junior Colleges, the Northwest Community Education Development Center and the University's Center for Educational Policy and Management.

## Tenure (Continued from Page 1)

commended against granting her indefinite administrative tenure, it unanimously advised University Pres. William Boyd to offer her a fixed-term appointment. The policy change had no effect on the committee's recommendations in the case, Rousseve asserts.

"It was agreed that persons on the tenure tracks at the time the new policy was established had the right to remain there and be governed by the guidelines under which they were appointed," he explains. "Mrs. Willard's administrative performance was reviewed as fully as possible."

The main criterion in granting administrative tenure is whether the candidate has demonstrated a strong, noteworthy level of performance higher than that required for initial appointment, he added. If there is a "reasonable doubt," tenure is refused.

"Because there were mixed comments regarding her administrative performance in the job, there were those who suggested to Myra that it would be less risky to opt for the fixed-term appointment," Rousseve says. "When you grant a person administrative tenure, it means that person can remain at the University until retirement."

Rousseve freely says that several persons, including himself, advised Willard against seeking tenure. "It was not a matter of coercion," he maintains. "When you explain to someone what the alternatives are, I don't think that's coercion."

Because administrative tenure does not necessarily insure that a person will occupy a particular office indefinitely. Adaptability to new job requirements and the capability to be employed in other comparable positions were also measured by the committee.

The review process included letters, phone conversations and interviews that were summarized, signed, and placed in Willard's

file. She did not waive her right to see the file, Rousseve says.

The committee contacted a variety of academic, administrative and classified staff members for the review. "It was a very mixed population that we sampled," he adds.

"Her job performance was judged to be effective enough to support an argument for continuance but there was a reasonable doubt in the end and therefore, the committee could not in good conscience recommend her for tenure."

The committee completed its evaluation by mid-May, and Boyd denied Willard's request for tenure status based on its recommendations June 30th.

However, Rousseve says the University has not been as forthcoming as it "should have been" in Willard's case in some instances and stressed that he did not necessarily agree with its handling of affirmative action policies in many respects.

"I stand with Myra Willard in recognizing that the University's record to date with respect to the hiring of minorities and women does leave something to be desired," Rousseve says.

"In some cases, policies and procedures worked out with the Affirmative Action office appear not to have been fully implemented or followed. However, it's my considered opinion that the deficiencies that do exist can be resolved within the campus community or the state system, without recourse to court litigation or excessive external surveillance."

Serving with Rousseve on the administrative personnel review committee for Willard were Catherine Jones, assistant dean of the Business school; W.N. McLaughlin, University Business Affairs director; Adell McMillan, EMU director; and committee chairer Donald Moon Lee, assistant housing director.

## briefs

### INTERVIEWS

Interview sign-up sheets are now posted for the U.S. Navy in Room 246 Susan Campbell Hall. All majors are eligible.

July 24. Candidates for Navy Intelligence Officers.

July 25. Aviation officers.

July 26. Business managers.

July 27. Aviation flight engineers (does not require 20/20 vision).

Applicants must be U.S. citizens.

### MEETINGS

Representative Al Shaw (R-Dixonville) will speak at the Republican Roundtable Forum Friday, on property tax limitation. The meeting will be at the Asia Garden restaurant, at 12 noon.

The Campus Zen Fellowship will meet for meditation today from 12:00-12:30 p.m. in the EMU. Introductory instruction will be offered to newcomers from 11:30-12:00. Room will be posted.

### MISCELLANEOUS

Tickets are still available for evening performances of the University Summer Festival of Music tonight and Friday night. "Musical Offering," a baroque ensemble from Los Angeles, will present a chamber music concert and Friday the Festival orchestra and singers will perform solo cantatas. For information, call 686-3764.

A sub-committee of the Lane County Juvenile Court Advisory Council will hold a public meeting on Thursday from 7:30-9:30 p.m. at the Lane County Juvenile Department, 2411 Centennial Boulevard. The Advisory Council is seeking public input for the evaluation of the detention home programs.

Persons that wish to appear and testify before the sub-committee should phone 687-4087. A written copy of testimony is requested but not required.

### POLICY

The Emerald's briefs column is open to anyone wishing to announce meetings, lectures, or miscellaneous events. They should be typed and triple-spaced in a 65-character margin. Submit all pertinent information, including the date you want it to run, by 1:00 on Tuesday or Friday for the upcoming papers. Also, include a name and number in case we have questions.

Briefs are run once only and are subject to space limitations. Events with donations or admission charges will not be accepted.

Register to vote



## New to Eugene? Register to vote!

It's simple to register to vote. The only qualifications are that:

you are a resident 20 days before the election and that you are 18 years or older

You can register at the EMU — Main Desk or Suite 4 or in the lobby by the fishbowl.

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## ASUO State Affairs.

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## WE ARE HIRING

If you are looking for immediate responsibility and practical experience after graduation, consider the U.S. Navy. The Navy is seeking highly qualified, capable individuals for challenging positions as Naval Officers. Interviews will be held for the following fields:

NUCLEAR PROPULSION  
PERSONNEL MANAGEMENT  
NURSING  
ENGINEER CORPS/CE, ME, EE, ChE

LAW  
AVIATION  
MEDICINE  
BUSINESS

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