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beyond making job assignments for their employees.

"When I see someone come in that's obviously very bright and has it together, I'll market that person. I'll start calling my contacts," WTS branch manager Pat Smith said.

WTS also has a "Temp to Perm" program, where employers are encouraged to hire a temporary employee full time after 30 days if the arrangement "works out", Smith said.

At the larger agencies, a temporary employee's skills are evaluated, and some training

often is necessary before he or she can be given an assignment, Pikus said.

"A college student is a perfect example. Sure, you're typing your term papers and things like that over the course of the year, but it's not like working in an office," Pikus said.

Pikus said the rate of payment for an assignment depends upon the experience and skill level of the worker.

"It will be different if you start off as a clerk with absolutely no typing skills. With each additional skill you have, their

rate will go up," she said.

While larger companies will teach skills to their prospective temporary workers, smaller businesses, especially industrial customers, expect their employees already to have the necessary training.

"We deal in experienced labor," said Joel Clark, branch manager of Able Temporary Services, an agency that devotes over 85 percent of its employees to pulling green veneer in local lumber mills. "We usually need them to have the necessary skills when they come in here."

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University's undergraduate programs remains in question because so many GTFs are used to instruct.

"That (using GTFs to teach undergraduate courses) was a concern because we felt like some classes were not getting a quality instruction," Adams said.

However, Adams added the reason GTFs are used extensively at the University stems from budget constraints.

Indeed, it is a fact GTFs cost less to employ than full-time faculty.

The 1986-87 State System of Higher Education Fact Book lists that full-time professors earned an average of \$38,000 annually compared to a full-time GTF's annual salary of \$19,000 for the year 1985-86.

University GTF President Chuck Hunt agrees with Adams. "We should be clear that the reason why there are lots of GTFs teaching is because they save money — it's a very cheap way of teaching," Hunt said.

However, Hunt takes exception to the state board's assumption that GTFs necessarily make lower quality teachers than do professors.

"I don't accept the assumption that they (GTFs) are somehow inferior teachers...I don't want to insult faculty, but

often they're (GTFs) quite superior.

"For instance, a professor who is immersed in his or her own research and has little time to be concerned about the class may not be near the instructor or professor or teacher that a GTF is...who has put all of his or her resources into one course," Hunt said.

Ken Ramsing, acting dean of the graduate school, adheres to Hunt's assertion.

"One thing I don't think is fully understood by state board members and students...is many of those GTFs are extraordinarily well qualified. I'm not trying to refute the criticism of using too many GTFs...the University has to be sensitive to that, but the fact many GTFs can be highly qualified is forgotten," Ramsing said.

In addition to the number of GTFs teaching on this campus, Nelson cited a problem she and other board members have with foreign GTFs at the University who have not mastered spoken English.

Moreover, according to the Oregon State System of Higher Education's Strategic Plan for 1987-93, "Some of the system's graduate assistants...are foreign students who are not easily understood by Oregon students."

"We hear complaints about

graduate teaching fellows, where students get into classes where their (GTFs') English isn't all that good...especially I think in the sciences and math departments," Nelson said.

"Graduate teaching fellows are apparently in short supply, and that's where you get into where someone isn't all that well trained," Nelson added.

Frank Anderson, University math department head, doesn't share Nelson's point of view. Anderson acknowledges the math department does have "a few foreign students (GTFs)" who have problems with spoken English, but when language problems occur, solutions quickly are found.

"When this happens we insist they take English language classes," Anderson said.

Anderson also said the math department does not have an overabundance of foreign GTFs with language problems teaching classes.

"I would put our undergraduate program up against any in the country, certainly in the Northwest...I have not received one single language complaint this year," Anderson added.

Rod Capaldi, University biology department head, said there are no language problems

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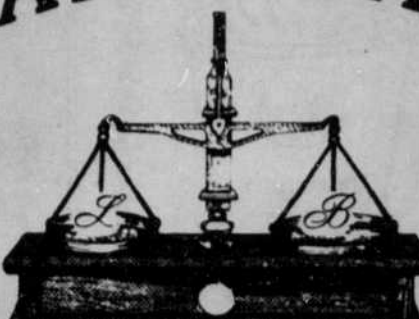


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