

## FACULTY

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represented.

Faculty with strong contacts throughout the country will increase the probability of more professors coming to Eugene, Davis said.

Besides creating salaries that are an incentive to teach at the University, Davis said the task force hopes to find resources and support.

"Salaries are a big issue but resource support is more important. Pay is one issue and indeed a critical one. Resources and support are other issues as is the quality of life and creditability of life at a institution," Davis said.

The task force is expected to have a plan of action by the end of this year.

Members conducted a faculty survey on why professors stay here and the problems with hiring. However, the results will not be re-

leased until the end of this term.

A pilot study involving 20 faculty members, conducted by Scott Kerlin, University graduate student and task force member, showed that 10 had considered leaving the University.

Job satisfaction, which was the focus of the study, is one of a variety of issues the task force is addressing, Kerlin said. Demographic information and the cross section of faculty are other topics under consideration.

Class load and time available for research are also being looked into as issues which make a university more attractive to professors, Partch said.

"It takes people to get people," Davis said. "We're committed to retaining good faculty and recruiting excellent faculty that, along with a good program, makes this a good place to be."

## CIA

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Culhane.

Protester Phil Nebergall said he considered the interview cancellations a victory, but not an overwhelming one because the CIA is expected to return in the future.

Prior to the protest, Culhane said he did not object to student protests, but to the denied access of students who want to be interviewed.

"Everybody's entitled to their own opinion," Culhane said. "The only thing I object to is when people interfere with other students' privileges to come and see me."

Culhane said he rarely encounters protests when he recruits at other northwest col-

leges and universities.

When asked about the student complaints of discrimination against gays and lesbians, and illegal CIA activity, Culhane said it was a "matter of opinion."

Later in the afternoon, Brand addressed the issues of CIA recruitment and the protest by saying student protesters have the right to freedom of speech, but cannot legally deny access to those who want to be interviewed.

"They have every right under the First Amendment to make their feelings known," Brand said. "They don't have the right to interfere with the individual rights of others."

When asked about the pro-

testers' complaint that the CIA discriminates against gays and lesbians, Brand said the University requires recruiters to sign a non-discrimination statement, but does not have the means to evaluate whether or not recruiters are abiding by that.

"We do not possess the ability to investigate the CIA or any other company as to whether they are falsely signing the document," Brand said. "We ask them to sign in good faith that they are following the University's non-discrimination rules."

"That's as far as we can go with it," he said. "We don't have the where-with-all nor the legal capability of investigating such agencies as the CIA."

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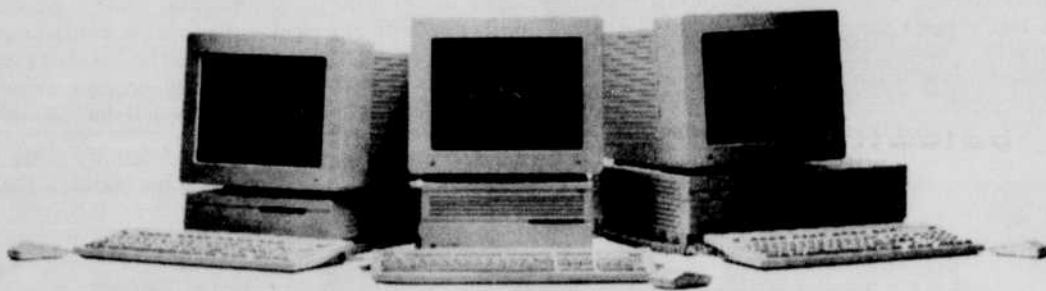
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