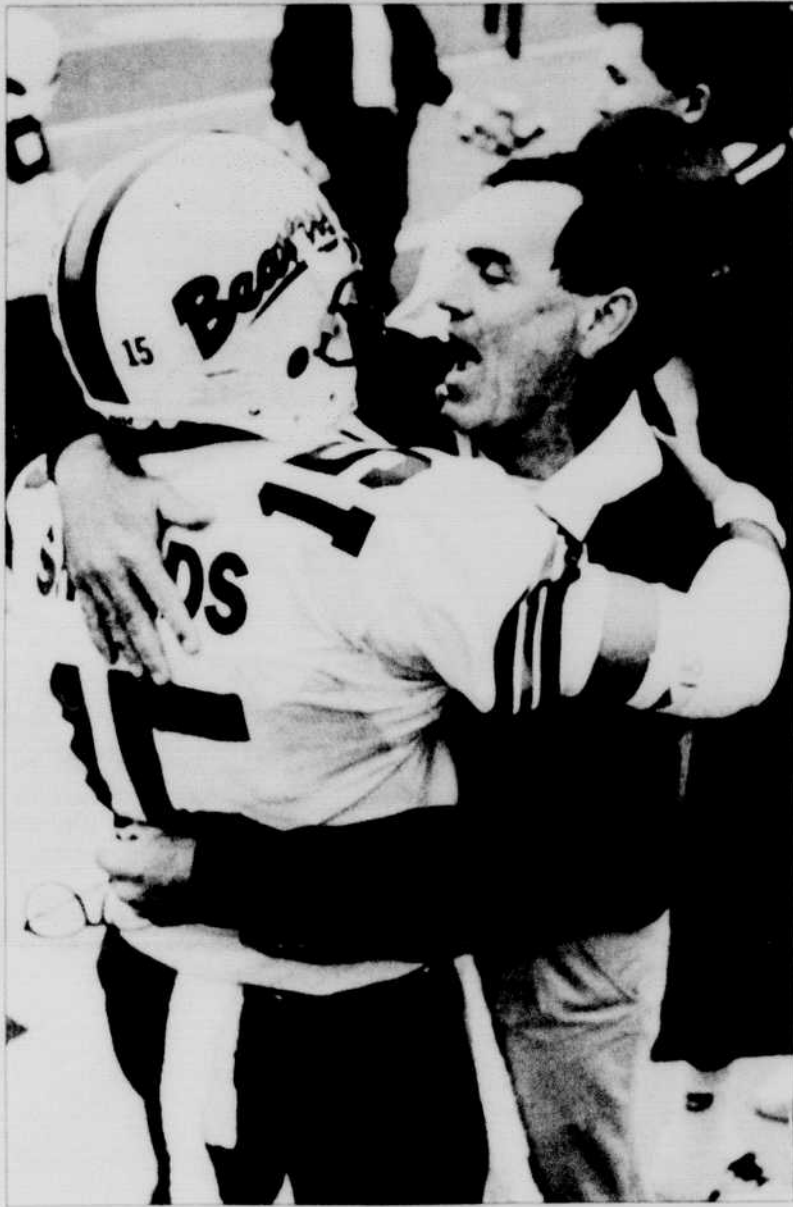


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The Beavers?

Oregon State football coach Jerry Pettibone and quarterback Ian Shields (left) celebrate the Beavers 14-3 upset victory over the Ducks Saturday at Autzen Stadium. Oregon coach Rick Brooks (above) leaves the field after suffering only his second loss to Oregon State in 15 years. For story, see page 6.

Photos by Sean Poston

Minority plan takes effect

By Carrie Dennett
Emerald Associate Editor

The University's plan to reorganize affirmative action, with the intent to decentralize and strengthen enforcement, goes into effect today.

University President Myles Brand announced in early October the University was developing a new model for affirmative action. This model essentially divides the responsibilities formerly charged to the Office of Affirmative Action and Equal Opportunity.

The affirmative action office will now recruit minorities and educate University students, faculty and staff about affirmative action issues.

An interim advisory body, comprised of students, faculty and staff members, will help develop recruiting and education programs.

Diane Wong, formerly head of the centralized affirmative action office, is now Brand's special assistant for affirmative action, and serves on the advisory board and the Affirmative Action Administrative Council.

The AAAC's primary responsibility is to oversee the compliance, investigative and other enforcement aspects of affirmative action, and will be chaired by Linda King, director of Human Resources.

The AAAC's membership will also include the dean of students, the vice provost for academic personnel and the special assistant to the president for legal affairs.

Human Resources will handle complaints of discrimination involving non-teaching faculty and staff members.

Complaints involving teaching faculty members will be forwarded to Lorraine Davis, vice provost for academic personnel. A part-time investigator will investigate complaints.

Discrimination complaints involving students will be handled by the dean of students. Cases involving complaints between a faculty member and a student

Turn to REORGANIZE, Page 3

Black Student Union burns the *Emerald*

By Michael Sears
Emerald Contributor

Members of the Black Student Union defied cold weather Friday at a rally to demand the University hire more black professors.

The University employs six black professors, all of whom are men, said assistant professor Clarence Spigner. He perched himself on a bench in the EMU courtyard and told a crowd of about 100 students that the University is not doing what it could to meet the needs of the 241 black students on campus.

"This institution has a responsibility to see that you get a degree," Spigner said, "but this institution can do a hell of a lot more."

The National Association for the Advancement of Colored People's Chuck Dalton, a University graduate, said the University should also hire more black counselors. Dalton said the few black professors on campus spend too much of their time counseling black students. As a result black professors do not have time to publish books and articles to advance their careers.

"This is a form of institutional racism," Dalton said.

He also told the crowd that when he attended classes at the University, he was forced to take a class on black history from a white professor.

BSU Director Lisa Lawrence said the University was not living up to its rhetoric concerning its commitment to students of color. She told students that the



Trent Griffith ignites a garbage can full of Emeralds as part of rally sponsored by the Black Student Union outside the EMU Friday.

black student body will become more active in dealing with black issues.

Lawrence and other members of the BSU met over the weekend to draft a letter to University President Myles Brand on hiring more black professors. Lawrence

said a meeting with Brand was scheduled for Dec. 3, and the BSU would take up the issue then.

The BSU also came out against the decentralization of the Office of Affirmative Action and Equal Opportunity, which takes effect today. BSU member Leslie Warren told students Affirmative Action Director Diane Wong's new position is ambiguous and will not allow her to properly deal with affirmative action issues on campus. Wong will be a special assistant to the president.

BSU member Ishaq Shamsud-Din railed against the *Emerald's* Friday cartoon comparing ASUO Vice President Jo Sonja Watson with U.S. Vice President Dan Quayle. Shamsud-Din called for students to support Watson and reject the recall effort initiated by the College Republicans.

Watson is at the center of a controversy concerning charges that she shoplifted from the University Bookstore, failed to make court appearances, and did not pay all of her fines.

At Shamsud-Din's prompting, students Tanya Menelee and Trent Griffith lit fire to a garbage can full of *Emerald* newspapers.

Other issues addressed included a lack of library books dealing with African-American topics and sexual harassment of black women by white men on campus.

The rally also included a reading from Malcolm X, and concluded with a raised-fist "black power" salute.

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At the sea

Want to get away from it all? The University's Oregon Institute of Marine Biology offers an opportunity for 40 students to live on the coast spring term while earning University credit.

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Mauled

The Oregon men's basketball team Friday got an early taste of what the season might be like as they were blasted by a tenacious Montana team, 78-39. The cold-shooting Ducks hit just 24 percent from the floor.



See story, Page 8

The end

The women's volleyball team closed the book on a disappointing season, falling to fifth-ranked UCLA in three games. The loss gave Oregon its fifth losing season in 19 years of competition.

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