

IFC

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didn't direct them to write it.

The strong EMUB motion became even stronger after members amended the wording to "reject" the amendment, instead of just saying that the proposed amendment was not the "proper solution."

In a previous interview, Moseley said the administration viewed a memo dated May 18, 1993, as the most important, supposedly ending any discussion.

In the memo, University President Myles Brand wrote that he appointed Moseley to draft an amendment separating the EMUB's budget from IFC control after meetings set up by the ASUO to resolve the situation proved fruitless. None of last year's IFC members showed up

for the meetings.

Moseley said the administration could end discussion with the memo because the administration had already offered a one-time extension for further debate.

But the ASUO doesn't see discussion ending last May. Citing state rules creating the IFC, Bowen said any changes to the Clark Document must be made with comment from the ASUO or IFC. If the two groups cannot agree on the amendment, the issue then goes to the Oregon State Board of Higher Education for mediation.

Bowen said that he was waiting for the final amendment before he could make comments on it, and legally could only comment on the written document, not a memo proposing the document.

PHOTO

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photograph more inappropriate than in another?" Johnsen said.

On Monday evening, Johnsen and Macdonald agreed on a compromise: Some pieces would be removed.

"When I'm asked to remove only certain pieces," Johnsen said, "I'm forced to agree to be partially censored."

Yet Johnsen believed that by agreeing to the compromise to remove certain photographs he would still be able to have his work displayed.

When Johnsen went to remove selected pieces Tuesday night, the compromise unraveled. Macdonald decided Johnsen should be responsible for taking down and putting up his pieces for the weddings. He chose to withdraw his entire show.

"We originally agreed to a certain set of action," Johnsen said. "When she started changing the rules, I decided I would take all the pieces down."

The walls at the Collier House are now bare, and Macdonald is looking for someone to fill the space for the rest of the month.

"She's defining what's acceptable for the University," Johnsen said, "and that's censorship."



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COFFEE

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drinking, preparation and useful products to Eugene residents who have either been aware of Starbucks Coffee Co. before and attract new customers willing to experience what Starbucks has to offer," said Laura Moix, Starbucks media relations spokeswoman, in a telephone interview.

One of the most dominant and fast-growing coffee retailing businesses in the Northwest, Starbucks Coffee Co. has been opening new espresso bars at a rate of one per week over the last six years across the country. The company expects sales to top \$1 billion by the end of the decade.

Originally, the first Starbucks espresso bar opened in 1971 in Seattle's historic Pike's Place Public Market overlooking the Puget Sound. The company has experienced remarkable growth in public demand for its coffee beverages and products. There are now more than 100 Starbucks stores in the Northwest region alone. Nationally the company averages \$700,000 in sales per week.

The company's name was based on the coffee guzzling first mate character in Herman Melville's novel, *Moby Dick*. The company's unique reputation stems from its use of revolutionary business operations in order to sell its products. They have traveled worldwide to seek alternative coffees available, sought high standards of customer service and heavily invested in employee training programs.

Several students have noted that the off-campus site for Starbucks' new store may pose minor distance difficulties in order to visit its premises. However, Jody Hueffed, Starbucks' media events coordinator and



NORMAN MESMAN for the Emerald

Starbucks Co. hopes the popularity of late-night coffee establishments will bring students in to enjoy "an affordable luxury."

spokeswoman said the company hopes that the new Eugene store will appeal to students despite its off-campus location.

"It's hard for most students on a budget to have recreational time without expenditures. Late-night coffee hangouts are 'in' among most young adults, especially college-age, and we want Eugene residents and students to know we're an affordable luxury to enjoy," she said.

Moix also said the Starbucks stores are

modeled after European cafes for an aura of sophistication and relaxation for customers.

Perhaps the most interesting features about Starbucks Coffee Co. is the high priority it places on its employees, called partners or "baristas" — the Italian word for espresso bartenders. A 20-plus hour class training program is given to Starbucks employees on customer service, coffee-brewing methods, handling the individual coffee products and other responsibilities.

Starbucks automatically provides employee insurance coverage for health, dental and vision care for those who work more than 20 hours, and career counseling, product discounts and stock options for all workers.

The starting pay for employees is \$6 per hour, and about 2,400 people are presently employed by Starbucks in the Northwest. The company also encourages team spirit with participatory meetings, motivation and reward programs for employees.

"Starbucks is able to attract people with more education and more work experience than the average retail worker because of the relatively high hourly wage and excellent employee benefits program. We only have a 60 percent turnover rate," Hueffed said.


According to a survey published in *Inc.* magazine, gourmet coffee sales is the only growth segment of the coffee market. About 19 percent of all coffee sold is gourmet, making Starbucks Coffee Co. an aggressive leading retailer in such a competitive market. In 1992, Starbucks ranked fifth out of 333 businesses selected for the Entrepreneurs of the Year contest sponsored by U.S. business journals.

Pamphlets are available at the store that offer information about the products and beverages they sell.



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