

POOL

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waist deep, one weighs 50 percent of their total body weight. At head depth, one weighs only 10 percent of their total body weight."

As strength builds up in the injured area, more weight can be applied, Ruf said.

The program starts with a warm-up. Walking across the pool keeping the legs straight warms up the muscles in the lower body and gets the blood moving. Next, the program mandates standing in shallow water and using Styrofoam barbells to do a series of repetitions that warm up the upper body.

Once the body is completely warmed up, one moves to the deeper end of the pool. A floatation belt is worn during this part of the class so that attention can be paid to the injured area and not so much to treading water. More exercises are done here that focus on each individual's injury. Finally, to complete the therapy session, there are cool-down exercises to return the heart rate back to normal and to keep the muscles from tightening up.

Pool therapy is often used as a complement to regular physical therapy sessions, and a physical therapist is always present during the water workout to help the individual concentrate on his or her own problem area.

The benefits of pool therapy are great.

"Water therapy allows a person with an injury

to exercise much more quickly after the injury occurs," Ruf said.

Exercises that are impossible to do on land can now be done in the water. This allows one to keep up muscle tone and to regain any strength that has been lost.

"I've found that ankle and knee injuries seem to recover more quickly when pool therapy is used than if crutches or boots are used alone," Ruf said.

Joachim Aug, an exchange student from Germany and a graduate student in history, has been in the class since November. He has a lower back injury that he receives spot tissue work on during regular physical therapy sessions.

"The pool workouts help me a lot psychologically because it's the only exercise I can do. It keeps me moving and my muscles toned. I appreciate it a lot," Aug said.

The pool therapy program is open to all University students who go through the Student Health Center for a specific injury.

"The cost of the program can be billed to insurance, and there is no equipment to purchase. It is all included," Ruf said. "We just really want students to know that we are out there and the help we have to offer."

The classes take place Monday, Wednesday and Friday afternoons at the Gerlinger Pool. There are two sessions that begin at 3:30 and 4:15 p.m. For more information, call the sports medicine and physical therapy office located at the Student Health Center.

SEATS

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and MM — will be reserved for students. In the past, those seats had been made available for either students or general admission ticket holders.

Bowen said Monday's agreement was a victory for the students.

"From the student's standpoint, it's a pretty fair deal," he said. "We're not losing many seats."

All told, students will lose approximately 98 seats that would otherwise be reserved for them.

Bowen said he will try to

work out with the athletic department some kind of compensation for students attending the games this week such as complimentary souvenirs.

Brooks said he will have to offer alternative seating options for reserved seat ticket holders in three or four rows behind the student section because the agreement struck Monday will still leave some fans with a blocked view of the game if the students choose to stand.

"There are still going to be students and reserved seat ticket holders unhappy with this decision," he said.

The problem of seating arrangements for men's basketball games has been brewing all

season. The athletic department claims it has received 20-50 calls a game with reserved seat ticket holders complaining about students standing for entire games, blocking their view of the action.

The controversy came to a head Feb. 26 when two rows of students in the sections behind both baskets were asked to find different seats at halftime of Oregon's game with Arizona.

Last week, Brooks said he would likely have to rope off the top two rows of the sections behind the baskets and come into Monday's meeting proposing the roping off of the top three rows in those sections.

ACTION

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comply with a number of federal requirements, that shortcomings existed in data and record-keeping at the Office of Affirmative Action and Equal Opportunity, and that the University needed to do a better job of making sure its supervisors understood its affirmative action obligations toward applicants and employees with disabilities.

Auditors also reported that the University's complaint and grievance resolution process took too much time, and that the complainants received too little information about the outcomes of these processes.

In response to the audit, the affirmative action office has made and will continue to pursue changes in its policy. The University plans to alter its rules on investigating discrimination and sexual harassment complaints, including extending the deadline for victims to file a grievance from 180 days to 365. It also plans to adopt revised regulations on discrimination and sexual harassment, strengthen the University's ability to intercede upon receiving informal complaints of discrimination against the same individual, and impose stricter record-keeping and reporting requirements.

The University also plans to conduct diversity training and education for faculty and staff, sexual harassment training for graduate teaching fellows, and encourage more women and minorities to enter the physical sciences through a tuition

waiver program for graduate students and a summer apprenticeship program for high school students.

The University already has seen an increase in the number of female faculty hired. Over the past two years, 50 percent of the new faculty members have been female, about 15 percent above the national average, said Lorraine Davis, vice provost for academic personnel.

Thirteen new faculty of color also were hired last year, including five Asian-Americans, four Hispanics, two African-Americans and two Native Americans. Half of the 50 job offers for tenure-related teaching jobs supported affirmative action goals in hiring, with five job offers to women in underrepresented fields and 20 job offers to minority candidates, Davis said.

Although Bruce Kuehn, acting Portland OFCCP district director, wrote a letter to Brand in which he called the plan "an impressive effort by the University in fulfilling their affirmative action obligations," not everyone is impressed with the University's efforts.

University Assistant Professor Clarence Spigner said that judging the University's efforts in affirmative action hiring "depends on how you measure progress."

"If you start with mediocrity to begin with, you don't have far to go," he said, noting that less than one percent of the faculty at the University are African-American.

"I don't think you can call that progress," he said.

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Special Election March 9 & 10 Vote on Major Revisions to ASUO Constitution

- 1) Changes enabling clause to allow a later date of implementation.
- 2) Dissolves the IFC. Modifies the membership of the Student Senate and gives them the authority to act on all matters relating to the allocation and appropriation of incidental fees. Creates three fee recommending (finance) committees. Allows the Executive to veto all decisions of Senate and ASUO Programs Finance Committee, and sets a new time limit on vetoes of major program budgets. Requires a certain quorum for voting on major program budgets.
- 3) Fixes errors, ambiguities, or numbering changes.
- 4) Changes impeachment process (from 2/3 of two bodies to 3/4 of one).
- 5) Makes the ASUO VP the chair of the Student Senate, and establishes a Senate vice chair (President Pro-Tempore) from the Senate membership.
- 6) Changes the requirement for Academic Senators to serve on Faculty/Student Committees from at least one committee to at least two.
- 7) Changes the requirement for the ASUO President to submit accounting of ASUO expenditures from current fiscal year to that of previous fiscal year (currently referred to as the Post Close).

Copies of complete ballot measures and Constitutional revisions can be obtained from the ASUO Executive Office, Suite 4, EMU from 8 am to 5 pm, Monday-Friday.