

# MEASURE

Continued from Page 1

age used to recruit the best and brightest academics we could find."

Measure 8 will reform the state employee's pension plan by requiring them to contribute 6 percent of their wages into their own retirement funds. The measure also eliminates sick leave roll-over and requires an 8 percent return on all investments.

Davis, who finalizes all faculty searches for the University, said recruiters will have to work extra hard now to attract talent.

The University is currently conducting between 40 and 45 searches for faculty, she said.

James Mooney, a law school professor and member of the committee which oversees recruitment for that department, said the University offers considerably lower salaries than other colleges in the nation.

Mooney said he is afraid Measure 8 will have a fairly serious impact on recruitment at the law school.

Not all faculty recruiters are worried. Some feel the large number of academics looking for jobs will offset any harmful effects of the measure.

Richard Kraus, head of the political science department, said his school is currently undergoing three faculty searches. He also said that there are hundreds of applicants for those three positions.

Kraus feels that the problem lies partly in the poor shape of California's education system. California is not hiring many faculty members at its universities because of its financial woes, Kraus said.

## University employees frustrated

Suzanne Marta  
*Oregon Daily Emerald*

For employees across the University campus, whether faculty, managerial or classified staff, Measure 8 means more than just a 6 percent deduction in salary.

For property specialist Susan Osterman, the measure has significant implications.

"I live a beans and rice existence as it is," Osterman said. "I will have to pick up a second job."

Osterman is frustrated with the public's perceptions about state workers. "It's not a welfare job," she said.

Osterman is fighting back by choosing not to patronize businesses and services that supported Measure 8.

"I know of lots of people who have pulled their money out of U.S. Bank and I won't buy gas at Chevron anymore."

Combined with the 6 percent employee contribution to their pension, that adds up to approximately a 12 percent cut in real pay," economics Professor James Ziliak said. "The impact is quite serious."

The 6 percent pension contribution will be taken pretax because of an executive decision made by former Gov.

Roberts. If the pension contribution was taken post-tax, the deduction would have been 9 percent, according to Ziliak.

One important issue is how unused sick leave is to be affected by Measure 8.

Before the measure was passed, employees were allowed to use half of their unused sick leave for their retirement fund.

For Roger Colton, stationary engineer at the University power plant, Measure 8 means he may not be able to use the 1343 hours of sick leave that he's saved over the past 28 years that he has worked for the University.

"What is the incentive for leaving time on the books anymore?" Colton said. "I'll have to use my unused sick leave or just flush it down the toilet."

Bob Gwozdz, a heating and ventilation mechanic at the University Physical Plant, said that Measure 8 gave unfair privileges to voters.

"In essence, every voter in the state can vote on my contract," Gwozdz said. "I don't have an equal right to vote on Weyerhaeuser or EWEB contracts."

"But one thing we do have to do when we hire someone is convince them that we have a healthy educational system and that the state has a healthy attitude towards higher education," Kraus said. "It is hard to put Measure 8 in a good light."

"Who we hire is one of the most important aspects of this University," Davis said. "It remains to be seen whether we can counter the effects of Measure 8 and still get the best."

Japanese Student Organization presents

# Japan Night



Time: **Saturday, January 14**

doors open at 6:00 p.m. • dinner starts at 6:30 p.m.

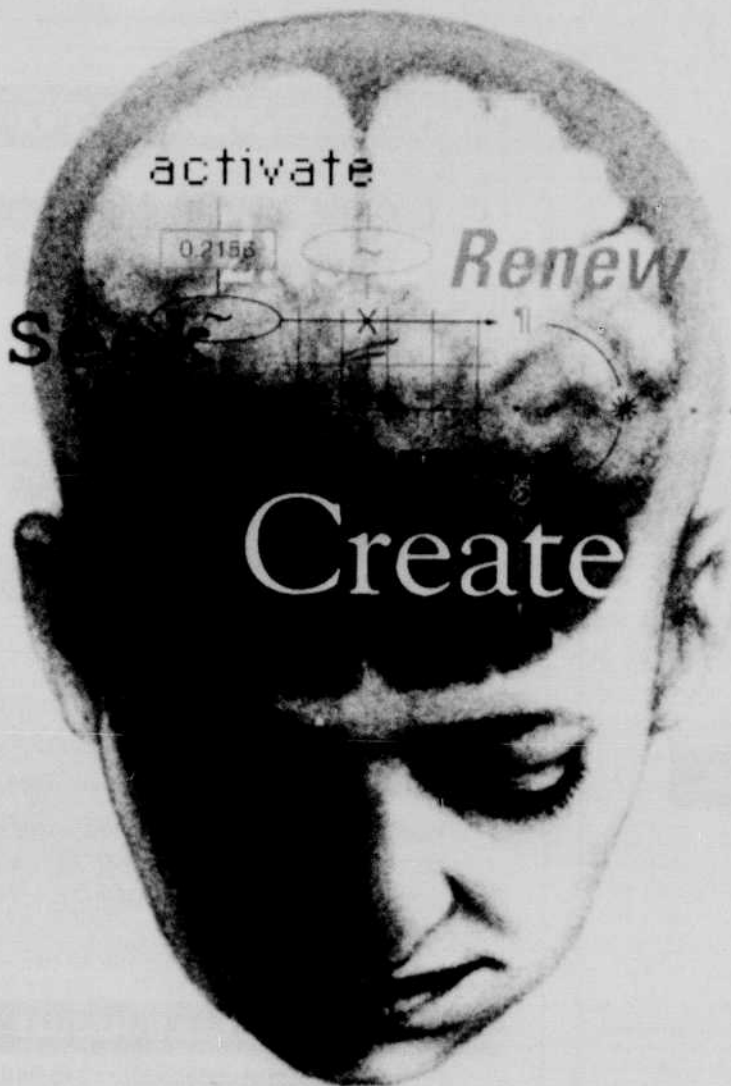
Place: **EMU Ballroom, U of O**

tickets available at EMU Main Desk

Tickets: **\$8 students (advance)**

\$9 students (rush) • \$10 general public

Open for **business**



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Information Session for Undergraduate and Graduate Students

Thursday, January 19, 1995 from 6:30-8:30 p.m.  
Walnut Room

Campus Recruiting - Undergraduate and Graduate Students

Friday, February 10, 1995

Resume, application, cover letter and unofficial transcripts are required for the interview schedule by January 27, 1995. Please submit paperwork to Employment Services receptionist, 244 Hendricks Hall.

\*\*\*Individuals will be chosen for interviews based on a resume pre-selection process. There will be no bidding for interview slots!\*\*\*

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