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Recycle this paper



State speech

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not always had a history of welcoming minorities."

Though the process is neither easy nor quick, increased efforts have been made across campus, he said. Frohnmayer mentioned significant advancements in the form of hiring new staff to deal with issues of diversity in the Teaching Effectiveness Program and the Office of Multicultural Affairs. Monetary solutions — including \$1 million in student scholarships and \$500,000 in the recruitment and retention of faculty of color — are also being implemented to enhance and support diversity, along with faculty orientations and department meetings.

"Diversity is not something you can achieve overnight," Frohnmayer said. "It is not measured by program count or head count. It is a long, slow process energized by the commitment of many teachers, students and staff members."

New faculty members seemed

for the most part to appreciate the focus on diversity issues.

"It is an important subject that everyone needs to know about," said religious studies professor Judith Baskin, who is also the new

“Diversity is not something you can achieve overnight. It is not measured by program count or head count.”

Dave Frohnmayer
University president

director of the Judaic Studies program.

Prahlad, from the English department, said he was impressed by the efforts Frohnmayer made.

"I got a good feeling about the president and administrators; they seem to have a lot of integrity and sincerity," he said. "I am optimistic about their efforts to increase diversity."

DPS

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adamantly denied. A case against the University and DPS, filed by former DPS dispatcher Pauline Conaway, was dismissed last week. Conaway alleged charges of harassment and age and disability discrimination against her supervisors.

Conaway received an out-of-court settlement from the University that included \$15,000 and a new job on campus outside DPS.

Conaway is one of at least five

about a month ago, said he and another officer who quit during the summer, Terry Gaeta, were not taken seriously when they interviewed with Fitzpatrick.

"We challenged the decision and went in for interviews, and the interviews were a total sham," Maynard said.

Dotti Clegg, who quit DPS almost two months ago, filed a marital discrimination grievance against Fitzpatrick and Martinez last April, although the grievance was dismissed by Barbara West, special counsel to University President Dave Frohnmayer.

West was out of her office Wednesday and unavailable for comment. University General Counsel Melinda Grier said the reasons for the dismissal of Clegg's grievance are confidential.

Clegg and her husband, Doug, started a relationship while both of them were working in the department. Once they announced their relationship, Martinez sent Dotti Clegg a memo directing one of them to work the graveyard shift, although Clegg claimed she never saw a DPS rule stating couples couldn't work the same shift.

Fitzpatrick said the rule doesn't exist in writing but is an established DPS policy that will be on the books in the near future. He said they were allowed to choose who moved shifts.

Most importantly, Fitzpatrick said, Doug Clegg was Dotti Clegg's superior in DPS at the time, which would have created a conflict.

"With a strong relationship you might act otherwise — rightly or wrongly — and be inclined to act differently than if there was another officer there," Fitzpatrick said.

Emerald reporter Rebecca Newell contributed to this report.

“Her liberty to talk about it doesn't give me the liberty to talk about it.”

Dan Williams
University vice president

DPS employees who has quit or been reassigned to other University departments since summer.

Many of those former employees claim that Martinez was hired illegally and discriminated against other employees.

Martinez said that, along with her leave, she would not discuss harassment or discrimination. Last winter, DPS posted an "intent to promote" Martinez to a lieutenant position, a hiring process that allows other officers to apply also. Linda King, director of Human Resources at the University, said the "intent to promote" method is legal as long as a notice is posted.

"This is not uncommon if there is a strong internal candidate," King said.

But Kim Maynard, who left DPS

Calendar

Thursday, Oct. 19

Meeting: Eating Awareness Group holds its first weekly meeting. 3 p.m.-5 p.m., University Counseling Center. Free.

Slide show: Peace Corps presents "West African Adventure." 6:30 p.m.-8:30 p.m., EMU Walnut Room. Free.

Author Event: Doe Tabor reads and autographs copies of "Do Drums Beat There?" 7:30 p.m., Browsing Room, Knight Library. Free.

Presentation: Photojournalist Chris Taylor shares slides from bicycling through Cuba in "Cuban Bicycle Odyssey." 7:30 p.m., 100 Willamette Hall. Free.

Meeting: The League of Women Voters debates the ballot measure to expand background checks for gun purchases. 12:15 p.m., The Wild Duck, 285 E. 5th Ave. Free.