

# ANGELS IN AMERICA

A GAY FANTASIA ON NATIONAL THEMES *by Tony Kushner*

**PART TWO PERESTROIKA**  
 Nov. 2, 3, 9, 10  
 15, 16, 17- 8 PM  
 \*Sun, Nov. 11- 2 PM  
 \*Benefit for the Disaster Relief Efforts in New York City

**PART ONE MILLENNIUM APPROACHES**  
 Thur. Nov. 8- 8 PM  
 Sat. Nov. 10 & 17- 2 PM

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WEEKLY

WARNING: The Verbal Content and Visual Imagery of this Production may offend adults and is not appropriate for children. Request for Admission access for 8 and 10. Disabilities should be made to the University Theatre Development Office at 346-4191.

## Wade

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was fired for doing inadequate work as "a bunch of foolishness."

Wade said that in 1995, he learned that his division of Student Academic Support and Student Services (now known as Student Affairs) would be reorganized in the wake of Vice Provost Gerry Moseley's retirement. Three new positions were created, and Wade said he was qualified for any of them, had they not been filled. Wade alleges that the University filled the positions without opening them to other applicants.

Wade felt he had been passed over for promotions and pay raises because he is African-American, so he sued the University.

"In all of our literature and publications, we suggest that the University is an equal opportunity employer," he said. "This is a classic example where that was not the case."

The suit was settled in 1998, with the provisions that the University would further its efforts to diversify its workforce and complete a salary review for Wade. But Wade now says that he was subjected to differential treatment after the suit was settled and that the University failed to live up to the terms of the settlement.

"After the original agreement was made, the provost attempted in any way possible to discredit my work," he said. "There was a suggestion made that the way the University handled academic advising resulted in a high turnover rate for students. That's not true."

According to Ken Lehrman, director of Affirmative Action and Equal Opportunity, lawsuits based on discrimination are extremely rare.

"Partly that's because these cases are extremely hard to prove," he said. "But it's also partly because the University does a good job of not discriminating. And if a case occurs, we do a good job resolving the problem internally."

However, Wade seems to dis-

agree. His attorney, Suzanne Chanti, filed a complaint with the Lane County Circuit Court, charging the University, Moseley and the state with violating both the United States and Oregon constitutions and the 1964 Civil Rights Act.

On July 18, a motion to stay proceedings was filed, which stated that the parties involved in settlement discussions "would like to further those discussions without being hampered with additional costs of litigation." According to Kristen Grainger, executive assistant to the Attorney General, a motion to stay proceedings is usually intended to halt official proceedings while the involved parties assess their cases.

Wade, who worked at the University for nearly 30 years, is asking for lost wages (at the rate of \$70,000 a year), compensatory and punitive damages in an amount not to exceed \$3 million, and reinstatement to his former position.

Leon Tovey is a higher education reporter for the Oregon Daily Emerald. He can be reached at leontovey@dailymerald.com.



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 4:00 P.M. 1876 LECTURES

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 Don Peting, Department of Architecture  
 Marian Smith, School of Music

5:15 P.M. Documentary Premiere  
 A History of the University of Oregon: The Founding

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## Jim Adams

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Calif. — his dad as a fraud investigator and his mom as a problem resolution specialist.

He recalls that when he logged on to the family computer to play "Pong," he had to enter four passwords just to reach the program. The IRS demanded Jim's dad keep a tight lid on confidential financial files.

Disneyland? Jim was all over that place as a youngster. When he was 9 years old, his family moved to Fullerton, Calif., a sunny city of 124,000 only 30 minutes by freeway from America's playground. On holidays, his relatives would line up visits with Jim's family so the kids could romp across The Matterhorn and Space Mountain. Jim was a savvy navigator of the amusement park's unending lines, and he loved to check out the glitz and cartoon glam of the Electrical

Parade and its firework show.

Slowly, Mickey Mouse and company were supplanted in Jim's imagination by a stream of silver screen classics from Hollywood.

"I love movies," Adams says. "In high school, we went to the beach or to the Spectrum, an outdoor mall with movie theaters."

"The Shawshank Redemption" ranks highest on Jim's list of must-sees because of its undeniable assertion that attitude determines reality. He finds it comforting on overcast and spongy Eugene days when his mood tends to tank.

"Especially when that line hits," Adams says. "When he's driving along the coast and Morgan Freeman is narrating something like, 'Andy Dufresne waddled through 500 yards of crap and still came out clean on the other side.'"

When he's not watching movies, studying game film, practicing or hanging with friends, Jim is working toward a history major.

He loves to study the implications, causes and strategies of war, and says, not lightheartedly, that America's response to the terrorist attacks is warranted.

"It's something we had to do" because if the terrorist's actions had gone unchecked, they would have become emboldened to commit further atrocities, Adams says.

The circumstances leading to America's actions and the resolution of its war on terrorism may be subjects touched on in Jim's class some day. He would like to teach high school classes and coach football.

"Well, I like the idea of coaching football because when my time is up, I want to continue to be involved in it somehow," Adams says. "And I like the idea of teaching because you get summers off."

Eric Martin is a higher education reporter for the Oregon Daily Emerald. He can be reached at ericmartin@dailymerald.com.

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## Oregon Daily Emerald

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