

Hiring: Neiwert's pay similar to other staff

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temporary employee using all applicable guidelines."

Miller, who signed two of Neiwert's employment documents, said he couldn't remember many details of Neiwert's hiring, including why she was hired, the employment needs of the ASUO Executive staff at the time, whether Creighton-Neiwert recommended her sister-in-law or the length of time Neiwert worked.

The Oregon Administrative Rule governing family relationships and employment states that "Discrimination in favor of candidates who are related to persons involved in, or with an effective influence upon, the selection process is prohibited."

However, University Director of Policy and Legal Affairs Randy Geller stated in a letter to the Emerald that Neiwert appears to be in compliance with the rule. The rules state, in part, that no relative of somebody currently employed by the University may be denied equal access to a job based on family relationship.

"No members of the faculty or administration shall participate in making recommendations or decisions involving the employment, compensation, promotion, leave of absence, grievance adjustment, termination, or in the supervision of their relatives without prior permission of their immediate supervisor," part of the rule states.

Petkun, who said he'd heard about Jenny Neiwert's previous employment at the ASUO but didn't know details until the Emerald contacted him Wednesday, said Neiwert's hiring was "not something I would have liked to have seen under my administration."

Rice said Creighton-Neiwert hired both family members and friends to work in the ASUO.

"She had her husband working



JENNIFER CREIGHTON-NEIWERT
ASUO accounting coordinator

for her," Rice said. "She had people coming in and out that were her friends ... She could easily get them hired."

Because no applications were submitted — including from Neiwert — for the position, the Emerald was unable to determine whether Neiwert had the necessary qualifications. The job, as specified by an Oregon University System written description, requires either two years of general clerical experience; an associate's degree in office occupations or office technology; or graduation from a private business school with a certificate in office occupations or office technology and one year of general clerical experience.

Miller also said he didn't remember exactly what Neiwert's qualifications were.

Rice said she didn't know Neiwert's qualifications but said she knew that "(Neiwert) didn't know a darn thing."

Rice said Neiwert received about a week's training by former University student Allyssa Walton, who left the ASUO to attend law school, while Rice received no training for her position. After Rice's termination and Neiwert's week of training, Neiwert called Rice at home to ask how to do something, Rice said.

"She didn't know what the hell she was doing," Rice said.

Rice said Neiwert was hired without any application process. Rice scheduled all interviews for

open ASUO positions at that time and no official interview was conducted with Neiwert, she said.

"All I know about Jenny is she showed up one day in the office," Rice said. "There was never an interview process, so she was hired without any competition."

Rice said about 300 applications had been sent in for the position that Rice accepted.

University Human Resources Employment Manager Chris Lonigan said temporary jobs do not have to be advertised, an exception to a University policy that requires all state jobs to be listed with the employment department. Neiwert started in August 2001 with a pay rate at \$10.74 per hour and finished in January 2004 at \$11.30 per hour.

The pay is similar to pay received by others who have similar jobs at the ASUO, according to employee history forms. From February 2003 to September 2003, current ASUO Programs Administrative Assistant Brandy Ota received \$10.81 per hour. Former ASUO Administrative Assistant Shawn Rubino started in October 2001 at \$11.13 per hour and finished in February 2004 at \$13.44 per hour.

Petkun — who is not Creighton-Neiwert's boss but collaborates with her — said he was glad he spoke with Creighton-Neiwert after he took office, and they agreed to ban hiring family members in the future.

"I'm glad it's something we've moved on from as well, and it won't be happening again," Petkun said, adding that he, ASUO Vice President Mena Ravassipour and members of the ASUO Student Senate plan to look at the ASUO Green Tape Notebook before they leave office to clarify some rules, including the rules governing hiring processes.

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Music: Recording unit can stand alone or connect to computer

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with his or her own recording.

"A lot of people want to be able to create multiple tracks all together," Croal said.

Don Latarski, head of guitar studies and adjunct instructor in the University's music school, has his own recording studio at his home in west Eugene. He has recorded five albums of his own guitar music and also records projects for outside clients, including an educational CD that helps people understand how things sound to the hearing impaired.

Latarski said the main unit of music recording is a digital audio workstation, or DAW, of which there are two kinds. One is a stand-alone DAW system, which looks like a mixing board but contains a computer and a CD burner. List prices for DAW systems that handle 4 to 12 tracks of audio input range from \$400 to \$1200, and DAW systems that handle 16 to 24 tracks range from \$1500 to \$5000, according to the Musician's Friend Web site, a music equipment retailer.

"The benefit of going with a system like that is that all you need to supply is your microphones and, of course, your instruments," Latarski said. "They're very convenient and they do sound good."

Barton said in the e-mail that he and his girlfriend use a portable digital eight-track recording studio made by Boss to make CDs of "indie folk songs and the occasional weird cover."

"We have both learned over a period of time how to use it to tweak sounds to satisfactory results," Barton said.

The other option, Latarski said, is to make a DAW by adding hardware to an existing computer, laptop or desktop. To do this, an interface that converts sound back and forth between analog and digital modes is connected to the computer using a

USB or Firewire cable. The list prices of these interfaces range from \$250 to \$2,000, according to the Musician's Friend Web site. Microphones, required for sound input on all types of recording equipment, start around \$60 and go up to \$1,000.

Croal said he is in the process of setting up a home recording studio. His equipment currently includes MXL condenser microphones, a G4 Dual 1.24 gigahertz computer and an M-Audio Firewire 1814 to transmit the audio from the microphones into the computer. Once the audio recording is in the computer, Croal said, it can be saved as an MP3 sound file.

"A lot of people do that with MP3.com, put their stuff out there and claim to be a band trying to get discovered," he said.

Generally, the computer method also requires software for editing recorded music.

"The software allows you to do all the editing and the splicing," Latarski said. "It also allows you to apply all your special effects, which would be equalization, reverb, compression, and pitch shifting."

However, Latarski cautioned that equipment is not enough to make a quality CD.

"Without that training or a lot of experimentation, it's really hard to make a good product," Latarski said. "It's like another musical instrument. You really need to practice with the technology."

Latarski teaches a University class on music recording every year fall term. Class meetings are held at his home studio and focus on the technical aspects of how to operate recording devices rather than on individual projects. Class space is extremely limited, but Latarski said many books are available to educate people further about recording technology.

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Diversity: Students applaud administration's effort to answer questions on 'complex issue'

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you and help you find an answer."

After summarizing the first forum, different leaders responded to student concerns, speaking about projects already in progress or being completed.

Martin discussed the Gender Equity Team, a group that has already succeeded in changing the equal opportunity statement to include gender identity and expression. The GET is also in the process of finishing its surveys and mapping of gender-neutral restrooms and facilities.

Mojica discussed the Bias Response Team's role on campus and the different strategies it has to fight different forms of discrimination.

Some of the BRT's solutions for different discriminatory problems include having classes taped for a student who feels uncomfortable in a classroom environment and using student advocates to support students going through anti-discriminatory processes.

Vincent said that after attending the first forum, he and the rest of the staff working on the diversity plan added a sixth initiative, which would focus on keeping the campus climate safe for all diversity groups.

As well as discussing initiatives already in place and in progress, the forum examined ideas brought up at the first forum that needed more discussion. Forum

participants talked about speaking with University Housing, talking with the orientation staff regarding different possibilities for educational opportunities, looking at whether diversity and classroom climate issues are covered on the teacher evaluation form and doing more research on multicultural requirements.

Loschiavo talked about changes that are not possible. Most of what he addressed regarded the balance between First Amendment rights and hate speech.

"This is a really complex issue," Loschiavo said. "There are competing interests between free speech and hate speech. We have to protect the rights of everyone to say

what they feel like they need to say. When you take away rights from one group you take it away from all."

The evening ended with students talking directly to administrators about suggestions, concerns and questions regarding different topics brought up during the evening.

Students said the mood after the forum was positive.

"It's great that the administration came back with working models," LGBT Issues Coordinator Stacy Borke said. Borke also works at the ASUO Women's Center and for the Bias Response Team. "Seeing the administration here is very promising."

Vincent said it is important for

students to know that campus leaders are working for them.

"It's important that we as campus leaders are checking back in so that they know we have heard them," Vincent said.

Petkun said that while the forums are a good starting point and a good place for people to speak their minds, "forums shouldn't be the only place that students feel comfortable voicing their thoughts and opinions."

Future forums and symposiums are in the planning stages. Some possibilities include forums on free-speech or campus climate and safety issues.

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