

thursday

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System update will take 'years'

By Gaye Gould and Phomia Sliman

Completely upgrading the system used to determine staff salaries at Arizona's state universities will take "several years," the assistant personnel director for the Arizona Board of Regents said Wednesday.

Betsey Bayless said a regent's task force has begun re-evaluating the Classified Personnel System at ASU, NAU and UA, but with 250 job positions to consider, it will be three to four years before the work is completed.

All staff positions have been classified, but some of them need a "great deal of updating and improving," Bayless said.

"Every position should have a detailed description in writing," she added. "It's difficult to come up with a unified classification system at all the universities if we don't have some specific written guidelines for the staff positions."

The regents adopted the Classified Personnel System in 1976 after the state

Legislature passed a law requiring the universities to establish a uniform method of classifying and compensating staff personnel.

However, the entire system did not become fully operational until July 1980, Bayless said.

Bayless said the system was established because employees were complaining that salaries at the universities were not equivalent.

"These efforts have eliminated some of the employees' complaints," she added.

The classification is a systematic manner of grouping similar positions into specific categories, she said.

"This doesn't mean every job in each group will be identical," Bayless said. "But positions of the same level of difficulty will be in the same class."

The classification system is interfaced with a compensation plan consisting of 21 grades, she said.

Bayless said each job is

assigned one grade, which determines the pay scale for that position, based upon specific job duties.

"All three universities should be on the same pay grade for the same class," she added. "But they won't get identical salaries because some employees are better than others. There is also seniority to be considered."

Bayless said the re-evaluation will begin with the data processing department because the positions there are constantly changing.

"A job involved with technology is bound to change more than others because technology is constantly changing," she said.

Bayless said job descriptions requested by the task force that differ from current descriptions must be updated.

The task force has started by asking personnel in data processing for their job descriptions, she added.

Program cut threatened

University decreases student loan defaults

By Deborah Levin

A government crackdown on ASU has forced a stepped-up effort by the school to collect payments from students who default on college loans, the manager of the Delinquent Accounts Office has said.

Richard Coyne said the federal government warned the University last spring that funding for the National Direct Student Loan program would be cut if ASU did not reduce its student default rate to 10 percent or below.

As a result of increased collection efforts and a change of billing agents, ASU has decreased the default rate from 20 percent in 1978 to 13.9 percent as of June 30, 1980, Coyne said.

"We intend to get it down even lower by June of 1981," he added.

The present 13.9 percent rate accounts for 2,500 to 3,000 former ASU students, he added.

"We're talking about an active portfolio of \$18 million to \$20 million in loans of which \$3.5 million is in default," he said. "That's not exactly small change."

Daniel Martinez, financial aids director, said the government cut funding on ASU's National Direct Student Loan program for the 1979-1980 academic year because of a high default rate and underutilization of loan funds.

That year, \$2,324,888 was lent to approximately 2,000 students under the NDSL program, compared with \$3 million to 2,500 students the 1978-1979 academic year.

"Our concern with the default rate is how it affects funding," Martinez said.

The University-managed NDSL program is funded by the federal government, the state (which matches one-ninth of the government share) and collections on loans being repaid.

Chuck Riley, the assistant comptroller for local funds, estimated the 1979-1980 collection on loans to be \$1 million, of which approximately \$500,000 will be available for relending to current students.

Riley said current students bear the brunt when former students default on loans because less money is available for relending.

Coyne added the government has made it much more difficult for students to declare bankruptcy on college loans.

In October 1979, the Federal Bankruptcy Act was revised so a student cannot declare bankruptcy on a loan until it has been in active repayment status for six years, he said.

The ASU Delinquent Accounts Office warns former students who are delinquent in paying their loans that their accounts will be referred to a collection agency or to the state attorney general's office if payment is not received, Coyne said.

But Coyne added accounts are not transferred to his office until a loan has been delinquent for four months.

Assistant Attorney General Jack Ranby said since March 1980 the state has brought judgments against 74 people and collected about \$222,000. In 70 other cases, he said judgments have been obtained but the payments, amounting to \$156,000, have not been made.

The state has received \$40,000 from 27 people who paid off their loans immediately after judgment, Ranby said.

He also said in cases where a person fails to respond to a judgment, his office will seek a default judgment to collect the money through involuntary measures.

A person would then be forced to pay the full amount of the loan plus court costs, he added.

Stadium lawsuit may be dropped due to procedural filing mistake

By Glen Creno

A \$120,000 lawsuit filed against ASU by the builders of Sun Devil Stadium may be tossed out of court due to a procedural filing error, a lawyer representing the Arizona Board of Regents said Wednesday.

Robert McConnell said the Mardian Construction Co. of Phoenix failed to file its negligence claim with the regents before taking the case to the courts. He said Arizona law disallows suits not first considered and dismissed by the agency being sued.

McConnell has filed a motion for summary judgment, a request for a decision by a judge instead of a jury, in the hope of winning the case without a trial, he said.

"I don't want to give odds, but I think it's

even money we can win this thing on our motion," McConnell said.

Mardian filed the negligence claim, a major portion of the lawsuit, as part of its 12-count claim rejected earlier this fall by the regents.

Dan McAuliffe, Mardian's lawyer, was not available for comment Wednesday.

Mardian officials filed the suit to recover "impact costs" they said were caused performing change orders on the stadium's east side foundation, part of a \$9.1 million expansion job completed in 1978.

McConnell said Mardian's suit accuses the regents of misrepresenting bedrock conditions on the east side.



Staff photo by Linda Christensen

Sophomore Jeri Cameron, warming up with a handstand, will be the key to the ASU women's gymnastics team when the 1980-81 season begins with a meet at Scottsdale Community College Tuesday. Cameron, of Mesa, Arizona, was a member of the all-conference team last season and

is one of three ASU women who will compete Saturday at the Cougar Cup Invitational in Provo, Utah.

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brings "hiss" style
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news briefs

from the Associated Press

CARTER WARNS SOVIETS AGAINST INVASION OF POLAND

WASHINGTON — President Carter expressed concern Wednesday at the buildup of Soviet forces along the Polish border and warned the Russians that military action against Poland "would have the most negative consequences." Carter, in a terse written statement issued by the White House, warned that U.S. policies and attitudes "toward the Soviet Union would be directly and very adversely affected by any Soviet use of force in Poland."

ISRAELI COMMANDOS ATTACK PALESTINIAN GUERRILLA POST

DAMOUR, Lebanon — Israeli commandos, backed by rocket-firing gunboats and helicopters that lit the way with flares, stormed ashore here Wednesday in a predawn attack on Palestinian guerrilla positions. There were reports of at least six deaths. Guerrillas said the Israelis left behind "a lot of blood" indicating casualties among the raiders. Israel's military command in Tel Aviv claimed an unspecified number of guerrillas were killed in the "complicated and sophisticated" nighttime attack.

MEDIATOR TRIES TO HEAD OFF MIDEAST WAR

DAMASCUS, Syria — A Saudi Arabian mediator shuttled between Amman and Damascus on Wednesday to try to head off a Syrian-Jordan war. Jordan's information minister denied that King Hussein had accepted Syrian conditions for ending the border crisis. Prince Abdullah Bin Abdul-Aziz, a deputy premier of the oil-rich nation that finances arms purchases by both Syria and Jordan, arrived from Amman for talks with President Hafez Assad after meeting Hussein.

MAO'S WIDOW ADMITS FRAME-UP

PEKING — Mao Tse-tung's widow admitted in court Wednesday that she led a group in rigging up false evidence against then-Chinese President Liu Shao-chi and ordered the arrest of his glamorous, U.S.-born wife on charges she was an American spy, the official Xinhua news agency reported. Peking Radio reported earlier that Jiang Qing quibbled and evaded questions

in response to charges that she led "the nation's greatest frame-up."

SENATE PASSES ANTI-BUSING MEASURE

WASHINGTON — The Senate gave final approval Wednesday to an amendment prohibiting the government from seeking court-ordered busing plans in school integration cases and sent the measure to the White House. The anti-busing measure, attached to a \$9.1 billion spending bill that provides funds for the Justice Department and a number of other agencies, was approved on a voice vote.

HOUSE APPROVES CHEMICAL CLEANUP LEGISLATION

WASHINGTON — The House on Wednesday passed legislation setting up a \$1.6 billion fund to clean up hazardous chemical dumps, rejecting the angry complaints of some members that the Senate version was being crammed down their throats. Congressmen approved the proposal 274-94, with two-thirds needed for passage, sending it to the White House.

SOLAR PLANE SETS RECORD BUT FALLS SHORT OF DESTINATION

MARANA, Ariz. — A bright Arizona sun sent a solar-powered airplane soaring for a record 22 minutes over the desert Wednesday on an attempted 63-mile flight. The journey ended after five miles because of a part failure. Crew members said despite the briefer-than-planned trip, the plane, called the Solar Challenger, set a record for a human-occupied flight powered only by the sun.

SENATE BLOCKS INDIAN CONTRACTS FOR CAP WATER

PHOENIX — Sen. Dennis DeConcini's attempt to block Indian contracts for Central Arizona Project water passed the Senate Appropriations Committee Wednesday as tribal attorneys hurried to Washington in an attempt to get the pacts signed. When Interior Secretary Cecil Andrus appropriated 310,000 acre-feet, or roughly one-third of CAP water to a dozen tribes on Monday, DeConcini expressed outrage and immediately began a campaign to block any contracts for the allocation until next month.

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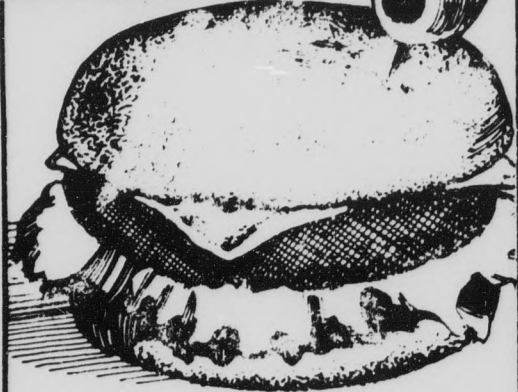


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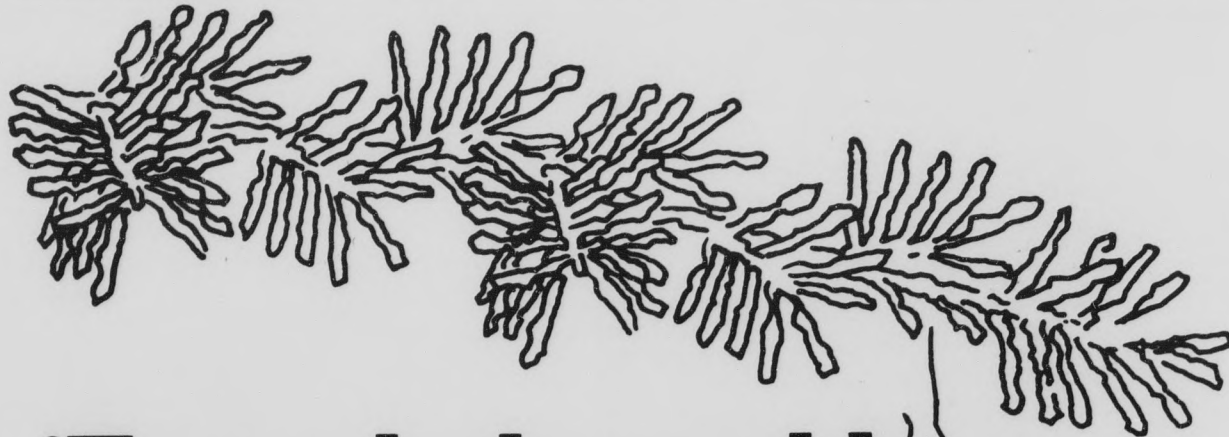
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Faculty committee helps ASU students to competitive medical, dental schools

By Gibby Gorman

ASU medical and dental students can do something to increase their chances of attending highly competitive professional schools, the assistant dean of liberal arts said Wednesday.

Dr. Brice Corder said he heads a committee of 17 faculty members that evaluates and works to point out a student's positive aspects by sending a letter of recommendation to any school of the student's choice.

"I meet with the committee, discuss the student, and see if we can provide a recommendation to the school," Corder said.

When the professional schools receive the applications, they often request a letter of recommendation from the university, he said.

"The students, usually juniors, make applications at the end of the year to medical and dental schools," Corder said. "The applications are sent the junior year because it allows for time during their senior year for interviewing, feedback, and future plans."

The committee also works on improving the skills of students who have problems presenting themselves favorably at an interview, Corder said.

"We want to help the student put his best foot forward," he said.

Corder said there are three ways for a student to get a recommendation to a medical or dental school.

Asking the committee for a letter of recommendation is the most popular choice, he said.

"They can also get at least three letters of recommendation from faculty members," he added.

Faculty members who decide to make an endorsement must send signed letters to each school that the student is applying to, Corder said.

Students who have not appeared before the screening committee, or requested letters from their professors, can send recommendations they have received at any point in their school career, he added.

The students can photocopy the letters and send them to as

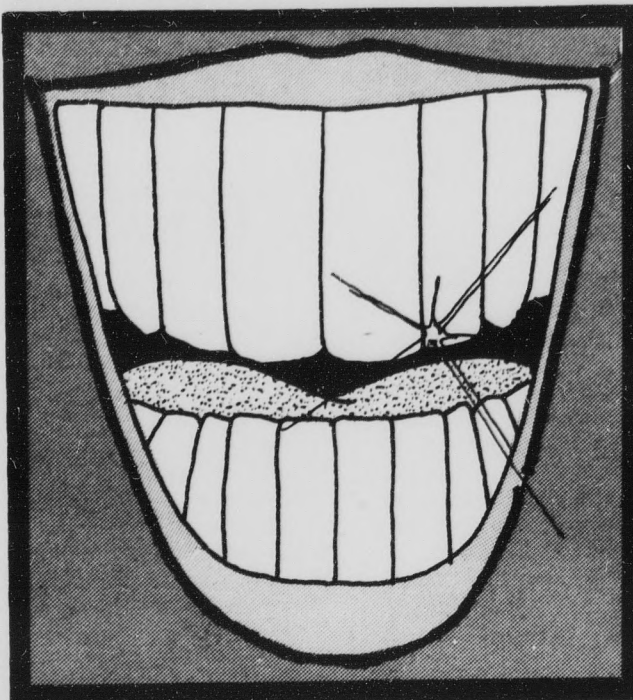
many schools as they wish, he explained.

The committee had 92 students sign up for a recommendation letter in November.

"We have had real good success with the committee, and we have been told by both the medical and dental schools that our letters have a good credibility," Corder said. "We have increased the percentage of ASU students entering the professional schools."

In 1979, 47 percent of the ASU medical students who applied were accepted to professional schools, Corder said.

A total of 65 percent of the ASU dental students were accepted into professional schools last year, he said.



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Procrastination degree not a waste of time

As students scramble toward the end of the semester, cramming for final exams only shows what hasn't been learned. Thus, I've discovered a necessary addition to the University curriculum.

There ought to be a degree in procrastination.

After all, what ASU student has not experienced this psychological phenomenon that drives one to spend an evening before a major test watching M A S H, calling five friends long distance, ordering a pizza, playing cards, knitting socks — doing anything but study?

SO WHY not make procrastination a legitimate major? The program could offer Extensions 100, teaching students how to get an extra week to finish a term paper; Advanced Excuses, where students can learn to tell people things like, "I got

Cummings said. "There are any number of reasons."

HE POINTED out that the question of procrastination is entirely a value judgment. People are expected to work 40 hours a week because the traditional American values say so, and students are expected to study because the University dictates so, Cummings added.

If students have a responsibility to perform well in class and learn and earn a degree, then they should proportion their time to do so — that seems clear.

But if it's all so simple, why are some students tearing their hair out now because they knew they could have done a better job on that paper given more time, studied one more hour for that test and received an "A," or kept that class they dropped after two weeks?

CUMMINGS SAID some students value time with friends more than two hours of study, so they go out and have a couple of beers on a school night.

Others say they would have done better on a test had they studied more, but because they had secretly believed they could not have done better, they didn't bother to get in the extra studying time, he added.

Still others are bright enough to get by with minimal studying, and so "put off" homework for other activities, he said.

Cummings said that generally, some people procrastinate for fear of failure, and others for fear of changes that success could bring.

IN SPITE OF what society may say, procrastination is not always laziness or more play than work.

Cummings said the question of procrastinating finally comes down to this: Why do people do things that aren't good for them?

"If I could answer that I'd be the Oracle of Delphi," he said.

I agree — and that question could make any degree program in procrastinating fall under a philosophy major.

In the meantime, students should resist the end-of-the-semester temptation to berate themselves for "all that wasted time," and think instead about their reasons for putting off studies. It's important for students to know they have control over what they do put off — no unseen force drags them away from the books.

Understanding inner motivations is the key to changing behavior, after all. So you can do it now, or later.



Ellen Haggerty
managing
editor

too busy with other classes" and sound sincere; and Caffeine 202, informing students about coffee, tea and other digestibles which can help them complete those infamous "all-nighters."

I'm sure there are plenty of former students who would be well qualified to teach the courses — students who have gone through their entire college careers at the last minute.

DR. TOM CUMMINGS, University Counseling Service director, agreed that most people procrastinate at one time or another, some making it a general lifestyle, others putting off only one or two things.

"Of course, we all do (procrastinate)," he said. "Most of us don't use the capacities we have."

He added that people's procrastinating habits are as individual as their reasons for doing so, and as diverse as the things they do instead of what "should" be done.

"People procrastinate because they're fat, because they're thin, because they're tired, because they're too energetic,"



PORTKO & STATE PRESS

opinion

We all find the time to do what we really want to do.

—William Feather

state
press

Film Comittee pros make MU movies go

Editor:

A reply to Eric Yeater's letter concerning the State Press's handling of the ASASU Neeb Hall Film Series:

You complained that the Memorial Union Activities Board Union Cinema received preferential treatment from the State Press. If that seems to be the situation (which it isn't), don't look at the newspaper; it isn't at fault.

You see, Eric, the MUAB Film Committee has always tried to foster professionalism. Since the Union Cinema is not supported by student funds, we have to find ways of saving money without compromising what we consider one of the finest college film programs around.

THAT MEANS taking time to walk over to the State Press and give the editor of the "A.S.You" section a copy of our schedule. I'm certain that if you do the same, the State Press will be delighted to give you a "free plug." It's something they call community service.

You mentioned an apparent bias in the placement of our ads in the paper. The fact is, you can't buy a specific spot (other than the complete back page or "double truck" center section) in the State Press.

The reason our "dinky" ads stand out

more than Neeb Hall's "expensive three-column" ads is because they are designed to have visual impact. We have reduced the size of our ads four times in four semesters, but they still stand out; and that's no accident — it's called professionalism.

THE MUAB FILM committee has to be run professionally, even though none of us are paid for our efforts. If the Union Cinema loses money, it will go bankrupt; there are no student fees to bail it out.

On the other hand, if the Union Cinema makes money (which it has been doing), it can sponsor film contests, like the current Copperstate Film Contest, and show free films, like "Lenny."

If you haven't guessed by now, Eric, we're pretty proud of the Union Cinema over here at MUAB. But we're more proud of the volunteers who give of themselves to make the whole thing work. You, and every other student at ASU, are invited to join us. We meet Mondays at 3:30 in the Union. I'll be looking forward to seeing you Eric.

Evan C. Yares
Publicity Director
MUAB Film Committee
Senior
Electrical Engineering

More 'fowl' ideas . . .

Editor:

In response to a letter in the Dec. 3 State Press entitled "Try getting rid of the pigeons" by Group Four of Communication 300, we would like to make a few observations. I should mention "we" are a small specialized ad hoc committee on studying various campus problems which need scientific answers. Here is a partial list of possible ways of eliminating pigeons.

- Teaching cats to rappel.
- Using recombinant DNA techniques to make low feces yielding pigeons.
- Tying lead weights to the pigeons legs so they can't fly up on the ledges.
- Utilize the pigeon droppings for biomass for syn-fuels projects, utilizing low-paid workers to collect the droppings, such as unemployed communication majors.

- Enroll the pigeons in Communication 300 classes and bore them to death.

By the way, the statement in the letter mentioned "tasteless, moist, white and brown splat" — we are interested in the way the communications class found out that the pigeon droppings are tasteless.

Ad hoc Committee
on Campus Pigeons
AM and FM

Nix a marijuana mystique

Editor:

In response to Charles Hatch's letter, "Reefer madness hits ASU," I feel compelled to point out that we live in an age inundated by drugs. Avoiding the issue is no way to solve or even cope with the problem. The school should be praised for realizing and attending to such an important current issue.

Marijuana smoking is ever-present in our society, especially at the college level, and students should be entitled to learn more about the drug in order to make a rational decision on its use.

For years, contradictory reports and

rumors have caused such ambiguity that it is about time the mystique surrounding marijuana be cleared up and the known facts exposed. Such a course is a necessity for our society today, as well as for tomorrow. Avoiding such a pertinent issue does not solve the problem; it only hides it temporarily.

As Charles points out, "We must realize the problem," and exposing the facts can only help, not hinder.

Barry Goldsmith
Junior
Geography

state
press

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DIVERSIONS WRITER: Suzanne McElfresh, Eric Searleman
COPY EDITORS: Adrienne Flynn, David Introcasso, Leslie Scales
STAFF ARTIST Valerie Martino
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more letters

Iranian students claim library discrimination

Editor:

This past year has not been an easy one for Iranian students, both here at ASU and throughout the country. They, because of their nationality, have been mistreated, discriminated against, and insulted by certain faculty members and nationalistic students.

Here at ASU, Iranian students have been confronted in classrooms, cafeterias and even where they work. Iranian students have had their advisers abuse their positions of assistance to the students and have had to listen to anti-Iranian comments in the classroom by their professors.

IN SHORT, Iranians here have become "fair game," a safe outlet for the anger and frustration of wrong-thinking people.

However, we have our limits. When the injustice against us becomes so obvious, so smugly levied by persons in authority with seeming impunity, we will not sit silently and watch our rights abused. Such is the case in the administrative and operating policies of the Hayden Library and certain of its personnel.

THE LIBRARY has developed a pattern of discriminatory practice. This fact has been documented not only by groups such as the Democratic Association of Iranian Students, but even by the University-supported Board on Equal Opportunity.

In the specific case of Azarang Mirkhah, the Iranian student was fired from his job at the library on the basis of his nationality. The Democratic Association of Iranian Students followed his case very carefully, attending hearings and exposing inconsistencies in the library's defense of its actions.

WHAT THE BOARD discovered in its investigation of the specific charges of the Mirkhah case should be disturbing to us all, especially the foreign and minority students who seek employment at the University.

The board found that in the case of the library:

- Rules and regulations were not applied equally to all student employees.
- The same day Mirkhah was fired, two warning notices were given to other employees, "coincidentally" Iranian.
- Mirkhah's firing was not based on valid reasons, but was affected by his nationality.
- Most frightening — there is a disproportionate number of warnings and terminations of minority and foreign students.

Because the discrimination against Ira-

nians is so "out in the open" right now, we felt it was time to make our voices heard. But, it is essential to realize that we are not only concerned with demands for justice for Iranians.

MIRKHAH'S CASE is but one obvious example of University discrimination; it seems that minority and foreign students do not need a Board on Equal Opportunity to tell them what they already know — that is, that discrimination is not limited to Iranians.

The board's recommendations are now in the hands of President Schwada. If he is truly opposed to institutionalized discrimination, he must enforce those recommendations. The Board recommends and we demand:

- Mirkhah be returned to his job immediately or be given a comparable job elsewhere.
- That he be reimbursed for all back pay since his firing.
- The library apply its rules and regulations equally, regardless of a student's sex, race, color or nationality.

It is obvious that someone is responsible for allowing discrimination in the administration. It is equally obvious that someone is not the victim of that discrimination. Mr. Mirkhah must not be penalized in any way for his complaint, which was channeled properly through the correct University individuals and boards.

THEREFORE, WE further demand that President Schwada state in the firmest language, that discriminatory practices will not be condoned or tolerated, and that those individuals found guilty of such practices shall be held absolutely accountable for their actions.

Additionally, the Democratic Association of Iranian Students offers its experience, time and advice to any student, Iranian or not, who believes he has been a victim of discrimination by the University. We urge all campus organizations and concerned individuals to join us in our struggle for justice and democracy.

We would like to extend our thanks to the American Civil Liberties Union, the Young Socialist Alliance and the Socialist Workers Party, as well as Ms. Irene Wos of the Affirmative Action Office, for their assistance.

Cyrous Vahidnia
Democratic Association
of Iranian Students

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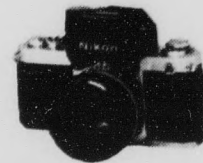
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ASU constructing solar home

By Julie Mann

Steel is currently being added onto a solar house that will eventually be used as an instructional device by the College of Architecture, an ASU staff architect said Wednesday.

Rough completion of the house is expected in the spring of 1981, however it will not be ready for use by the University then, project director Mike Rinck said.

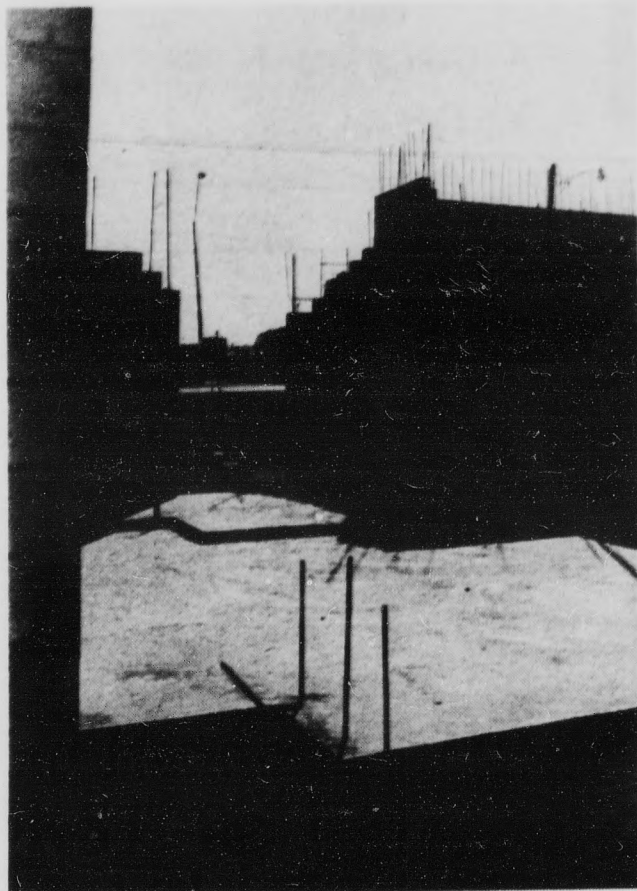
"It will just be the structure and the basic mechanical components," he said.

The 2,000 square-foot house will eventually be converted into an energy research laboratory and an extra classroom for the University.

"It's a solar demonstration house undertaken by the college to evaluate the solar energy devices and solar collecting systems designed to minimize the use of electrical energy."

Plans for the house were initiated three years ago by the college under dean Hugh Burgess. The house is being built by the College of Engineering under Professor Greg Wilson.

Rinck said the con-



Staff photo by Bob Seamesderfer

Located at the corner of Rural Road and University Drive, the solar house project of the College of Architecture is expected to be finished in June 1981, and will comprise 2,700 square feet of space.

struction division of the College of Engineering has taken over the construction phase of the project.

The two-story house, located on the northwest corner of University and Rural, is funded by a \$15,000 grant; \$85,000 from the Board of Regents; and \$160,000 from an industry participation program.

In the industry participation program, local unions, manufacturers and suppliers donated money and building materials in exchange for letting trade apprentices work on the site.

"We're working closely with several union apprenticeship groups," Rinck said. "They (apprentices) get valuable experience and we get servus gratis (free service) which is very valuable."

He added, "The materials we can't get donated are funded by the university."

One unique feature of the house will be an exhibition yard where the general public will be able to view replicas of the solar devices and solar collectors on the roof, Rinck said.

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Career counseling available

Plan jobs now, staff advises

By David Schwartz

A growing number of faculty are trying to get their students to decide on a career when they are freshmen, the assistant director of the Career Resource Division of ASU Career Services said.

"We try and get the students thinking about career planning and what it entails before they graduate, and the faculty have been very cooperative," Diana Regner said.

Regner conducts workshops and speaks before classes to educate students in interviewing techniques, career trends, career planning and the general paperwork involved in searching for a job.

"We try to get to as many students as possible through the group process," Regner added.

She said she gave 279 presentations last year at the request of faculty and 105 of those were in freshman English classes.

Susan Griffin, a teaching associate in English who uses Career Resources every year, said the service is applicable to her freshman students because many of them already have jobs and are making career decisions.

"She (Regner) discusses the need for accurate paperwork and tells the student that they'd better clean up their act," Griffin said.

She added when a student applies for a job he is reduced to a piece of paper and must fight other applicants' resumes for an interview.

Regner added more students this year are attending the seminars she conducts every Thursday.

"Last year 5-15 people attended our seminars and this year we have 40-45 people attending," Regner said. "It shows the degree of interest and how it's increased since we first started."

In addition to the seminars, the Career Resources Division publishes a monthly bulletin called "Career Concerns" has a circulation of 88,829. The bulletin is designed to inform faculty and students on recent employment developments.

"We want to get the students firsthand information," Regner said. She added her reference room contains brochures for more than 1,250 companies so a student can study a particular company and know exactly what they do, where it is located and the type of individual it desires.

Dick Fishel, vice president of Western Personnel

Associates, who spoke at a workshop last year said many times the student is not aware of the "multitude of services" the Career Resource Division offers.

"I've referred people there in the past because they provide such a wealth of information," Fishel said.

He said he received an enthusiastic student reaction at last year's presentation to

the College of Liberal Arts on interviewing techniques.

Griffin added many times the Career Resource Division helps acclimate the transferring student to the services provided by the University.

"I always learn something new each time she speaks," Griffin said. "It doesn't hurt to review the old stuff, either."

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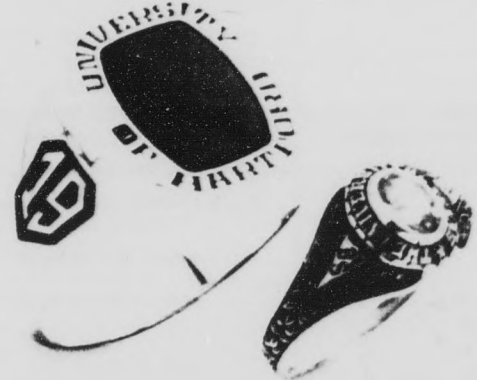


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Staff photos by Brian Flanigan

Tweedledee, Tweedledum, The March Hare and The Mad Hatter are among the 12 life-size puppets that will be brought to life this weekend by ASU graduate student Carol Fisher in the University's Payne Lab School.

Alice is portrayed by Bonnie Chislow. The puppeteers, each of whom is responsible for several characters, are Cynthia Villarreal, Craig Hintze, Michael DeGroot, Vivian Giordano, Tina Lindenbauer and Martin Curran.



ASU will offer theatre review

A new course called "Eyeing Theatre," taught by Phoenix Gazette fine arts critic Richard Pontzius will be offered without prerequisites as part of ASU's off-campus credit program next semester.

Participants will learn what to look for in live performances and how to explore the effectiveness and significance of each.

"Every week we will attend either a dance, theatre or music performance," Pontzius said. "Afterward, we will talk about it and write about it and generally worry it around. I think that is the best way to get people to have confidence in their own observations."

"There was a time, I'm told, when people saw a performance and ran for the papers so they could sit around and argue with the reviews," Pontzius said. "I don't think people do that anymore. I wish they did."

Asked if this means he gets no arguments about his own reviews, Pontzius nodded. "I get hate letters, but I don't get thoughtful arguments," he said. "There's a considerable difference."

"Eyeing Theatre (THP 494 or 598)" is offered next semester for three hours ASU undergraduate or graduate credit.

Mail-in registration for the coming semester's ASU off-campus credit courses is Dec. 1 to Jan. 12. Telephone registration is Jan. 12 to 16. In-person registration is Jan. 13 and 14.

Additional information is available at the ASU Office of Continuing Education, 965-6563.

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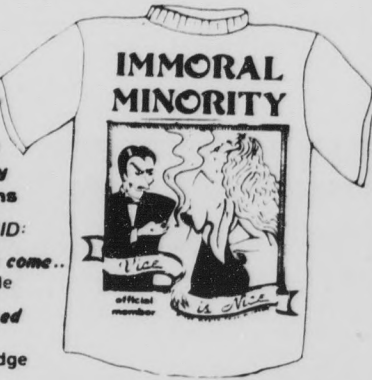
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ASU examining sex harassment

By Vivian Warner

ASU is tackling vague definitions and uncertain information as it drafts a sexual harassment policy.

Sexual harassment is loosely defined as when people in authority use their influence to pressure a subordinate into granting sexual favors.

Harassment from ASU professors is not always as obvious as the blatant "Sleep with me and I'll give you an 'A'."

Rather, a wide range of behaviors can be considered examples of sexual harassment ranging from verbal abuse, sexist remarks, ogling and leering, to touching, physical assault and rape.

"There is no official definition of it," said Jo Ann Pedrick, an ASU assistant affirmative action officer. "People are still working on that."

Although sexual harassment has not been specifically defined, it has recently become illegal in the workplace and will soon be outlawed in the classroom.

In September the Equal Employment Opportunity Commission labelled sexual harassment by employers a form of sex discrimination and prohibited it under the 1964 Civil Rights Act.

EEOC's federal guidelines describe harassment as an employer's unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature interfering with an employee's work.

Pedrick said the EEOC is debating whether pin-up girl posters should be regarded as sexual harassment.

The U.S. Department of Education is now forming a policy similar to EEOC's that would render sexual harassment of students a sex discrimination violation of the Civil Rights Act 1972 Education Amendments.

Now that sexual harassment is a legal issue, ASU is studying its occurrence on campus.

One of the most difficult tasks of ASU's Joint Committee to Study Sexual Harassment has been defining harassment said Dr. Arlene Metha, the committee chairperson.

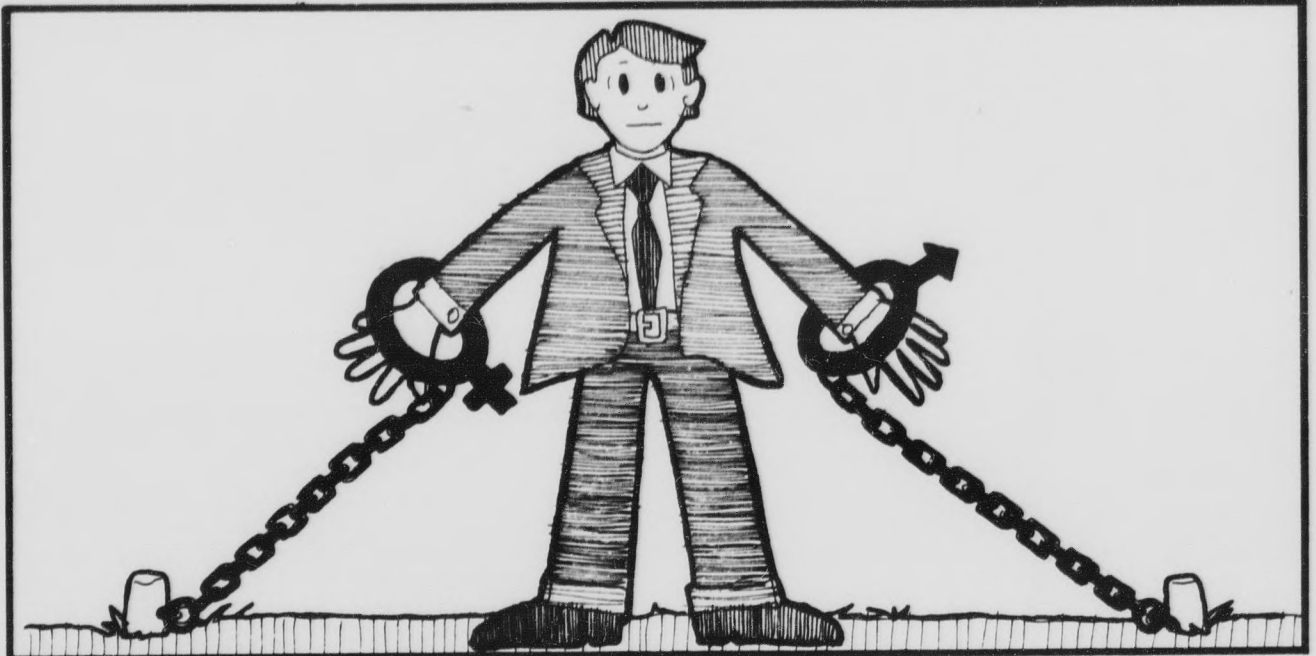
Metha, a secondary education professor, added the committee decided sexual harassment "takes place when an individual subjects another person to unwanted sexual attention, coerces him/her into sexual relations and/or punishes him/her for refusal."

According to the committee's definition, "sexual harassment may include verbal, non-verbal and physical behaviors" but is not "mutual sexual attraction or activity between consenting adults."

The committee's definition is not final.

Last month, the group administered the most extensive

continued page 10



Ex-ASU professor reveals bitterness after charges of sexual harassment

By Tricia Reeson

He wasn't hard to find in the half-empty cafeteria.

Sitting alone in the corner of a plastic booth, his eyes shifted from the table in front of him to the waitress pouring yet another cup of steaming coffee.

He wasn't sure he wanted to be there and he was even more unnerved by the prospect of talking about the secret threatening to destroy his career and his personal life.

"I don't remember (details) because I didn't think anything about that afternoon. There's no reason at all that I should remember it," he said finally.

"There's a lot of things I say that can be misconstrued if someone wanted to."

At the time, he was an ASU professor who was leaving the University and the state after being charged with sexually harassing a female student.

Barely a handful of ASU administrators knew of the case. But the rumors were starting to circulate and the story was growing as it traveled the University

grapevine. He always had planned to leave ASU eventually, but this case added impetus to get out before his wife, his family and his associates heard of the allegations.

"I don't know how to describe it. Like, my God, what's going on. It's the most stressful thing I've gone through in my life," he said. He pulled another cigarette from a half-empty, crumpled Viceroy pack.

"I'm scared. More wild tales. More embarrassment. Additional stress. Everything. I'm scared of being followed by the whole thing the rest of my life if it goes into litigation."

His acceptance of the situation had been warped by indignation. He said he hadn't done anything wrong, he truly believed the charges of sexual harassment were way out of line.

"My first reaction was, 'I don't need this, the University didn't need this,'" he added. "The whole damn

continued page 11



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- **December 9:** Communal Penance Service 7:30 p.m.
- **December 13:** Candlelight Midnight Mass.
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- **December 24:** Christmas Eve Masses
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VISA MASTERCHARGE

More about Harassment

continued from page 9

survey of sexual harassment ever done.

"We'll have to wait for the data (from the survey) to clarify more succinctly the definitions," Metha said.

The \$8,444 study will randomly survey 1,500 to 2,000 students, faculty and staff. Equal numbers of males and females will be asked about their encounters with and/or impressions of sexual harassment on campus.

But at ASU there have only been two official sexual harassment complaints. Both complaints were filed at the Affirmative Action Office last year.

Although no one was fired from ASU for harassment charges, one professor left voluntarily.

Louise Van Buskirk, co-founder of the off-campus Women Against Sexual Harassment, said the number of official complaints does not reflect the true extent of the problem because most women do not know where to report harassment or lack the courage to do so.

Van Buskirk said she has counseled between 10 and 12 ASU women with sexual harassment problems since last fall. She added most of the women complained a professor had made sexual propositions.

Only two students reported these incidents to the Affirmative Action Office because "only some wanted to talk about it," she said.

Van Buskirk added most women said they were either too embarrassed, or afraid of retaliation from the professor or the University to go through a formal grievance procedure.

She said it appears "only a small percent of the faculty in any one department sexually harass students, but the ones who do, do it repeatedly."

WASH was formed by ASU's Women's Affairs Board last October to counsel and assist students complaining of sexual harassment from faculty or staff.

A few weeks after WASH was started, the Associated Students' Executive Committee ordered its directors to stop collecting the names of individuals accused of harassment.

The executive committee said it was fearful of being held legally responsible for WASH's activities.

The group then moved its operations to an off-campus location.

Metha said the sexual harassment study committee was created by the ASASU Executive Committee, the Faculty Senate Executive Committee, the Staff Personnel Committee and ASU President John Schwada because of the large



Arlene Me

response to WASH.

The activity and publicity of WASH brought the problem of sexual harassment to the attention of the University, she added.

Metha said sexual harassment is not a new problem. Rather, women are just now speaking out.

"In our male-dominated society it's been going on but no one ever questioned it. Now with more rights for women, women resent this kind of treatment," Pedrick said.

Metha added the committee has interviewed 21 members of the campus community interested in resolving the issue of sexual harassment, and is now convinced sexual harassment is a serious problem.

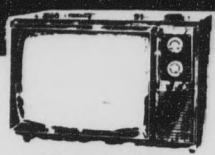
However, the committee has not yet pinpointed how often or under what circumstances the problem occurs.

"The study (sexual harassment survey) will help determine the extent of the problem," she said. "We have no predetermined convictions about what we will find."

The results of the survey will be analyzed during spring semester and will be used by the committee to make procedural recommendations to the University.

Metha said several universities have already established

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More about Bitterness

continued from page 11

policy that "the University will not accept this behavior."

She added if department heads were firm with their employees — if faculty and staff knew that harassment charges would be reported in their employment records — sexual harassment would not happen.

ASU Provost Paige Mulhollan, who funded the survey, said there is a "widespread suspicion" that sexual harassment exists on campus but no one knows enough about it to know which policies will best curb the problem.

"Policy changes will depend on what is found in the study — on what people tell us is the problem," he said.

He added he is "perfectly content to let the committee explore the problem in its own way," and wait for its findings and suggestions.

Whatever the University decides to do about harassment, Van Buskirk said she hopes its new policies and procedures do not destroy the academic relationship between students and professors.

"Maybe professors would avoid contact with women students because it's not worth the risk of getting into trouble," she said. "I would hate to see a backlash against women students because a few professors abuse the teacher/student relationship."

She added some professors may not realize how their behavior is being interpreted or that it is causing a lot of anxiety for a student.

"But I think anybody knows what the boundaries of the student/teacher relationship are," she said. "It is the ethical responsibility of the professor not to exploit that relationship."

"Professors have to learn that they should have a professional attitude and that flirtatious behavior has no place in the University."

Spring Rush information now available

Spring Rush for women interested in joining a sorority will run from February 8-13, 1981.

The Greek system at ASU offers a wide range of opportunities in leadership, scholarship and personal and extracurricular activities, according to Sarah Petrie, Panhellenic advisor.

The Greek system provides its members with a more personal environment and a more comfortable and friendly setting. This environment will offset the lack of personal attention sometimes received when attending a large university, Petrie said.

To be eligible for sorority membership, applicants must be full-time ASU students, attain a 2.5 grade point average and have returned a Rush application form to the Panhellenic office.

Applications are available in room 138, Matthews Center. For more information contact Petrie at the Panhellenic office or call 965-6547.

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More about Harassment

continued from page 11

It doesn't mean a damn thing, so long as the people involved know it doesn't mean anything. But a neurotic mind can misread that."

The case had been processed through University channels, he had apologized to the girl. But off-campus groups were pushing the issue further, trying to throw it into court. A "witchhunt" to promote a cause, he called it bitterly, and his role was to be the sacrificial lamb.

"You get an extremist group that needs a victim; they're going to look for that. Somebody wants a head for their hatchet," he said.

"They've only got one side of it: the student's. They've never even approached me...I don't think I'd talk to them if they did," he added.

It was too late now anyway, he said, the damage had been done. He knew too well that, innocent or guilty, the allegations would always be tied to his name.

"I regret the whole damn business. I regret that I even talked to her on a one-to-one basis out of class."

"But now until I leave I'm more on guard. I tell myself to keep your damn mouth shut. Do your job, help where you can, but keep your damn mouth shut."

The interview was over. The question of anonymity for this source had already been discussed, agreed upon, but the situation called for asking, "In the article, what do you want your name to be?"

He slowly ground out the grubby cigarette. Staring at the yellowed lines of his nicotine hands, he waited for his voice to clear. "Mud," he answered, and he left.

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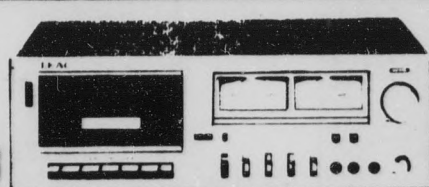
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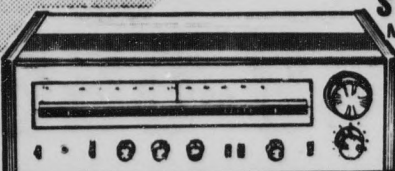
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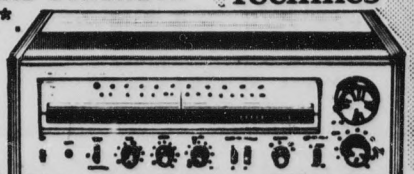
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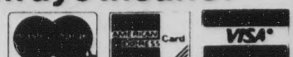
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Expansion

Regents will decide branch campus location

By Jeff Sellers

The site of a proposed ASU west-Phoenix branch campus will be chosen Dec. 12 and may be located at Thunderbird Road between 43rd Avenue and 51st Avenue.

Rudy E. Campbell, a member of the Arizona Board of Regents, said Wednesday he favored that site because the other site under consideration lacks power and water utilities. The alternative site is located at the Happy Valley exit off Interstate Highway 17.

"It (Happy Valley exit site) has nothing going for it," Campbell said. "No water, no utilities, no transportation — everyone who goes there will have to have their own car."

However, Campbell said the Happy Valley exit site has the advantage of being large.

"Size is a consideration because if it develops into a major institution, and that could mean 10,000 students down the road, then we don't want to get hemmed in," he said.

The site at Thunderbird Road has 300 acres. The Happy Valley exit site has 457 acres.

The possible enrollment for the west-side campus will be

between 2,000 and 8,000 students in five years, Campbell said.

Campbell said the Thunderbird site is "very small," and the Regents "don't want to get into a situation where we have to buy houses" to tear them down for later expansion.

He added, "the campus won't have any football stadiums or Grady Gammage Auditoriums."

Campbell said the choice to be made at the Regents' next meeting could go either way. "We haven't asked the regents to express themselves, and I haven't gotten any indication either way," he said.

However, Dr. Robert A. Huff, executive coordinator for the regents, has reportedly said "there appears to be more support" for the site at Thunderbird Road.

The concept of a west-side branch was developed when the regents were discussing enrollment limits for the state's three universities. Campbell said such a limit was included in a statement by the regents last summer but was later omitted.

The Arizona Legislature has appropriated \$150,000 for site location and development. Campbell said total costs cannot be estimated because plans for the campus are still sketchy. Total costs will be determined by the Legislature when it convenes in January, he added.

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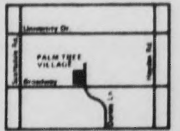
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SEXUAL ASSAULT	0	0
ROBBERY	0	1
ASSAULT		
AGGRAVATED	0	7
SIMPLE	1	10
BURGLARY	0	33
THEFTS		
BIKES	9	467
PERSONAL PROPERTY	17	440
STATE PROPERTY	1	49
AUTO THEFTS	0	27
VANDALISM	2	152

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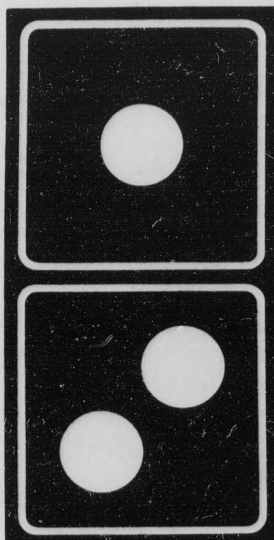
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sports

'SSSSSS'

Stone shreds netting in snake-like fashion

By Kevin Widlic

The man who goes by the tag "SSSSSS" isn't going to be found in a freak show at the neighborhood carnival. In fact, Walt Stone can be found filling hoops for ASU's basketball team.

"The guys gave me that name because I make that sound when I shoot," Stone said. "That really shakes 'em up."

The 6-foot-8 Stone is beginning his first year with the Sun Devils as a forward who'll be coming off the bench in a reserve role. However, he doesn't feel coming into the game cold will affect his play.

"Well, it was an adjustment," Stone said. "I've never come off the bench before, since I started playing basketball."

"My role is to give support to the starters and make sure there's no letdown on the court."

The "Sky Patrol" member scored 10 points and snagged seven rebounds Tuesday night during ASU's 91-65 trouncing of U.S. International. Stone did this while spelling forward Sam Williams who was hit with three early fouls.

"It makes it easier to accept when you're playing behind guys as talented as Sam and Johnny (Nash)," Stone said.

Stone tries to mold his style after another talented athlete, Wilt Chamberlain, and displays it by wearing a rubber band on his left hand at all times.

"When I was a kid, Wilt Chamberlain was my idol and he always wore one," Stone said. "So it's kind of been a habit for me."

Stone gathered All-City, All-State and All-America honors while playing ball for Pennsylvania's Academy High School in 1978-79.

The Erie, Pa., native was planning on attending New Mexico last season before the infamous basketball scandal on the Albuquerque campus. But one thing led to another, and Walt appeared on the courts of Scottsdale Community College playing for former Sun Devil

standout Art Becker.

"I was all set to go there but my grades weren't too good," Stone said. "Plus, one of New Mexico's coaches, Manny Goldstein, was giving me a lot of crap, so I decided against it."

New Mexico's bad luck resulted in good fortune for SCC, where Stone tacked up averages of 19.5 points and 10 rebounds per outing. Then he decided to bring his talents to ASU.

"ASU is a Pac-10 school, which means good competition," Stone said, "and good academics."

"There just weren't any other programs as good."

Stone hasn't found it too tough breaking into a veteran-laden team and playing with regularity. Ned

"Well, it makes us work harder," he said. "The guys who were here last year really feel cheated, though."

"Polls are just for people who read the papers, anyway."

ASU, though still not nationally recognized in basketball, has a chance to go a long way in the upcoming season. With the nucleus Wulk has, the table is set. And the excitement of this possibility is shown on Stone's countenance.

"We're all striving to win the Pac-10," he said. "But there's no doubt in my mind that we'll make it to the Final Four and maybe win it all."

Team goals are also discussed between Stone and his roommate, another new



Photo by Linda Christensen

ASU forward Walt Stone (51) pulls up in the Devils' win over U.S. International.

Wulk's squad reflects the "Fam-a-lee" atmosphere needed to produce winning teams, the sophomore said.

"We really have a close team, no problems at all," he said. "All our competition is on the court."

The competition facing Stone and the Devils includes third-ranked UCLA, who ASU beat twice last year. Does the high ranking, compared to ASU's unranked team, bother Stone?

face on the Devils, freshman Warren Everett. The two forwards help each other off the court as well as on.

"Me and Warren talk a lot," Stone said. "Mainly about our expectations of each other on the floor."

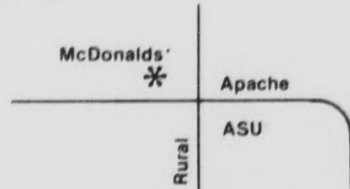
Stone, who studies political science, has his own goals for himself and his team.

"I just hope to play to my potential," Stone said. "I know I can."

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Fred the 'Fox' tries to forget

By Pete Prisco

Editor's note: This is the ninth in a series of previews featuring the Pac-10 basketball teams for the 1980-81.

For UA head basketball Coach Fred Snowden, 1980 was not the greatest year.

Not only did the Wildcats experience their first losing season under Snowden, but they also suffered the loss of several key players, who opted to take their talents elsewhere.

The three sophomores (Michael Zeno, George Hawthorne, Ray Donnelly) and one freshman (Leon Wood) who transferred will be sorely missed by the Wildcats this season.

"Anytime you lose four players that you heavily recruited, it really hurts your program as far as personnel goes," Snowden said.

The Wildcats, already 1-1 on the year, are going to rely on a senior backcourt for leadership this season, according to Snowden.

"Our guards, Russell Brown and John Smith, are both very experienced players that will help give us some stability this season."

Snowden also said that the Wildcats will be looking to run a lot more this season, to exploit the talents of Brown.

"We would like to get Russell running more because that's his style of play," he said. "I feel we slowed the ball down a little too much last year."

Challenging Smith and Brown for a backcourt spot will be 6-foot-3 freshman Jeff Collins from Phoenix South Mountain High School.

"Jeff has played extremely well so far this season," Snowden said. "He has improved his ballhandling immensely since high school. He could be a starter by season's end."

But while the their backcourt is strong, the front line is hurting at this point in the season due to an injury to sophomore center Dave Mosebar.

"It really hurt when Dave got hurt because we really wanted to run this season," Snowden said. "But without his rebounding it's been hard to run so far."

Because Mosebar isn't quite ready to go yet, the Wildcats have started a front line of 6-foot-7 John Belobradic, 6-foot-6 Ron Davis, and 6-foot-5 Robbie Dosty.

Davis, who was the second leading scorer on the team last season behind the graduated Joe Nehls, was called by Washington State head Coach George Raveling the most underrated player in the conference. And Snowden won't argue about that.

"Davis is a super player, and we will count on him for a lot of our scoring this season," Snowden said.

While Davis enjoyed a fine season last year, his counterpart at forward Dosty was not as lucky. Dosty was sidelined the entire year due to injuries suffered in an automobile acci-

continued page 18



Russell Brown

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Will Hart

Zany McDuff gives awards

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When it rains it pours award:

The shellacking ASU gave UA (44-7) in a supposedly closely contested game, wins. No contest.

Although this may be madness, yet there is method to it, award:

"If they don't name it the Mona Plummer Pool or something with her name in it, they will be doing her a grave injustice." — Bill Rose, women's swimming coach. When Rose was informed they could not name it after a living person, he retorted, "Maybe we should kill her."

You know as well as I know award:

Coach Darryl Rogers gets this baby for his show on Sundays and his favorite phrase which "you know as well as I know."

Best new talent in Phoenix sports broadcasting award:

Sorry Frank, you were a better coach. Default to Ted Simons.

You tell 'em pal, award:

"The only reward for failure is death." I don't know who said this, nor do I really care. It stands alone.

One Flew Over the Cuckoo's Nest award:

"The cracks do not affect the stadium. I'd be glad to sit up there next Saturday" — Dick Tamburo, ASU athletic director, before the first game. The only thing allowed up there during the season was pigeons.

Confusion award:

National Title winner in the women's high jump Coleen Rienstra, who admits she is accident prone. Anybody who jumps 6-1 1/4, cannot be much of a clod.

BNK (Boost Not Knock) Award:

"It's a jungle out there. We represent the school more than the athletic department. I personally own my own machete. We are a liaison between the athletes and the media," Dave Walden, sports information department. The ASU sports information crew is a great source for stories, access to unaccessible sources for the media and are generally a pretty bizarre group of wild men, who must contend with the day to day dribble and information produced by a large school.

Let me off when we reach earth award:

"Do you think ASU has a chance to make the Rose Bowl this year?" — an uninformed sports fan on a call-in radio show, who obviously has slept through the last year of NCAA and Pac-10 investigations.

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More about 'Cats

continued from page 16

dent before the season began. But Snowden says he's ready for action now.

"It's been hard for him because it's like he took the entire year off," Snowden said. "But he's really starting to come on, and he should really help our team."

Backup help in the front court will come from 6-foot-8 Charlie Miller and 6-foot-7 Greg Cook.

Cook, a junior college transfer from Pima Community College, scored 22 points in the 'Cats season opener against Cal-State Hayward, and Snowden said he expects much of the same the rest of the season.

"Cook adds a lot to our front-line picture since he is such a great rebounder and scorer," Snowden said.

But in order for the Wildcats to be successful, they will have to overcome the loss of Nehls, according to Snowden.

"We don't have anybody that is the long-range shooter that Joe was," he said. "I'm sure, because of that fact, many of the teams we will face will play a zone against us."

But even without Nehls and the four transfers, "The Fox", as Snowden is commonly referred to, thinks UA will do just fine in the Pac-10 this season.

"We should fall somewhere behind the three conference favorites, UCLA, Oregon State and ASU," he said. "But I'm believing like I always do at this point in the season that we can go all the way."

Next: Ned Wulk's ASU Sun Devils

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Aquatics meets slated

The ASU women's swimming and diving team will open their 1980-81 home season this weekend as they will host Western Collegiate Athletic Association foes Southern Cal and UCLA in a tandem of dual meets.

The Devils will take on the defending conference champion Trojans at 3 p.m. on Friday and UCLA at 12 noon Saturday both in Sun Devil Pool.

ASU defeated UCLA, 75-65, but lost to USC, 76-37 in last year's action.

The Sun Devil wrestlers will play in the Wildcat Invitational on Friday and Saturday in Tucson.

The tournament has become one of the most prestigious tournaments in the nation and usually is a preview to the upcoming National Collegiate Athletic Association championships.

The Devils finished second in the tournament last year out of 22 teams with more than 91 points. Senior Dan Severn took top honors at 190 pounds, pinning Minnesota's George Bowman in the finals.

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Devils to host initial tourney

The ASU women's basketball team will host their first annual Sun Devil Classic this weekend in the University Activity Center.

The Devils (4-0) will take on Montana State at 4 p.m. Friday in the second game of the opening round. Texas Tech is pitted against Colorado in the tourney opener at 2 p.m.

ASU head Coach Julieanne Simpson is looking forward to the tourney.

"I feel very confident going into this tournament because of what we have done so far," she said. "I don't know what to expect from the other schools because all three teams have new coaches."

Saturday's schedule includes a 2 p.m. consolation game and a championship matchup at 4 p.m.

Probable starters for the Devils will be 5-foot-5 sophomore Cassandra Lander and 5-foot-4 junior Sandra Hamilton at guards, 5-foot-11 junior Shawn Smith

and 5-foot-10 senior Kim Griffie at forwards and 6-foot-1 freshman Kym Hampton at center.

Griffie broke the school scoring record just recently, making her the all-time scoring leader in ASU women's basketball history. She overtook Cathy Aiken, who was the former all-time leading scorer with a career total of 718 points.



Shawn Smith

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Announcements

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PART-TIME PROGRAM leaders. Art, gymnastics, dance (tap, ballet, jazz, etc.) and recreation. Call Scottsdale Girls Club, 948-8020.

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HAPPY HOLIDAYS to Gam, UAC student staffs. Signed, Tony. P.S. Techies too!

Real Estate

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