Strong opposition by faculty toward merit-based salaries

Group of 50 faculty members meet with Senator O'Connell Friday to discuss concerns.

By Mary Hadley
Daily Staff Writer

State Senator Jack O'Connell left campus Friday afternoon with an earful of grievances from Cal Poly faculty members, centering mostly on the Performance Salary Step Increase (PSSI) policy.

The barbecue lunch and question-and-answer session drew about 50 faculty members willing to sit under the glaring sun in attempt to send a message back to Sacramento with the senator.

The message that came through loud and clear was that Cal Poly faculty would like to see the PSSI policy eliminated.

"Nothing has created more dissension in the 25 years that I've been here than the PSSI. It's tearing us apart," said George Suchard, a social sciences professor.

"Your timing is perfect," O'Connell told faculty. "I chair the California Senate budget sub-committee on education. We are going to go back and do the CSU budget in about two weeks."

The PSSI policy was negotiated by CSU Chancellor Barry Munitz, along with state senators and a "collective bargaining group," according to O'Connell.

Essentially another way of trimming the CSU budget, the PSSI policy was created by "mostly conservative Republicans who had Munitz in their pocket," said Jim Zetsche, president of Cal Poly's California Faculty Association (CFA) chapter.

The policy, in effect at all CSUs, is in its third year.

"We'll have it one more year before our new contract bargaining begins," Zetsche said. "CFA would like to do away with PSSI."

Professors see many problems with a performance or "merit-based" system of pay raises, and several voiced their concerns Friday.

The Senate barbeque lunch on Friday was one of many events held by Cal Poly this week to show support of the senator, who is running for re-election.

Senator Jack O'Connell discusses the PSSI policy with Cal Poly faculty members Friday.

"Those that are awarded a PSSI, they're estranged from the group and it causes resentment," Zetsche said.

Faculty must reapply for a raise every year and have no effective recourse if they are denied that year. Rises are awarded based on professors' performance and achievements, which are not always easy to express on paper.

Before PSSI, there was a policy in which pay raises were not awarded based on performance, but on seniority and rank.

"The merit-pay scheme, even if you support it, is a shame," said mathematics professor George Lewis. "The evaluation of people for merit pay is at best superficial. It's a sham."

See PSSI page 5

Annual journalism convention draws more than 200 students

Delegates from California universities come to town for fun, competition and controversial speaker, Gary Webb

By Kristen Hall
Daily Staff Writer

"Oh, my God, help! Help!" a woman cried, running across the lawn of Cal Poly's business building. A group of journalists, headed for a speech on campus safety, turned and watched as the woman grabbed the arm of a man standing in the hall and begged him to follow her.

The two ran through the engineering building toward the intersection of University Drive and Poly View Drive to the scene of an accident. The group of journalists, by nature, followed.

At the scene, the they saw a man being helped up from the ground. The man limped as two people walked him in the direction of the Health Center. Another man who appeared distraught, screamed at everyone as he was detained in a university police car.

The police officer at the scene questioned four witnesses. The witnesses seemed shocked at what they saw. One witness was a woman who was almost hysterical. A bike was lying on the ground next to a bloody cane. What happened here? The journalists went to work to find out.

This was the scenario at Cal Poly on Saturday...except it was staged.

It was part of the 48th annual conference of the California Intercollegiate Press Association (CIPA), which was held at the Embassy Suites. The competition brought together student reporters, photographers, editors and broadcasters from 19 colleges throughout California who were challenged to produce quality work. There was both a mail-in competition, in which schools entered previous works from their papers, and an on-site competition.

Students were also treated to a guest speaker, reporter Gary Webb of the San Jose Mercury News. He is best known for his unprecedented use of the World Wide Web in publishing his investigative series, "Dark Alliance" which linked the CIA to crack-selling cartels in South Central Los Angeles.

Webb put all legal documentation about the story on a website and included sound bites of source quotes and interviews. Webb said he thinks the Internet is the future of the newspaper industry.

"I think newspapers will become like TV guides. You'll flip through it to find out what's on the Web today," he said. "You'll be writing for an on-line audience."

Each year a different college hosts CIPA, and the hosting college cannot participate in the competition. Cal Poly last hosted CIPA in 1994. Last year it was hosted by U.C. Irvine.

Students had one hour to complete their tasks for the competitions. The six categories were news, features, arts and entertainment, sports, copy editing and layout and design. Students submitted their work and ten judges reviewed the work and chose the winners.

The judges came from various publications around California including Los Angeles Times, Senior Magazine and the

See CPA page 3
Beat Generation poet Ginsberg dead at 70

By Larry McShane
Associated Press

NEW YORK — Allen Ginsberg, the counter-culture guru who shattered conventions as poet laureate of the Beat Generation and influenced the next four decades of art, music and politics, died early Saturday at age 70.

The poet was diagnosed eight days ago with terminal liver cancer, and he made a desire to die at home. On Thursday, he suffered a stroke, fell into a coma and never regained consciousness.

He had returned to his apartment surrounded by eight "close friends and old lovers," said his friend and archivist, Bill Morgan. The poet was diagnosed eight days ago with terminal liver cancer, and he suffered a fatal heart attack, Morgan said.

"He made us see that poets were pop stars," said Lenny Kaye, guitarist with the Patti Smith Group and a recent Ginsberg collaborator. "He had an incredible sense of liberation, philosophical liberation. Ginsberg, whose blend of drug-inspired visions, hedonistic sex and gut-wrenching autobiography first emerged during the 1950s, spent several days in a hospice after his diagnosis. On Thursday, he suffered a stroke, fell into a coma and never regained consciousness. He had returned to his apartment a day earlier after expressing a desire to die at home. He wrote about a dozen short poems — one titled "On Fame and Death," and "were himself out talking to friends," Morgan said.

David Cope, a friend and fellow poet, received one of those phone calls. So did Lawrence Ferlinghetti, who was charged with obscenity in his City Lights Books pub­lished Ginsberg's "Howl and Other Poems" in 1956. Ginsberg's influence was almost inestimable. His extraordinary list of acolytes ran the gamut from Abbie Hoffman to Smashing Pumpkins singer Billy Corgan, Czech President Václav Havel to

See GINSBERG page 6
On-line sex and cyber affairs proliferating

Associated Press

SAN FRANCISCO - Talk about hot wired.

In an age of technological eroa, where torrid but anonymous electronic encounters have become a worldwide 90's-style bar scene, some 66 percent of Internet users surveyed know someone who has had an on-line affair.

The number is indicative of a trend discussed this weekend at the annual gathering of the California Psychological Association. About 750 members met in San Francisco to study a range of societal concerns from workplace violence to the impact of web pages, chat rooms and e-mail on traditional mating rituals.

The Internet, they concluded, can be both a predator and a benevolent Cupid.

With an estimated 9 million adults logging on daily and several hundred sites devoted to sex, the Internet has become the greatest aphrodisiac there is, Dr. Coralie Scherer, said Saturday.

"People still want to meet that special somebody . . ." said Cooper, clinical director of the San Jose Marital and Sexuality Centre. "It can be a really positive way of meeting people."

But, fiber optic connections can become a harmful addiction. The Heaven's Gate cult, in which members killed themselves, is just one example.

But the Internet can be helpful for people in alienated groups, such as gay youth and adults. Numerous web sites aimed at that market help them cut through the loneliness, isolation they often face, said Dr. Peter Russell, coordinator gay and lesbian programs with the Peninsula Family YMCA based in San Mateo.

"I see the Internet as no more dangerous than the telephone or the VCR," Russell said. "It has the potential to become addictive, but in the gay community it has done so much to break the isolation."

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CIPA from page 1

The staged accident was part of the news event category. It was the only pre-planned event that was acted out by Cal Poly students.

At first I thought the scene was cheesy," said Brian Chan, a U.C. Irvine sophomore competing as a photographer. "But then when I saw the cop car it got really exciting."

This was Chan's first time at CIPA. He won second place for his photo in the news event and said he plans to enter again.

"It was nicely set up," he said. "I feel like I've gained some practical experience."

"I was actually kind of surprised by the scene," said Michael Ball, a senior at U.C. Santa Barbara. "It was obviously fake but it was cool, I liked it."

Ball is news editor for the Daily Nexus and won first place for best news article. This was his third time competing in CIPA and his first time to win an award.

I liked the way Cal Poly staged it. It was much better than last year's," he said. "It was more of a pressure thing. It helped me confirm that I could do decent work in under an hour."

It took Cal Poly students and faculty six months to prepare for CIPA. Planning began in the fall and was on a volunteer basis.

"I am proud of the students' volunteer spirits," said Nishan Havandjian, journalism department head. "That is hard to find."

Havandjian's main goal was that the students have fun and gain something. He said it gave the students the opportunity to meet colleagues, compare notes and interact. It was a chance to discuss how they run their different papers and news broadcasts.

"It went well. It was organized and stayed organized," he said.

Mustang Daily's editor in chief, Steve Enders, was this year's CIPA president. He said the event went smoothly but would liked to have changed how the mail-in competition was handled.

"We had some trouble keeping track of entries and getting them judged," he said. "A few plaques were mislabeled too."

Enders got lots of compliments on the event and said the college plans to create a handbook for future CIPA event.

CIPA ended Saturday evening with another awards banquet that honored the day's re-site competition work. UCLA also announced that they will host CIPS 49th conference next spring.

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CIPA ended Saturday evening with another awards banquet that honored the day's re-site competition work. UCLA also announced that they will host CIPS 49th conference next spring.
Long before the media enlightened me to Cal Poly’s chock-full of cults

of a disturbing discovery 1
that monitor any suspicious "cult-like" behavior. I was even more
myself to the all-too-hospitable atmosphere and wear the same

was wandering around campus and I was surprised by some
near the aromatic meat and onions. As I ate their food they

Self interest prevails on campus and in SLO

students in Long Beach) but rather a move to censure President Warren Baker
attention against an individual.

For years there have been concerns voiced about the way Poly reports criminal and/or violent acts here on campus. In part Poly is still immune from the city's reach. I can see why, mostly and mostly I am okay with it that way. But there are some issues that, in the name of a parent's trust and what is

Even people who agree that the PSSI award program is a good thing (those who agree with the image of SLO that continues to place us

As a state educational institution Cal Baker resides outside mundane rules about city and envi-

Editor,
Your PSSIs article of March 14 hopefully will spark a debate about the quality of the program which basically pays raises on performance. Surveys indicate that over 80 per-

Tuesday, April 7, 1997

Thursday, the mon-
dal declaration, I will
reveal the cults that exist on
this campus: any fanaticism or
sorcery.
Examine the facts. They
offer a sense of being a part of
a group. They commit suicide with alcohol (just like the
Heaven's Gate apple sauce with vodka), although it takes a little bit longer. They use
scare tactics to make the members submit and lose a sense of identity. They always tell me to leave.

I was at the Academic Senate Executive Committee meeting described in the article, and while there were a number of peo-
people arguing against the PSSI program, they were off the mark. The discussion item was not a move against the PSSI program (that is strictly between CFA and the administration in Long Beach) but rather a move to censure President Warren Baker for the way he handled the awards.

In other words, there are two separate discussions: one on the PSSI program itself, and one that the Senate is under-
taking, which is a move to cease the administration for the way they handled out the awards. These are essentially independent arguments and should be kept that way.

Mr. Madonna didn't make the money he has by not knowing the conse-
quences of changing a very particular residential impact report (EIR). So good, so far.

What Madonna tried to do was force the issue out of city's reach. I can see why, mostly and mostly I am okay with it that way. But there are some issues that, in the name of a parent's trust and what is

Mr. Madonna is a phi-

thesis of being denied by the administration for the way Poly is handled the awards.

Another institution here in town and almost as influential as Mr. Madonna is Cal Poly. I mean W.B.U. - Warren Baker University. I have trouble separating Poly from President Baker, so for today I think I won't. Recently Poly has used this out to explain its behavior and policy regarding the

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Mr. Madonna didn't make the money he has by not knowing the conse-
quences of changing a very particular residential impact report (EIR). So good, so far.
Editorial

The "upside-down" Cal Poly curriculum, hurry-sickness, student and instructor expectations and communication all contribute to quality in education, according to Robert Gish, director of ethnic studies at Cal Poly.

In his lecture Thursday, Gish questioned the compatibility of these issues with the quarter system and curriculum at Cal Poly.

The lunch-time presentation "The Convergence of Quality: Instruction Meets Learning" was part of the Faculty Instruction Development Opportunity (F.I.D.O.) lecture series, sponsored by the Department of Faculty Instructional Development.

"More and more I look and act like a kind of hybrid accountant, public relations executive and marketing director. Productivity formulas, delivery systems, capital campaigns, sales forces and customer service are daily becoming not just the trumpings but the substance of my job," Gish wrote in an article titled "Marketing the Mind."

Carol Barnes, dean of extended university programs and services, said F.I.D.O. sponsors monthly presentations according to topics a committee develops after surveys are administered to faculty.

Speakers then volunteer to make the presentations to their colleagues. Cal Poly's curriculum is described as an upside-down curriculum in that students take major courses during the first year of study instead of just in the later years of education at a university. Gish asked the audience to reflect how this curriculum format affects the teaching of general education and breadth courses and if it is conducive to quality education.

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THURS., APRIL 10
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and Opportunities Seminar
1130am to 1230pm
U.U. Room 216

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PSSI from page 1

...a moment of humor.

When Zetsche compared the PSSI policy to a dead horse that is beyond doctoring, O'Connell laughed and suggested that maybe what he needed was a veterinarian to help get some of his bills passed in the senate.

The personal testimony of one Cal Poly professor illustrated the real effect PSSI has on professors' lives.

"I arrived here the year the new contract was put into place and I basically have lost three salary steps that I would have gotten normally for not doing anything special," said Bruno Giberti, assistant professor of architecture.

This policy was specifically designed to prevent people from moving up. I spent 10 years in the university system getting a Ph.D. I make $40,000 a year. I work all the time. In the long run, I feel very disgruntled with the way I'm being rewarded here."

Besides the PSSI, funding cuts in general were another faculty concern.

O'Connell acknowledged that there is a discrepancy in faculty pay between the CSU system and comparable systems in other states, and assured the group that he will not support any further budget cuts.

"Legislative analysts have suggested, in your (CSU) budget, a $00 million cut," O'Connell said, adding that it wouldn't even be considered by the budget sub-committee.
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Ginsberg's first taste of notoriety came after the publication of "Howl" in 1956. Copies of the book were seized by San Francisco police and U.S. Customs officials, and Ferlinghetti was charged with publishing an obscene book.

Ginsberg experimented heavily with drugs, taking LSD under the guidance of the late Timothy Leary in the 1960s. But he was also a practicing Buddhist, began each day with a contemplative exercise followed by a cup of hot tea with lemon.

As he grew older, Ginsberg became a guru to the counterculture movement. He coined the term "flower power" during the mid-60s. And he eventually became more accepted by the mainstream.

His National Book Award came in 1973 for "The Fall of America: Poems of These States, 1965-1971."


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GISH from page 5

teaching at all levels. Gish touched on his observation of a widespread lack of time experienced by students and instructors at Cal Poly. Gish blamed this problem on the quarter system. "If quality is time, then we sure don't have much time to be quality," he said. "I've never been so hurried in my life as I have been at Cal Poly."

He described the quarter system as staffing on courses and the creator of hurry-sickness. "To remedy the effects of time restraints and communication gaps between instructors and students, Gish recommended that instructors ask students what their expectations are for courses. He also recommended that instructors gear their concentration more toward students rather than the subject matter. Gish tied this recommendation to the fact that at Cal Poly one course can satisfy different requirements needed to graduate. Because of this, classes are filled with a mix of majors. Instructors need to recognize this and adjust, he said.

Gish mentioned that teaching to oneself in lecture and talking over or around students can occur if the level of difficulty in course content and lectures isn't reflective of the students. "A university can be compared to a written composition," he said. "It should be ideally coherent and unified."

According to Gish, increased communication between students and instructors clarifies expectations, goals and objectives which contributes to a quality education.
Men's tennis wins sixth straight title

By Kellie Karhannen Daily Staff Writer

The Cal Poly Men's tennis team came out on top again winning the Sixth Annual Mustang Invitational, 4-3 against the University of Santa Clara.

The tournament started Friday afternoon when the Mustangs swept the University of Santa Clara, 7-0. On Saturday the Mustangs beat Sacramento State, 7-0 to advance to the finals.

For the sixth time the Mustangs have won their own tournament. Head coach Chris Eppright said overall since the team had played seven matches in 11 days that he thought they played very well under the circumstances. He continued that if Magyary would have lost, the team would have lost, but he came back to win.

No. 1 singles player Chris Magyary played a tough match against Santa Clara's Jeremy Testwuide losing the first match 6-1, but came back to win 6-3, 6-3.

"I don't know that we played all that great, but I don't think it was because of lack of effort or intensity. I think the stress was brutal," Eppright said.

Eppright said the team controlled the No. 3 and No. 6 singles spots. Tony Piccuta, who played at the No. 3 spot, crushed Santa Clara's Scott Watters, 6-3, 6-1. Jason Meyers beat Grey Fox, 7-6, 6-4 at the No. 6 spot.

Magyary said Santa Clara was the second best team in the tournament and thought they have a lot of potential.

UCSB came from Anna Bauer in the bottom of the second. Bauer reached first on a single and scored the other two on a sacrifice fly by Scattini.

Mustang pitcher Desarie Knipfer (17-5) got the win allowing only three hits with two errors.

"We have been ranked all season, but it was finally time to prove we are right there with them," said Mustang catcher Heather Scattini.

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Magyary said Santa Clara was the second best team in the tournament and thought they have a lot of potential.

University of Santa Cruz beat Sacramento State, 6-1 to win third place. The University of Portland won the Consolation Championship by beating University of Nevada, 5-2. Loyola Marymount beat University of San Francisco, 7-0 for seventh place.

Softball splits pair with UCLA, UCSB

By Kimberly Kaney Daily Staff Writer

They continue to show they can live up to high standards.

The Cal Poly softball team split a doubleheader Sunday against third-ranked UCLA in front of a crowd of 1,100 people. The Mustangs (31-8, 12-5) are ranked ninth in the nation.

The Mustangs were strong in the first game, winning 1-0. But the UCLA Bruins, boasting two gold medalists and an impressive record (29-7), won game two, 8-0. The Bruins came off a split with top-ranked Arizona on March 29.

"We have been ranked all season, but it was finally time to prove we are right there with them," said Mustang catcher Heather Scattini.

In game one, the single Mustang run came from Anna Bauer in the bottom of the second. Bauer reached first on a single and scored the other two on a sacrifice fly by Scattini.

Mustang pitcher Desarie Knipfer (17-5) got the win allowing only three hits with three strikeouts.

In game one, the first Bruin hitter reached first on an error, and after two more batters, the bases were loaded. Bruin third baseman Stacy Newman hit a double to drive in two runs, giving the Bruins the lead, 2-0.

In the top of the fifth inning, the Mustangs came out strong again, posting four runs on five hits. The Bruins ended the game with 13 hits while the Mustangs had two hits with two errors.

UCCLA's Courtney Dale got the win with eight strikeouts. Cal Poly's Amy Bernard (4-1) got the loss, pitching five innings with one strikeout and 10 hits.

But the Mustangs were happy with the split.

"A win over this team is huge and a loss won't hurt us," said head coach Lisa Boyer. The Mustangs were disappointed about their loss in the Santa Barbara series on Saturday. Both Boyer and Scattini said they could have won the game.

Cal Poly split its series with U.C. Santa Barbara (21-20) on Saturday. In the first game, Gina Doghline hit two home runs with six RBI. Knipfer pitched her eighth shutout of the season with seven strikeouts to give the Mustangs the win, 10-0.

In the second game, the Gauchos hit up the board in the first after an RBI double by Tonya Dusa and a sacrifice fly by Sarah Davies. In the third inning, Sara Stockton scored the only Mustang run of the game. Pitcher Jennifer Tolton threw three strikeouts and led the Gauchos to their fifth conference win of the season, with the final score 4-1.

The Mustangs' pitcher Kelly Smith left the game after two innings with a sore elbow. Smith (10-2) was unable to pitch in Sunday's game against UCLA. Boyer said Smith will see a doctor on Monday and will hopefully play in the upcoming conference games.

Also affecting the Mustang's season is Cal State Fullerton's protest. The Big West Conference commissioner has officially ruled game two of the March 2 doubleheader against the Mustangs as invalid. Fullerton complained that they were not informed by the umpire that Cal Poly had reentered a player who had been substituted for a pinch runner the previous inning.

Consequently, the game is an incomplete contest and the results have been taken off both teams’ records.

The game will be completed at the end of the season only if it has a bearing on the conference championship or either team's NCAA Championship seeding.

Thursday the Mustangs will travel to New Mexico State for a doubleheader conference game.