Senate talks about pay raise policy

By Seleno Lay
Daily Staff Writer

If amendments to the Performance Salary Step Increase (PSSI) policy are passed, Cal Poly faculty members who want the university to "show them the money" will first have to show their department committees why they deserve it.

The PSSI policy, applications by faculty members would first go through their college committees, then to a university-wide committee, and finally to President Warren Baker, who makes the final decision.

However, if the amended policy is passed by the Academic Senate, applications for salary increases based on faculty performance will be evaluated by the faculty member's own department. Therefore, if a faculty member from the Ethnic Studies program applied for a PSSI, that faculty member's application would first be evaluated by the Ethnic Studies department committee, then to the College of Liberal Arts dean and finally, to Baker.

However, each department also has the option of not having a department committee and, instead, asking for a college-wide committee to evaluate the application. Each department will be expected to come up with its own criteria for a faculty member to receive a PSSI.

Chair Ann Merrols-Sosa said evaluations by individual department committees may be better than individual college-wide committees because department committees are more likely to know the faculty member better and therefore are able to evaluate whether or not that faculty member has met that department's standards or requirements for a PSSI.

This amended policy also includes a more detailed appeals process. Merrols-Sosa said a faculty member whose application was denied could request a second review of the decision.

Also not included in last year's policy was money put aside for successful appeals. Such funds are included in the amended policy.

Last year, faculty members whose appeals were successful were paid, but without any money because no money was set aside for such occasions, according to Dave Hambings, environmental science.

City council limits leaf blowing

By Christine Spane
Daily Staff Writer


In its sixth encounter on the subject, which has generated nine noise complaints this year, the Council modified the regulations to prohibit the use of gas-powered leaf blowers on Sundays. The modification also limited noise output to a maximum of 70 decibels at 50 feet from the blower.

It is now illegal to operate a leaf blower in a residential zone between 6 p.m. and 7 a.m. Monday through Thursday.

Electric and battery pack blowers were exempted from the ordinance even though Community Development Director Arnold Jonas said with newer blowers there's not a significant difference in noise level between electric and gas models.

The primary reason for the exemption was the city's use of battery blowers nearly every Sunday between May and October to maintain the lawns at the Jack House in the downtown area. Council member Dodie Williams expressed some misgivings about the issue.

"I feel a little uncomfortable letting the city use blowers on weekends because they are so much louder."
New police position keeps an eye on the dorms

By Selena Ley
Daily Staff Writer

She roams around Cal Poly’s residence halls every day, attempting to communicate with dorm residents. Some dorm residents see her in the morning and others have seen her at night, though there are still many who haven’t seen her at all. No, she’s not a restless spirit haunting dorm residents. She’s campus police officer Lori Hashim. And according to those she works with, she’s definitely not restless.

She’s the personification of an effort to build a sense of community within the university. Campus police and Housing and Residential Life got together months ago to set up the program, which started this fall.

Part of the program involves assigning a full-time officer to concentrate mainly on the residence halls. Since her new assignment, Hashim has gotten to know dorm residents. She said Housing and Residential Life got together with campus police on improving the campus community for students. Schaffer said after attending a conference about community policing and improving communities, some campus police and Housing and Residential Life members brainstormed and eventually came up with Hashim’s new assignment.

She added that the safety of dorm residents has been on the agenda for years and that the program is a continuing effort to improve it.

According to Schaffer, Hashim’s presence in the dorms will provide students with an extra person they can turn to for help. “If students have a question about personal safety or about how to register their bicycle or other questions, (Officer Hashim) is available as a resource to answer questions,” Schaffer said.

Sgt. Robert Schumacher of the campus police said Hashim was the perfect candidate for this assignment. “Her interest really is with students,” Schumacher said. “She came to me last year and said, ‘I’d like to really get involved with students and I said okay.’”

Schumacher said Hashim will rarely be dispatched to investigate calls that come into the police station. Instead, Hashim’s focus will be to foster a sense of community in the dorms.

To do that, Hashim will attend dorm meetings and social activities. “She will also keep an eye out for crime problems in the dorms and keep in contact with campus police about new developments in the dorms,” Schaffer said.

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"I’ve developed quite a reputation of being a pretty good ping-pong player. When they see me, they want to play."

-Lori Hashim
Dorm police officer

Officer Lori Hashim will be the first Residence Hall Resource Officer Cal Poly has seen.

Because Hashim’s top priority is the dorm residents, Schumacher said that only on special occasions would she be dispatched to respond to a call.

On occasions when a call is coming from a dorm, Schumacher said it would be more practical to dispatch Hashim, since she’s already there.

After serving 13 years as a city police officer in Bakersfield, Hashim wanted to find a new position that would allow her to work with young adults. She cultivated her interest in working with young people during three years of working as a D.A.R.E. officer.

"Knowing what campus policing was all about, Hashim said she basically felt her own way around the idea of being a pretty good ping-pong player," Hashim said. "When they see me, they want to play."

"My friends and I were sitting in the lobby one night and Officer Hashim and another officer came in and tried to get to know us," Larkin said. "She was really friendly."

Larkin said the reason he and his friends wanted to get to know Hashim was because she was approachable and there for them. "I thought that was important," Hashim said. "They’re the community.

Hashim said she believes her interest in working with students was a factor in her being the first assigned to the dorms.

Hashim added that the whole idea behind the position is not just about her and the students, it’s about becoming a liaison between other officers and students.

The Office of the President, The College of Liberal Arts, and the Cal Poly Humanities Program are pleased to announce

Humanities X490
The President’s Seminar:
Science, Society, and the University

Taught by

Cal Poly President Warren Baker
Prof. John Culver, Political Science
Prof. Ron Brown, Physics
Winter Quarter 1998

The class will address a number of issues in science and society as they involve higher education in California and the nation as we enter a new century. Guest speakers from politics and higher education in the State of California will be invited to participate. Students who are selected to take the seminar will be active participants in all discussions. Enrollment will be limited to 30 students. Because the Humanities Program anticipates high demand for this class, students must have senior standing, and at least a 3.0 gpa in all university course work to be considered. If you meet these criteria, and are interested in enrolling, please pick up a course description, and a short application form from the Humanities Program Office, Room 28 of the Faculty Office Building or from the Office of the Dean of the College of Liberal Arts, Room 31 of the Faculty Office Building.

Applications are due at the Humanities Office or the CLA Dean’s Office by October 17 at 4pm.
You will be notified promptly if you have been admitted or not. The telephone number of the Humanities Program is 756-1206. The e-mail address of Prof. Richard Sifrxxi, the Chair of the Humanities Program, is Larkin. Humanities X490 is a new 4 unit class, which will meet each Thursday from 4pm to 7pm in the Alumni House on campus. The course has been approved for GE&S area you might want to take the class.
Cal Poly celebrates another beef field day

For 41 years bulls have been sold and tested on campus

By Kellee Khariton

Hall

This week has kept the Cal Poly Animal Science department busy.

Tuesday it sold 150 bulls in its 41st annual Bull Test Sale. The department also hosted its 16th annual Beef Field Day Monday with speakers and seminars for cattlemen throughout the state.

"This bull sale is one of the most renowned bull sales on the West Coast," Jay Promisco, animal science professor, said. "That's providing a service to evaluate the individual performance. This year we have 262 bulls." Hall said normally they have about 300 bulls, but were down this year because they are coming off a small cattle market. In previous years, the Bull Test topped out at 270 bulls.

Hall added that the bulls are bought by both commercial and pure-bred cattlemen, in hopes of improving their cow herds.

"This is a totally student-run program," Hall said. "We hire a group of students who take care of the bulls on a daily basis. We have two bull test managers, five feeders and one secretary, who are (each) paid monthly salaries and normally are upclassmen." Promisco is one of two bull test managers. He checks the bulls every day and takes care of their health and overall management.

Promisco said he got involved with the Bull Test because he has been around livestock all his life and loves being with animals.

"Basically I have been looking forward to the Bull Test because they're going to be out of here," Promisco said. "I'm happy to see the bulls sell because that means they're healthy and that I did my job."

He said that it has been a five- and a-half month project that's kept him busy. He has been checking the bulls twice a day, monitoring their feed intake, hormones, pounds a day they've gained and other measurements.

Hall said the bulls are evaluated for their individual performance and their gainability. He also said that for a bull to qualify in the breed that was the highest.

"The bulls have been con­signed to Cal Poly," animal science professor, Mike Hall, said. "That is providing a service to evaluate the individual performance. This year we have 262 bulls." Hall said normally they have about 300 bulls, but were down this year because they are coming off a small cattle market. In previous years, the Bull Test topped out at 270 bulls.

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No choice for Brad

By Brad Davis

Before I decided to spill my gay guts all over the Mustang Daily opinion page, I thought deeply about what was most important for people to know about homosexuals and "coming out" in light of National Coming Out Week.

First, I must acknowledge the fact that only one year ago I was still struggling with my sexual orientation or "natural" sex-attraction). Homosexuality is not something one chooses, especially in a society that, for all intents and purposes, condemns it.

Society, especially the media, taught me that I was an abomination from the very young age that homosexuality was not only wrong, but also sick and perverse.

Through high school I watched as homosexual tendencies would remain harmless if I could just hide upon. I also thought in time I would be able to find some sort of therapy which could possibly "cure" me of this homosexual ailment.

Thankfully I stopped lying to myself. The largest inner conflict I had was with the side of me which still attracted to the opposite sex. Unfortunately, I was one who I find attractive, the person's gender is really a non-issue: it may be a way of life, but being gay, but personally I think there is a range of sexual orientation in which everyone falls into a slightly different category. It really is unfortunate, however, that most of us feel the desire to socially separate our selves. I find it hard to understand why there are labels regarding race, creed, gender, and sexual orientation.

If I were to right these historical wrongdoings. A perpetuating factor is that the ethnic division is still so prevalent. Some people are under the impression that the ethnic division will persist under race and creed differences for their race and creed. But I have to tell you that you can't just blame this on the people closest to us. We are normal people. And we are everywhere.

Kein Borrzac is a biochemistry sophomore.

Don't kid yourself: Ethnic diversity at Cal Poly is still meager

By Brad Davis

"Poly has "excellent diversity," did I read. "Did I?" Not bad. Ellen came out, on her way to right these historical wrongdoings. A perpetuating factor is that the ethnic division is still so prevalent. Some people are under the impression that the ethnic division will persist under race and creed differences for their race and creed. But I have to tell you that you can't just blame this on the people closest to us. We are normal people. And we are everywhere.

Kevin Borrzac is a biochemistry sophomore.

Could we be confident that someday we could raise a child together, without the fear of having it taken away because people see us as unfit parents. Is this too much to ask?

National Coming Out Day is just one event in the gay community that is helping to change this. The summer pride festivals are raising awareness as well. As long as people have the idea that this way of life is laughable. No one-one chooses to be part of a club. But I still want to have fun.

In a perfect world, I wouldn't have to tell my roommates that I'm just a friend in order to keep peace. I could hold hands with him on the street, just like straight couples do. When I talk to my family, they could be supportive and excited for me, not ask "So, how's your friend?"
Keeping the dance alive

By Poppy Cortin
Arts Weekly Staff Writer

Behind the glass doors of 2074 Parker St. in San Luis Obispo you can still hear the sound of tap shoes hitting the hardwood floors. Six days a week you can hear the tapping of tap shoes or the loud bass of hip-hop music. Other nights, couples will glide across the studio's floors, performing the box step, while others will dance to the beat of swing music.

Many have grown up at 2074 Parker St., some have even pirouetted into stardom. But something is missing at Pat Jackson's American Dance studio. Something has been missing since June 12, 1997. Missing for the first time in 26 years of operation is the studio's namesake, its director, its inspiration and confidant to many.

Pat Jackson died that day in June of breast cancer. Her body finally gave in to the 10 years spent fighting the disease. It forced her to give up, in the last year of her life, the one thing that she loved most, dancing.

Last Sunday at the Performing Arts Center's birthday celebration, BRAVO! SLO, the dancers and staff of Pat Jackson's American Dance dedicated their 45-minute performance to Jackson's memory. It was just last April that Jackson, too weak to dance, made her last public appearance onstage at the PAC, seated in the middle of the stage doing sign language to the song, "From a Distance."

American Dance's performance consisted of about 13-14 numbers, five of which, according to Associate Director and Resident Choreographer Suzy Miller, were a direct tribute to Jackson.

"It is the performance will be like ripping open wounds again," Miller said before the performance. "I think we're all sort of keeping it together until we're on stage. We're not really pouring it out yet because it hurts."

The performance embraced all different kinds of dance including tap, hip-hop, jazz and country. Many of the dances were dedicated directly to Jackson, including a dance performed to the Mariah Carey and Boyz II Men song "One Sweet Day," which opened the show; a dance were performed as inspirational lyrical dances. Miller described the dances as warm and hopeful, full of slow hand and body movements and graceful leaps across the stage.

After "Seasons of Love," a video of Jackson was shown including a segment of her performance last April at the PAC. The Junior Americans, ages 10-14, followed the video with a performance to the song by Bette Midler, "From a Distance."

Even after Sunday's show, Jackson's memory will live on. No classes have had to be canceled and more students have been signing up for classes, according to Jackson's husband of 40 years, Norm, who is still the owner and manager of the studio. Classes and recitals will continue to go on as they have for the past 25 years.

Plans have been made to place a park bench at the corner of...
Harbor Festival offers an eclectic mix of activities

By Andy Castagnola
Arts Weekly Contributor

Winona McVey, who works in the office. She had been helping out at the harbor festival and was happy to see some dancing girls as well. The festival featured many musical acts, including local musicians from around the Morro Bay area. There were also booths offering food and wine, with a large variety of choices.

A booth was set up where visitors could sample different types of wine, and there were also booths with local seafood and wine. The festival also featured a sand sculpture competition, with hundreds of tons of Morro Bay sand being used to create huge sculptures on the beach. People lined up to see the sculptures, and many of them were so large that the festival organizers had to limit access to certain areas.

The festival also featured a kayak clinic, where visitors could learn how to maneuver long skinny boats. The clinic was open to the public, and many people signed up to participate. Kings played Sunday. Dance groups, children's choirs, and a juggler performed throughout the festival.

Change at Morro Bay: An Archaeological Perspective. To teach the history of Native Americans on the Central Coast is a "responsibility for my family," said volunteer docent Lita Lane. The county Historical Museum displayed items from its downtown San Luis Obispo museum.

"There seems to be much more interest this year than in years past," said volunteer docent Lita Lane. 

Ricard estimated an increase in festival visitors from the mid-40,000s in previous years to around 50,000 this year. Karen Srip-Porterfield, of Rum Reggae, clothing is Ojai, also noted the large crowd. "We had people lined up who couldn't get in the booth."

Rum Reggae was one of several clothing and craft vendors presenting their work at the festival. Chris Funk of Rarely Open Gallery in Morro Bay demonstrated the marble-making process at his booth. Other artists displayed watercolor paintings in the Splash of Fine Arts tent. Sandscapes of Los Osos created art of a different sort using 35 tons of Morro Bay sand, according to Gena Crawford of Sandscapes. It took four people five days to create a Victorian house complete with landscaping, drapery in the windows, and a boat docked at the pier. Compaction alone held the sculpture together, while a mixture of glue and water prevented erosion.

In addition to 50,000 visitors, 1,200 volunteers from 40 non-profit organizations participated in the festival, Ricard said. Cal Poly's recreation administration department supplied 66 of these volunteers, said Carolyn Shank, recreation administration coordinator. These students served food in the seafood pavilion and assisted with the visitors' survey. Over half of the volunteers were staff members for the 13th annual Harbor Festival Sprint Triathlon Sunday morning.

Wanna see some dancin' girl? The Harbor Festival featured many musical acts along with lots of food and wine.
Last minutes of show a blur

By Stacey L. Johnston
Copy Editor

Their name is Blur, their latest album is called Blur, and as it seemed oddly appropriate when their Santa Barbara Bowl concert ended with, you guessed it, a blur.

Lead singer Damon Albarn wrapped up a lively set by singing their latest hit, "Song 2," from amidst a crowd of screaming fans who had rushed to join him on stage at the beginning of the set. He belted out each and every "Wahoo" invisible to those in the stands, and then dashed off backstage.

But for all the concertgoers who thought they had elevated themselves to rebel status by rushing the stage last Saturday, I hate to spoil the memory, but Bowl management claims it was a set up.

"The band informed security ahead of time that it was going to happen; they wanted it to happen," said Bowl Business Manager Andy Litton, "We had increased security at the end of the set."

But regardless of whether the spontaneous stage-rushing was not so spontaneous at all, it was a fitting finale for a concert that energized the 20,000 strong audience from beginning to end.

After hiking up the winding dirt trail that leads to concert arena, concertgoers were thirsty for British sensation Blur.

Smash Mouth took command of the stage just after 7 p.m. and kicked off the show with "Pls," the first track on their Debout album, "Four Fu Mang.

The San Jose Band delivered eight funky "Fools" tracks plus one other song under the darken­ing Santa Barbara sky.

Each of their songs has its own sound. From the quirky ditty "Put every style in a blender on high, chop, frappe, whatever you want, mix it together, pour yourself a cup, take a big shot, and that's us." -Steve Harwell, Vocalist

"Fadino" (which songwriter and guitarist Greg Camp calls Mafia rock) to the poppy first rock number "Let's Rock," Smash Mouth's songs are loosely bound by an ever-present energy.

"Put every style in a blender on high, chop, frappe, whatever you want, mix it together, pour yourself a cup, take a big shot, and that's us." Vocalist Steve Harwell said of the band's sound. "I don't want this band to be considered a punk band, a ska band, a rock band, a pop band."

How about a good band? I'll stick my neck out there with that one, given their awesome live performance of my favorites "Nervous in the Alley" and "Beer Goggles.

After about a half hour, they finished up with their mellow, Who-esque single "Walking on the Sun" and surrendered the stage to the equipment crew who quickly prepared for the headliners.

Blur greeted the cheering crowd with "Beetlebum," a track from their latest album "Blur.

Albarn did not interrupt the building momentum to try to explain what a 'beetlebum' is, but in case anyone is wondering, he addressed the matter in the promotional materials.

"I'm not sure what a 'beetlebum' is. It was just a word I sang when I played the song to myself I asked the others if I should change it, but they said no."

He added, "That's pretty much how we worked on the album. If it felt right, we wouldn't try to tidy it up like we'd done in the past. A few of the songs are us jamming."

In addition to fresh new tracks like "Beetlebum," Blur played classics like "There's No Other Way," the second single off their debut album "Leisure."

After serving up a select menu of tracks from their five albums, they came through with the big hit "Girls & Boys" off "Parklife.

What a cool sight. A serene Morro Bay and towering Morro Rock greet visitors at the 16th annual Harbor Festival.
JACKSON from page A 1

Nipomo and Higuera Streets in San Luis Obispo in Jackson's memory. There is also a scholarship fund that has been set up to help dancers pay their tuition at the studio. So far the fund has raised $2,800.

On the national level, this November, "Miss Fat," as her students call her, will receive the Bob Fosse Dance Educator award posthumously, which Miller equates to getting an Oscar or an Emmy. Jackson was informed that she would be receiving the award a week before she died.

The students that Miss Fat left behind have been coping with their pain by dancing and keeping her words of wisdom and display of courage close to their hearts. "The word 'can't' is not allowed here," said Joy Baker, a 17-year veteran of the studio. "Anything is possible and when you walk through the door you leave your troubles outside."

"Everything I get to be a part of, I get to be closer to her," said Michelle Swanson. "She was a mom to all of us."

Last June, students at Pat Jackson's American Dance lost not just a teacher, but also a friend. At her funeral, Jackson didn't want people to cry for her. She wanted and got a celebration, a "Celebration of Life," complete with dancing.

"The word 'can't' is not allowed here. Anything is possible and when you walk through the door you leave your troubles outside." —Joy Baker, Dancer

BLUR from page A 3

Colored lights, which alternately saturated the stage with yellows, reds, greens, blues and purples, gave way to the anxious drama of strobe lights. Lawn listeners closest to the stage were showered with more than Blur tunes. Albarn frequently felt the need to splash them with the water remaining in the Crystal Geyser bottles he grabbed to wet his whistle between songs. (I don't think I was the only one who giggled when someone finally hurled a stream of water back at him).

Blur also showcased their new album with "Country Sad Ballad Man" and "Death of the Party," which I must say features an exceptionally smooth and catchy base line.

Over the course of the night, security guards removed about a half dozen fans who ventured onto the stage. They weren't up there for more than a few seconds before being escorted off, some waving their arms and kicking. The message seemed to be clear, the stage was off-limits to the audience.

When Blur struck up the long-awaited "Song 2," the barrier between the crowd and the band dissolved and the musicians were soon surrounded by a swarm of people.

I'll admit that, to me, this up-close encounter did in no way seem to be something Blur had planned, but apparently it was. I guess my theory that they would have played my favorite, "Country House," if it wasn't for the overzealous fans is officially out the window. The "riot" was probably more memorable, any way.

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"I feel like a pig at the trough," said liberal studies freshman Melissa Haley. "It's always the same stuff at the Lighthouse-pasta and hamburgers."

"The chicken looks like it's covered in curry," said business freshman Nicole Uhrich. "I wish they had charbroiled chicken instead of greasy-broiled." Williams said it's a challenge to satisfy all the students, especially when there is a stigma about "institutional feeding." "You can't please all the people all the time, but we certainly try," she said. "If you think about 3,000 students (the average number served at the Lighthouse each day) coming from 3,000 different backgrounds, trying to hit on a comfort food with a recognizable taste is a challenge." Williams said Campus Dining appreciates student input and has suggestion boxes in all of the dining facilities. The company also uses mobile opinion meters periodically to gauge student reaction to certain food items, works with the Peer Health Education Team at Health Services to put out the nutritional analysis of popular items, and welcomes requests for tours of the dining facilities so students can see how food is prepared.

"I'm more eating because of time constraints," said mechanical engineering junior Jezralyn Baez, who transferred to Poly. "The only thing that was palatable was the meat. Sucks, but there is a variety," said Cindy Quinn, a business freshman, who stays away from the meat.

Some people say (the food sucks), but there is a variety," said George Miranda, an animal science junior and transfer student. "What sucks today won't be around tomorrow. If you don't like how the meat tastes, don't eat it. Some students are happy with eating on campus.

"I've heard of a lot of complaints about the lack of fresh vegetables, but I think their food's good," said Juli Haag, an animal science junior who transferred to Poly. "It's nice that there's a variety. It's kind of like a home-cooked meal that you don't have to cook." Any Pottier, a nutritional science junior and a coordinator with the Peer Health Education Team, thinks some students are too picky.

"I don't think freshmen appreciate how I worked so hard," said Any Pottier, a nutritional science junior and a coordinator with the Peer Health Education Team, thinks some students are too picky.

"I gained a lot of weight because there were windows of opportunity when you had to eat," said mechanical engineering junior Jezralyn Baez, who transferred to Poly. "The only thing that was palatable was the meat. Sucks, but there is a variety," said Cindy Quinn, a business freshman, who stays away from the meat.

I gained 12 pounds in two weeks, but as soon as I stopped eating on campus and went on my own I lost the weight in about three weeks."

Kaltenbach thinks he should be refunded for the meals he no longer uses and said it is unfair that residents are required to purchase a meal plan for the first three weeks of summer quarter, then stop using it because he had stomach pains every meal.

"They said I was lucky I had the meal plan. It's like being at polytechnic and having to pay even if I don't want to," said architecture junior Drezden Edwards. "The parents had signed release forms for the baby. Newborns look suspiciously alike — particularly, children like those that are the same race and sex and were born within hours of each other," said Brandon Edwards, spokesman for El Monte Community Hospital.

It took Bergendal Sanchez, 25, until the morning after she was discharged from the hospital to decide the baby she had taken home was not hers.

"Physically, they were very different. The hair, the little head," she said during an interview in Spanish. "But I trusted that it was my child. One trusts their hospital officials. We never imagined this would happen to us."

The parents returned the child, and both children were kept at the hospital until two weeks of genetic testing could be completed.

Edward said three nurses and a supervisor failed to follow proper hospital procedure.

"We feel that (Campus Dining) should keep their commitment to maintaining a decent quality of food or give us the opportunity to make our own decisions," Kaltenbach said. "We absolutely abhor going to the Lighthouse and VG's." Kaltenbach also said he talked to a Campus Dining employee about obtaining a waiver to get his money back.

"I was shocked that they (Campus Dining employees) would be willing to jeopardize that type of environment living in the dorms for students. The students are the reason they're here," Kaltenbach said. "I can't eat in the dorm rooms, but they are eating there." Students can become disciplined for pur­chasing a meal plan and there can be a $500 per-plate dinner held in the dorms."
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- P.O. Box 7267
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Horticulture professor

Also, not only will there be a better appeals process, but unlike last year, faculty members will have the opportunity to know why they were denied.

Though Holfass said the amended policy is better, he thinks the process of agreeing on the policy causes too much disruption among faculty members.

"It's unfortunate that we have to do this," Holfass said. "It causes divisions among the faculty and gets people upset with each other."

And according to Holfass, most faculty members don't like the amended policy.

The problem, Holfass added, is that in order for faculty to apply for a PSIS, a policy will need to be in effect, meaning yet another new policy will need to be passed.

Mike Sues, associate vice president of academic personnel, said he thinks the strongest advantage of faculty members being reviewed by their own department's review committees will be that they work most closely with their colleagues.

"Department committee members would have a clear perspective of how that person performs in a classroom and relates with students and the extent of their professional involvement and accomplishments," Sues said.

The disadvantage Sues mentioned is that smaller department may have a tougher time finding faculty members for their department committees.

Crop Science Professor John Wheatley is among those faculty members who isn't welcoming the amended policy with open arms.

She said she really didn't like last year's evaluation process.

"You're not really evaluated by your peers," Wheatley said. "You're evaluated by people who know very little about you."

Though Wheatley said the amendments to the policy make the evaluation process better, she added that it is divisive.

"Some people will simply not nominate themselves," Wheatley said. "To me, it's just a way to drive a wedge between faculty members."

Wheatley added that because faculty members will need to write up reasons for why they should receive PSISs, that those faculty members who are modest or don't believe in "busting their own horns" will lose out.

"I'm a good teacher, students give me good marks on my teaching. I go to meetings, but I'm not very good at selling it," Wheatley said. "So there I am, I'm out to dry."

Holfass said the amended policy probably will be passed on Oct. 28. However, he added that even after the policy is passed, it will take some time for departments to develop their own criteria for evaluating faculty.

"Cattlemen from across the state come down here and participate in our Field Day," Promisco said. "During Field Day they have a bunch of seminars as far as beef quality assurance and other issues that are facing the cattle industry right now."
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OFFENSE

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attributes to the team.

"Warren is one of the best all-around running backs Cal Poly has had. He has all the qualities and skills a great running back possesses. He has the size, speed, moves," Laid said. "When some people are more vocal, (Warren) leads by example. He's strictly business. He's basically a playmaker and is going to make the play for the team whether he's catching the ball, running it, or making a big block."

While Warren and Young may be hot, both are quick to credit the entire team's performance for its 5-0 record.

"The new offensive line has had to learn a lot. They're doing a great job. Without them, neither Antonio nor I would be able to do as well," Young said. "I contribute much of the team's success to our team rallying behind each other and working hard and putting in double days."

Young emphasized that his mother is also largely responsible for his accomplishments. "Everything I've done, as far as how I carry myself, is a direct result of the way I was raised, and I appreciate everything my mother has done for me and has helped me with. I love her dearly."

"The happiest I've ever felt playing football was this year after the U.C. Davis game. It was the first time my mom saw me play a college football game," Young said. "Plus, I played well that game, which made it even more special."

Another one of Young's most memorable football experiences was rushing 283 yards against Saint Mary's last year. Young said his determination is what contributes to his performance.

"I want to win at all costs, regardless of what has to be done," he said.

Wide receiver David Kellogg compared Young to a liquid.

"If there's a hole in the defense, hell find the greatest finder a whole in any container," Kellogg said.

"Young is always going full speed, even if he's hurt. He competes hard in practice and his always positive. He's a tough competitor and constantly gives his best at everything he does, which makes him want to work harder also," Kellogg said.

Hawkins emphasized that Young is also quick physically and mentally.

"Craig's extremely quick. He'll be moving left to right and all of sudden he'll come out full speed," Hawkins said. " Mentally, Craig is a great student of the game. He understands everything we're trying to do to the defense. He'll find his way to a whole in any container."

When Young isn't playing football, which takes up most of his time, he enjoys relaxing at home, watching sports — like his favorite team the Denver Broncos — or a movie.

"Life goes by so fast, I want to enjoy what's going on around me," he said.

At 21 years old, Young, a marketing and international business major, has already set his ultimate career goal. "After receiving some experience, I see myself owning my own business and being very successful at it," he said.

Until then, Young, along with Warren, will just have to settle for owning the football field.

Webs takes advantage of the skill that both Young and Warren possess.

"Anytime you have 1.000-yard and plus runners, especially in a team that passes primarily before, that's a great achievement. Warren and Young both have good hands, as far as catching the ball," Webs said. "We can use Craig as a wide receiver and Antonio has made 1.3 catches per game, which puts them both in the same game at the same time, giving the team both speed and quickness after the catch."

Young and Warren are confident that the future of Cal Poly football will remain solid, "I think this year sets a foundation of what's to come in the future."

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Young and Warren are confident that the future of Cal Poly football will remain solid, "I think this year sets a foundation of what's to come in the future."

"Quit football to concentrate on cartooning? Are you crazy? Do you want to end up like all those other dreamers with no NFL career to fall back on?"
Offensive duo doubles Mustangs' power

By Corrie Cardoza
Daily Staff Writer

The Cal Poly football team has twice as much of what any other team would be lucky to get. They have twice the speed, twice the strength, and twice the running backs most schools would hope to have.

In running back coach Ryan Hawkins' memory Cal Poly has never had such extraordinary talent. "We're blessed to have two guys of their quality. Every school may have great players, but there's just something different that sets Antonio Warren and Craig Young above everyone else," Hawkins said.

That something is attributed to their tremendous work ethics. "They go 100 percent all day, which is why I think the team is so good this year. They treat practices like games," Hawkins said.

After the first five games, Warren and Young combined are averaging more than 300 rushing yards per game, with 473 total yards, received 107 total yards, and made four touchdowns. Young has rushed 540 yards and received 74 yards with three touchdowns.

With such strong work ethics and records comes a lofty comparison from Hawkins. Craig is more like Emmitt Smith, according to him.

Warren, a 5-foot, 10-inch, 195-pound running back from San Francisco, arrived at Cal Poly in 1994. During that year he rushed 582 yards total and scored five touchdowns. In 1995, he rushed 1,111 yards with 7 touchdowns and was selected preseason All-America.

During the season-opener against Idaho State, Warren suffered a disappointing injury on the final play of regulation time in an overtime loss for the Mustangs. He had rushed 132 yards and made one touchdown before breaking his left foot in the game. This incident caused him to red shirt the 1996 season.

In 1997, he was again named preseason All-American running back.

At 5-foot 11-inches and 190 pounds, Young transferred from University of the Pacific after the school's football program was canceled in 1996. He broke a 15-year-old single rushing record with 205 yards on Oct. 12, 1996 against Saint Mary's. He also broke free for a season-best 49-yard touchdown run against Saint Mary's and finished the 1996 season with 844 total rushing yards as a freshman.

Warren and Young consider themselves support-systems for one another. "We always help each other out and push each other during practice and games, especially during third quarter when we try to step up the game," Warren said. "Craig pushes me a lot to make myself better, and I try to push him to make himself better, both as a player and person."

"Antonio and I get along really well. We're running back mates. We constantly give one another advice, and I respect what he has to say," Young said.

Warren, who received offers from U.S.C., University of Colorado, Washington State, and Oregon State, had never heard of Cal Poly prior to making his decision to attend. "I just knew I wanted to attend a college with nice weather and great academics, so I decided to come to Cal Poly," he said.

Many people wondered whether the Cal Poly football team would be able to adjust to and learn from new head coach Larry Welsh. But, according to Warren, the team has done fine. "I think we've adjusted really well. (The team) really stuck together, so it was easier to adapt. The coaches are like another part of our family," he said.

Even though the Mustangs will lose many seniors after this season, Warren feels that if the team is able to regroup and come together like it has in the past, it will remain successful.

Wide receiver Kamil Loud said Warren brings several things to the table. "I think I could play everyday, I would," he said.

Warren holds many football memories dear to his heart. His greatest high school football memory is leading Woodrow Wilson High School to the championships his senior year and winning. "We hadn't won a championship for 30 years, and I was even on the Channel 2 news that night," he said. "It was a real exciting moment."

Warren's victory over New Mexico State, 38-35, last weekend was another experience Warren will never forget. "We showed the world we can compete with Division I teams, and hopefully they'll put us in a higher conference next year," he said.

Warren said his strong points consist of having a good eye for the game, finding open holes, reading the offensive line's blocks, and making opponents miss him.

Hawkins said he is impressed with Warren's abilities. "Antonio is a power runner, and full-speed through-the-hole player. He is a visual learner. Show him, and he's ready to go, a reactor," he said.

In only five games, running back Craig Young has run for 540 yards, received 74 yards and scored three touchdowns for the Mustangs.