Education workshops target faculty, staff substance abuse

By Amy Alonso
Staff Writer

Cal Poly is taking its first step toward tackling substance abuse problems among its faculty and staff.

Department heads, managers and supervisors from departments around campus will be attending workshops today on how to deal with and identify these problems.

The workshops stem from recommendations made by the Substance Abuse Advisory Committee, created last year by President Warren Baker.

The committee is made up of faculty, staff, student and community representatives.

"This effort is consistent with an effort that is being made on the student side, as with the Project Focus," said Harry Sharp, committee chairman.

Project Focus is aimed at alerting students about substance abuse.

"The workshops will help supervisors to understand the kinds of problems substance abuse can cause and what signs and indicators there are to discovering problems," Sharp said.

Beverly Verlinde, an Employee Assistance Officer at California State University, Chico, will be making presentations at the workshops on how institutions can deal with substance abuse problems successfully.

Verlinde has been heavily involved with developing and implementing a successful program at CSU Chico, Sharp said.

Committee member Lloyd Beecher said he found out about the CSU system being under pressure to deal with employee substance abuse problems.

Beecher said as of two years ago, he felt Chico had the best program in the CSU system.

Verlinde gave her first presentation to the Dean's Council at its regular meeting Monday.

She will be presenting two more workshops today and will be accompanied by community and campus representatives who will provide information on the services and resources offered locally.

Psychological Services and the Community Alcohol and Drug Program will both have representatives at the workshops.

Today's first workshop will deal particularly with the faculty side. The second one is for managers and supervisors involved with employees.

"She (Verlinde) will provide some education on them for identifying problems and things that can be done about them," Sharp said.

Sharp said two strategies can be taken when substance abuse problems with employees arise.

One is a disciplinary process, which can range from pleasant conversations to conversations of termination, Sharp said.

The alternative is to remedy the problem, he said.

"We can help people get over their problems so they stop having a negative impact on their performance," Sharp said.

"It is not unusual for faculty or employees to be very good at their job except for that," he said. "And in those circumstances you much rather fix it and keep the person than the alternative."

This is what the program is really about, Sharp said.

He said it will give those people who may be having problems in their shop or in their department the insight tools to put their fingers on the cause.

Beecher said he thinks the workshops will be very successful.

"They address real problems, and from what I have heard, President Baker is real supportive of this kind of program," Beecher said.

He said future workshops and programs will depend on the response to this workshop.

Speaker addresses increasing incidence of violent hate crimes

By Barbara Barcellona
Staff Writer

The number of hate crimes in the state of California is increasing, said Ann Noel, a member of the Commission for the San Francisco Fair Employment and Housing Commission.

"Racial, ethnic, sexual orientation and the law" was the theme discussed at a meeting hosted last Wednesday by the Human Services Coordinating Council of San Luis Obispo County.

"Hate violence is a real common problem. Now is the time that we, as the Commission, are focusing on," Noel said.

Noel is a graduate of UC Berkeley and went on to the UC Davis School of Law. She has worked for the Fair Employment and Housing Commission since 1980.

She has written decisions on employment, housing and race discrimination and has authored a pamphlet for lawyers who represent hate victims.

Noel described hate violence as the initiation of threats or physical violence motivated by prejudice. The majority of hate crimes are based on the race of a person. Other targets are based on religious and sexual preferences.

A community member in the audience said he has personally experienced hate crimes here in San Luis Obispo County because he is homosexual.

He said he has been attacked twice and consistently admonished by his church in the less than a year that he has lived here.

"Whites are often in a state of denial. Polite are even reluctant to look at the causes of violence and more apt to view it as disputes between two people," Noel said. "No one likes to think they are prejudiced. And people don't want to believe someone attacked them because of their race."

The level of intolerance for other races has grown so toxic that people will act out other people's feelings of hatred, she added.

African-Americans, Latinos and Jews experience the most hate crimes.

Some reasons for increased hate crimes are the recession and the Persian Gulf War, Noel said.

"A solution to hate violence will come around if a coalition of media, legal, enforcement, probation, school and the legislature — law enforcement, probation, school and legislation — work together," Noel said.

"Prejudice is a festering sore of inward disease." Steps to solving the problem begin with overcoming denial of hate violence and then looking for solutions, she said.

"Doing nothing sends a message: A community that supports services should meet the needs of victims. Law enforcement should be held accountable and adequately staffed to prevent these crimes. Finally, the perpetrator should be punished, she said.

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Hostage Jesse Turner is freed in Lebanon

BEIRUT, Lebanon (AP) — American hostage Jesse Turner was released Tuesday by his Shiite Muslim kidnappers after nearly five years in captivity in Lebanon, the official Iranian news agency reported.

Turner, 44, of Boise, Idaho, was abducted Jan. 24, 1987, by Shiite Muslim kidnappers posing as police. They took him and three other men at gunpoint from Beirut University College, where he taught mathematics.

Only one of the four educators — American Allan Steen — remains a captive.

Appeals court repeals 1989 EPA asbestos ban

NEW ORLEANS (AP) — A federal appeals court Tuesday knocked down a wide-ranging Environmental Protection Agency ban on the manufacture, importation and use of asbestos in the United States, saying EPA needed more evidence to support the rule.

The ban, ordered in 1989, was being phased in and was to take full effect in August 1996. It was challenged by numerous businesses involved in the asbestos business, as well as the governments of Quebec and Canada, where the minerals used to make asbestos are mined.

Fire now contained; damage at $1.5 billion

OAKLAND, Calif. (AP) — Firefighters announced Tuesday that they had contained a ferocious firestorm that swept through the dry hills above Oakland and Berkeley and destroyed at least 380 homes. At least 10 people were reported killed and damage was put at $1.5 billion.

Oakland Fire Chief Phillip Ewell made the announcement at a news conference at about 9 a.m. He said officials expected the blaze, which began Sunday morning, to be controlled by evening.

It's Halloween! Send a halloween card! Message to your favorite ghost or goblin. The TREATFest is Wednesday night at midnight. Go ahead, make their day!

The SLO County Board of Supervisors will hold a regular meeting today at 9 a.m. in the Board Chambers at the County Government Center. The public is welcome to attend. The center is located at 1005 Palm St.

Counties to cease service

An agenda of the meeting can be obtained in room 370 of the County Government Center, or at the SLO City-County Library.

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So why not join a firm that will exceed your expectations?
Grant aids underrepresented grad students

By Allison Bosselmunn
Staff Writer

Underrepresented students who are interested in obtaining a doctoral degree in the fields of engineering, math and science are trying their opportunities expand.

A grant designed to help students prepare for their doctoral studies is now being awarded.

The Ronald E. McNair Post-Baccalaureate Achievement Program provides under-represented groups (women, minorities and the physically disabled) in graduate education the chance to prepare for graduate school.

"It is important to do our part (as faculty) to help students become aware and encourage them to go onto graduate school and get their Ph.D.," said Harry Fierstine, associate dean of the School of Science and Math.

The program assists 20 Cal Poly undergraduates in their preparation for doctoral studies. Among the many services available to the students selected are: research, tutorial services, academic advising, graduate school visits, personal advising on graduate school application procedures and financial aid.

An internship will be offered to 12 of the participants as research assistants on faculty research projects. The 12 interns will be juniors and seniors, and the research will be in a field of interest to them. They will conduct 10 hours of research a week and be given a small stipend.

"The McNair program is a federally funded program through the Department of Education. The total budget consists of $121,327. The federal government provided $86,335, and the remaining is non-federal money," Kim Lopez-Puikunas from Student Academic Services said.

"The McNair program is a small program with limited funding; therefore, we are trying to discover who needs it the most." Walsh also gave a definition of the "pipeline theory" and explained how the McNair program could help unclog the pipeline.

According to Walsh, the pipeline theory explains the flow of students through the educational system. "The pipeline has a few leaks at the B.S. level, but is severely choked with the master's and Ph.D. programs." Walsh added, "It is particularly choked for minorities and women."

Applications for the program are available in Student Academic Services. The application deadline is Oct. 31, 1991. The notification deadline is Nov. 15, 1991.

Applications will be reviewed by a faculty committee which will consist of a combination of faculty members in the schools of engineering and math and science. The committee members have yet to be named.
The complete survival guide to dining at Tacos Acapulco

By Peter Hartlaub

At this point the burrito construction engineer will probably start to rustle off some quick phrase like "Mis padrinos son los zapatos con carne." Do not panic. They will be looking for you to panic. They only asked you who won the last World Cup. This is the Hispanic equivalent of the old World War II G.I. trick of asking of a potential sniper who won the last World Series.

Just laugh and answer:

Spanish: Argentina, mi amigo.
GringoSpeak: Ar (Cessna noise) - hem - neh - me - uh - me.

Bust! You now have a burrito that you eat with pride.

Yes, eating at Tacos Acapulco can be a real challenge, but if you keep the faith, TA can be a glorious dining Nirvana unparalleled on the Central Coast.

HART ATTACKS
STROKES

It seems like every time a Public Safety official makes a statement to the press, it sounds like a reenactment from "Hill Street Blues." The quote of the week is from Public Safety Director Richard Burg about people who call in bomb threats.

"I'm looking forward to catching someone because I want to send him to the joint."

Speaking of bomb threats, if you find yourself behind in a class and think you will blow a test, the social norm is to study a little harder, not commit an act of terrorism.

"...of course, we actually wanted to (sigh) get our money's worth from Cal Poly and get it back at your expense."

Anyway, if I can get through what I know about bomb threats, we may be able to work something with Public Safety and ASI to have a public storing before Burg sends him to the joint.

A big thanks to the guy who put in the Pepsi machine down the hall from Mustang Daily, but it's not even (two days pay) a little steep.

Le-T quote of the week:

"Cruisin' for a bruisin', I'm takin' no crap; pipe bomb in my truck get a nose on my leg. I'm layin' for a sprayin' tonight there's no playin'."

Pedro Hartlaub is Mustang Daily's opinion editor. Bars are now being taken whether Pedro will live through the first quarter, Las Vegas oddsmakers have it 8-1.

Letters Policy

All letters to the editor should be typed and less than 250 words. Shorter letters have a better chance of being printed because of space limitations. Letters should include the author's name, phone number and major or occupation.

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Breaking the grip of sexual harassers
By Shawn Burn

EOEC (Equal Employment Opportunity Commission) definition of sexual harassment

"Unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when submission or non-submission to or rejection of the conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment."

I began writing this commentary before the Hill-Thomas scandal came to the public's attention. I hope nobody interprets Thomas' confirmation to mean that sexual harassment is not a real problem. Indeed, in spite of Thomas' confirmation to mean that sexual behavior towards a female student in a sexual way that makes her feel uncomfortable, he is engaging in sexual harassment. There is an excellent pamphlet called Sexual Harassment Policy and Procedures for Complaints of Sexual Harassment, are printed in the class schedule listing each quarter. Also available in the Administration Building, room 208 is an excellent pamphlet called "Sexual Harassment: Break the Patterns."

One last thing: I think many people are fearful that some women will cry sexual harassment for less-than-honorable reasons. I hope that we can put this notion to rest. Yes, there may be a few women who would do this. But most women, just like most men, are too moral to falsely accuse someone of a crime they didn't commit.

Shawn Burn is a professor with the psychology and human development department.

Commentary Policies

All commentaries should be typed, less than 900 words, and include the author's name, phone number and major or occupation. Commentaries can be turned in at the opinion editor's box in the Mustang Daily office, Graphic Arts Building, room 226.

Pro/Con commentaries run on Wednesdays. If you have a suggestion for or would like to participate in a possible pro/con, contact the Opinion editor.

EDITORIAL

Faculty should offer opinions, not direct influence in student voting

The Issue: A resolution being considered by the ASI Board of Directors regarding faculty involvement in student elections. The current resolution states that, "university administrators and faculty strive to refrain from using their personal and special relations to influence the outcome of student elections."

The ASI Board of Directors should not restrict faculty from expressing their opinions about student elections, as long as they are not using their position of authority in an unfair manner.

Professors should feel free to express their opinions in the classroom. Cal Poly faculty come from a variety of impres- sive educational backgrounds which give them the ability to offer excellent input to important issues. In reference to the athletic referendum, President Warren Baker himself has expressed opinions about the issue, ASI should expect no different from faculty.

There is, however, danger in faculty members offering in- centives to vote or otherwise using their position to in- fluence the voting in an election.

In a Monday letter to the editor in Mustang Daily, Nicholas E. Brown, a physics professor announced his intent to give "extra course credit" to students who provide evidence of voting. He expressed the desire to give credit to students who vote, no matter what their choice.

Encouraging students to get involved in their own future is not a bad thing. Faculty like Nicholas E. Brown should be commended for encouraging political participation. But direct involvement, like extra credit opportunities, should be discouraged.

Just as it is the student's right to vote, it is also up to the student whether to exercise their right not to vote. By giving extra credit only to those who vote, a instructor can unfairly modify the election process. Perks to get people to vote will increase the number of people who are uneducated on the subject, while doing nothing to influence informed decision-making.

Cal Poly faculty opinions are just as important as anyone else's, but their position is a precarious one. Using position to twist the student voting arm too hard can have negative effects on the voting process and election outcome.

Student voting should not be treated like a dolphin trick at Sea World. Throwing students a fish reinforces the right behavior for the wrong reasons.

Students shouldn't vote because of the incentive of extra credit, or free ice cream or a slice of pizza. Students should vote because the issues voted on are im- portant to them.

KEY PHONE NUMBERS

Below is a phone listing for several organizations on the Cal Poly campus and in San Luis Obispo:

City of San Luis Obispo
City Council..... 781 - 7811
Mayor Dunin's office..... 781 - 7117

Library (circulation)..... 549 - 5991
Parking Information..... 781 - 7230
Police Department (non-emergency)..... 781 - 7317
Police Department (emergency)..... 511 or 543 - 3131
Fire Department..... 781 - 7830

City of San Luis Obispo

Alcohol Services..... 549 - 4275
District Attorney..... 549 - 5800
Municipal Court..... 549 - 5682
Superior Court..... 549 - 5220
Voter Registration..... 549 - 5228

San Luis Obispo County

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Campus Clubs

"AMA" 

Thursdays
Guest Speaker
Steve Nelson
Tuesday from 12:00-7:00
"HMA" 

HUMAN RESOURCE MANAGEMENT
TUESDAY AT 11 AM 6213
SPEAKER DONNA DAVIS FROM THE
TUESDAY in FISHER SCI 292@5:30
HUMAN RESOURCE MANAGEMENT
JOIN US TUES 7-8PM OLD SCI A-4
7:00 IN GRAPHIC ARTS ROOM 1 04
THIS TUESDAY AT 11AM IN 02-113
'BSUCHRISTIAN'FELLOWSHIP
Celebrate Nat l Consumers Week
MEET TUESDAYS 7PM FOB 24 B
CAL POLY'S PUBLIC RELATIONS
CLUB IS MEETING TONIGHT AT
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From page 1

**GROWTH**

resources caused by growing student numbers, then I think it deserves to be explored," said Mark.

Whatever the means used to bring resource allocations in line with applicant demand, it will be crucial in the future.

According to the CSU growth report, four major factors have driven enrollment increases during the last decade:

- Asian, Filipino, Mexican and other Latino immigrant and refugee children entering the state's public schools in record numbers.
- These students in turn entered higher education as first-time freshmen in unprecedented numbers.
- The annual flow of under-graduate transfers into the CSU system remained steady at 40,000 despite lower community college enrollments.
- The CSU improved its persistence rate, meaning more students have successfully progressed toward a degree.

These four factors mean an ever-expanding pool of students in need of higher education that might go without resource problems are ironed out soon.

"These students are the future of the CSU and the state," Munitz said in Stateline. "To be able to grow and find a place for them, we need a better, more stable financial base. We cannot continue to lay off faculty and staff, cut class sections and increase class size and fail to buy books and equipment."

**MEETING**

From page 1

"For example, Gov. Pete Wilson's veto of the gay rights bill sends a message of permission for homosexual abuse in the state," Noel said.

Keeping track of hate crimes is another important measure towards solving the problem, Noel said.

The gay and lesbian, Afro-American and Jewish anti­defamation groups are highest in reporting hate crimes. "Law enforcement needs specialized training for hate crimes," Noel said. And reporting these crimes to city organizations immediately is vital, she added.

District attorneys need more training because it is harder to prove hate crimes, she said.

Human service councils also need to be better trained because more victims go to those facilities than to the police, Noel said.

"This means that between now and the year 2000, schools like Cal Poly might need to start looking for different ways of delivering instruction to its student body."

Some of those different methods might include implementing technology which is still in the development stages, Mark said.

For example, "here at Cal Poly, methods haven't changed radically, with the exception of microcomputers, in at least two decades," Mark said. "I took calculus by television during my college career, and that was back in the '60s."

Mark said that the potential for new instruction technology was just one of the possibilities for meeting increasing student needs in the coming years.

"Who knows what will happen in the next 15 years? With new technology, you are truly only limited by your own imagination, and if it negates some of the need for additional