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 an 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 discord in the 25 years that I've been here than the PSSI. It's tearing us apart," said George Suchand, 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 Muniz, 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 Muniz in their pocket," said Jim Zetzsche, 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," Zetzsche 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.

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

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

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

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 sham," said mathematics professor George Lewis. "The evaluation of people for merit pay is at best superficial. It's a sham!"

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, they saw a man being helped up from the ground. The man who appeared distraught, screamed in pain and turned to the woman who was almost hysterical.

A bike was lying on the ground next to the scene of an accident. The group of journalists went to work to find out. This was the scenario at Cal Poly on Saturday morning.

Embassy Suites. The competition brought 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 PSSI page 5

Annual journalism convention draws more than 200 students

By Kristine Hall
Daily Staff Writer

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

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

At the on-site news event Saturday morning, journalists from around the state were assigned to cover an author's lecture. What they found on the way to the speech however was unexpected mayhem...just like in the real world.

CIPA photo by Drew Notalam/ Spartan Daily, Sonoma State

See CPA page 3
Beat Generation poet Ginsberg dead at 70

By Larry McShane
Associated Press

NEW YORK — Allen Ginsberg, the counterculture guru who shated 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 returned to his apartment a day earlier after expressing a desire to die at home.

He had returned to his apartment a day earlier after expressing a desire to die at home.

The Lyceum presents "Conflict and Peacemaking in the Current Middle East..." with speaker Barry Rubin, commentator, journalist, April 10, 7:30 p.m. in the Performing Arts Center lecture hall, room 124.

The San Luis Obispo Child Abuse Prevention Council will have an information booth at the annual Children's Day in the Mission Plaza, April 12, 10 a.m. to 4 p.m. For more information, call 543-6216.

The Writing Skills Office will be giving free Writing Proficiency Examination Preparation Workshops in the Writing University Lab Building 10, room 130, April 13, 7-10 p.m. For more information, call 756-2067.

Submit items no later than Thursday for events occurring the following week (Example: if it's happening Tuesday, we need it the week before, on Thursday). Due to excessive demand, not all items submitted to Agenda will be printed. To guarantee publication, an advertisement must be purchased.

Congratulations to the Mustang Daily staff and Cal Poly's journalism department for hosting the best ever California Intercollegiate Press Association convention!
**On-line sex and cyber affairs proliferating**

Associated Press

SAN FRANCISCO - Talk about hot off the presses.

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

With an estimated 9 million adults logging on daily and several hundred sites devoted to sex, the Internet has become history's biggest dating service. San Jose psychologist Al Cooper 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 39 people committed mass suicide, cut through the loneliness, isolation. While I often think about how the Internet fantasy phenomenon: privacy, availability, anonymity. There is the security of your own space, and the chance to experiment with an online persona.

"We're not talking about bodies but our minds," Scherer said. "The old saying that the mind is the greatest aphrodisiac applies here."

Another presenter, Dr. Marlene Mahes, a San Diego psychologist and editor of an online magazine called SelfHelp and Psychology, cited some provocative statistics.

According to its on-line survey, 66 percent of respondents knew someone who had engaged in a cyber affair. 70 percent said on-line affairs threaten traditional relationships, and 73 percent said the affairs are safer than physical relationships.

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 and doubt they often face, said Dr. Peter Russell, coordinator of 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**

Telegram-Tribune.

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 in a photographer. "But 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 have 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 messed up too."

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

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

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**Daily photo by Joe Johnston**

San Jose Mercury News reporter Gary Webb, whose series on possible CIA/crack connections attracted national attention, spoke at Friday night's banquet.
Monday, April 7, 1997

Cal Poly’s chock-full of cults

JONATHAN WILSON

Cults: great or excuse diverso
diction or dedication to some per-
son, idea or thing.

Wow, with all of these cults running around, people should start being a little careful. Maybe there should be state- appointed “cult identification teams” that monitor any suspi-
cious “cult-like” behavior. I would like more members of my own little investigation team here at Cal Poly because of a disturbing discovery I made.

Earlier this year, before the news media enlightened me to the concept of cults, I was nearly taken in by a seemingly friendly group of “students.” I was wandering around campus and I was surprised by some people serving food on one of the lawns in front of the thea-
multiplex. Wishing to appease my hunger, I ventured near the masturbation station and was immediately surrounded by smiling carniverous. They regarded me with their deep, soulless eyes and asked me questions about my hobbies and my choice of major.

Completing obvious to the dangers of cults, I freely dis-
erved every little fact about myself to the all-too-hospitable resellers. They explained to me all of the benefits to me and asking me questions about my hobbies and my choice of major.

As I ate their food they described how they had been forced into mass suicide for the public to realize what is known as the Froom Ranch. Alex Madonna made quite a show at the City Council meeting. He vowed not to spend the money on an EIR. If this doesn’t make you take a long hard look at the madness that is cults, I don’t know what will.

The simple reason is that Alex Madonna owns what is known as the Froom Ranch. Alex Madonna proposed a residential project for Froom Ranch and paid for the required environmental impact report (EIR). So good, so far.

After the meal they invited me to their group. I told them that I was immediately surrounded by smiling carnivores. They explained to me all of the benefits to the public to realize what is known as the Froom Ranch. Alex Madonna made quite a show at the City Council meeting. He vowed not to spend the money on an EIR. If this doesn’t make you take a long hard look at the madness that is cults, I don’t know what will.

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Professor questions impact quarter system has on quality of education

By John Borel
Daily Staff Writer

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 trappings 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.

Director of Ethnic Studies Robert Gish spoke about the hurried pace at Poly in a lecture Thursday afternoon.

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

PSSI from page 1

demonizing. It feels like my work here is disregarded. That's something I'd like you to take back with you to Sacramento," Lewis told the senator.

O'Connell took in some of the professors' comments with a sense 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.

See GISH page 7
The Jesuit University in the Silicon Valley
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Santa Clara University

GINSBERRY from page 2
punk partner Patti Smith, Yoko Ono
to Bob Dylan.
"Dylan said he was the greatest influence on the American poetic
verse since Whitman," said Gordon
Ball, Ginsberg's editor and friend of
30 years. "I think that's certainly
true."

During the conservative,
McCarthy-era 1950s, when TV's
married couples slept in separate
beds, Ginsberg wrote "Howl," a pro-
found, graphic poem that dealt with
his own homosexuality and commu-
nist upbringing.

"Howl" was dedicated to Carl
Solomon, a patient he met during a
stay in a psychiatric ward. Forty
years later, Ginsberg was reciting his
poetry on MTV for Generation
X-ers.

Ginsberg's poetry placed spor-
taneity over metered verse, frank
language over flowery words. His
work was often confessional, dis-
cussing his homosexuality, his
mother's death, his relationships.

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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 pub-
lishing 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 prac-
ticing Buddhist, began each day
with a contemplative exercise fol-
lowed by a cup of hot tea with
lemons.

As he grew older, Ginsberg
became a guru to the counterculture
movement. He coined the term
"flower power" during the mid-1960s.
And he eventually became more
accepted by the mainstream.

His National Book Award came
in 1973 for "The Fall of America:
Poems of Those States, 1965-1971."
He was a finalist for a Pulitzer Prize
in poetry in 1995 for his book,
"Cosmopolitan Greetings: Poems
1986-1992."

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CAPACITY FOR THE EXTRAORDINARY
MUSTANG DAILY
MONDAY, APRIL 7, 1997

GISH
from page 5

by Steve Moore

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 stuffing 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 several 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.

INKREDIBLE

Poly Ink, a campus club devoted to cartoon drawings and animation, showed off its members' works as part of a weekend animation festival.

Daily photo by Donn Kalbus

CLASSIFIED ADS
Men's tennis wins sixth straight title

By Kellie Barbanes 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 San Francisco, 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 Tostowes 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. 0 singles spots. Tony Piccuta, who played at the No. 3 spot, cruised 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.

Brett Mass lost a tough three-setter at No. 2 singles and newcomer Michael Mgbewo lost 6-3, 7-6, 6-4 at No. 4. Alex Reyes retired from his match at the No. 5 position due to a wrist injury.

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 Hawaii, 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 came in on a sacrifice hit by Scattini.

Mustang pitcher Darcie Knipfer (17-0) got the win allowing only three hits with 10 strikeouts.

In game two, the 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.

UCLA'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 Doglione 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 lit up the board in the first after an RBI double by Tonya Dias and a sacrifice fly by Sarah Davies. In the third inning, Sara Rockston 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 Mustangs' 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.

SCHEDULE

TODAY'S GAMES
• There are no games scheduled.

TOMORROW'S GAMES
• Baseball vs. Fresno State @ Simiheime Park, 3 p.m.

SCORES

SOFTBALL
Cal Poly...................................... 10-1
U.C. Santa Barbara........................ 0-4
(Saturday @ UCSB)

UCLA............................................. 0-0
Cal Poly...................................... 1-0
(Sunday @ Cal Poly)

BASEBALL
Cal Poly...................................... 28-0
Univ. of Nevada.............................. 16-0
(Friday @ Nevada)*

Cal Poly...................................... 10-0
Univ. of Nevada.............................. 17-7
(Saturday @ Nevada)*

Cal Poly...................................... 6-0
Univ. of Nevada.............................. 7-7
(Sunday @ Nevada)*

MEN'S TENNIS
AT MUSTANG INVITATIONAL
U.S. of San Francisco....................... 7-0
Cal Poly...................................... 7-0
(Friday)

Sacramento State........................... 0-7
Cal Poly...................................... 7-0
(Saturday)

Santa Clara................................. 3-4
Cal Poly...................................... 4-0
(Sunday)

WOMEN'S TENNIS
St. Mary's College........................... 5-4
Cal Poly...................................... 4-0
(Friday)

Sacramento State........................... 0-7
Cal Poly...................................... 9-6
(Saturday)

TRACK AND FIELD
AT FRESNO RELAYS
MEN
Fresno State................................. 272-91
Cal Poly...................................... 106-88
Cal State Northridge....................... 78-98
Valence...................................... 98-0

WOMEN
Fresno State................................. 319-98
Cal State Northridge....................... 88-102
Cal Poly...................................... 70-88
(Friday and Saturday)

Cal Poly SPORTS HOTLINE
756-SCORE

8 MONDAY, APRIL 7, 1997