

Fall 11-10-1978

Maine Campus November 10 1978

Maine Campus Staff

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Weekend

Maine Campus

Vol. 84, No. 18 Friday, November 10, 1978

Faculty present demands

Seek wage hikes, benefits

by David Karvelas and Bob Granger

University of Maine faculty, who began contract negotiations with the chancellor's office last Friday, have called for a four-part salary hike and a substantial increase in fringe benefits.

According to a copy of the proposed confidential agreement obtained Thursday by the Campus, union demands include cost of living adjustments, inequities monies, merit increases and "catch-up" funds which may combine to raise some faculty salaries by as much as 25 percent.

More than 1,000 faculty throughout the seven-campus system last May elected the Associated Faculties of the University of Maine to represent them at the bargaining

table.

Although the negotiations involve the use of public funds, both sides had attempted to keep the bargaining behind closed doors.

AFUM, an affiliate of the Maine Teachers Association, also is demanding sizeable increases in insurance and compensation.

According to the union's chief negotiator, both sides have expressed optimism that a contract might be hammered out before the University's budget is submitted to the legislature in January.

Steve Pulkkinen, MTA's representative in AFUM, said, "The University seems as interested as we are in not making the negotiation a real battle."

He added, during an interview earlier this week, that although it usually takes from 10 to 18 months to negotiate a contract, "We're very optimistic that it will take much, much shorter."

Following a September report that UMaine faculty are among the lowest paid

a professor would receive two percent of his salary, times the number of years of employment at the University, subsequent to the 1970-71 academic year.

Conceivably, a professor with nine years under his belt could get 18 percent of his yearly salary.

See complete text of proposals on pages 15 through 18

in the nation, AFUM included in its proposal a cost of living increase equal to the percentage change in the Consumer Price Index. That index reveals a current rate of inflation at about eight percent.

Other salary-related demands advocated by the 60-page document were:

—the creation of an inequities fund within each campus to bring faculty members to within five percent of the relevant average salary.

—a "catch-up" adjustment under which

—A merit fund equal to five percent of the collective salaries of each department or division.

The union's proposals, for some faculty, would have far-reaching financial effects. For example, a professor earning \$20,000 a year would receive a cost of living hike of eight percent or \$1,600. If that same person had five years of University service behind him, he would receive a "catch-up" sum of \$2,000.

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GOP gains seats nationally, Maine voters follow pattern

by Tammy Eves

Republicans gained seats all over the country in Tuesday's election, and Maine voters basically followed the pattern giving the GOP control of the Legislature, both U.S. Congress seats and one U.S. Senate seat.

Republicans gained 11 seats in the Maine House of Representatives, reducing the Democrats' majority to only five seats.

Despite a two-seat loss, Republicans also retained their hold on the

Senate, giving the GOP overall control of the Legislature.

In the closely watched U.S. Senate race, Republican Congressman William S. Cohen handily defeated Democratic incumbent William D. Hathaway.

Despite the usual incumbent's advantage and two campaign assists from President Jimmy Carter, Hathaway had been the underdog since the beginning of the campaign.

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Neville opposes firearms for University policemen

by Susan Day

University President Howard R. Neville said Tuesday he will do "literally everything" to keep University police from carrying guns.

Speaking at his monthly informal coffee, the president said he was still dedicated to his opposition of the firearms.

"As long as I'm president, I'm not going to give in, and I don't intend to leave the presidency."

The president proposal by the police to carry firearms is pointless, he added. "We're not even going to discuss it—that's management's right, as far as I'm concerned."

Two BCC students who asked Neville about housing problems received little encouragement.

The students, both readmitted, were told by Neville that their plight was "unfortunate," but there was little to be done.

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news/comment

Professors vote to close fraternities, sororities

by Bob Granger

The UMO faculty Monday voted 67-13 to close the school's 18 fraternities and 10 sororities because they "encourage alcoholism, misbehavior and values that have no place in institutions of higher learning."

The University of Maine Board of Trustees will take final action on the proposal at their Nov. 26 meeting, since the faculty alone do not have the authority to implement such a ruling. Sound unrealistic?

Yes, and untrue for UMO. But if the report raised a few eyebrows here,

imagine the sentiment of the student population at Dartmouth College where an English professor is spearheading such a drive. The faculty there actually took the 67-13 vote to close the houses.

No more Greeks? It's got to be one of the hottest issues to hit a college campus since the 60s. It sounds more like a takeoff on the movie "Animal House," where the Faber College administration did its best to case the animals.

Ironically, one of the screenwriters for the popular movie is Chris Miller, a

1963 graduate of Dartmouth and fraternity man who claims that some of the scenes in "Animal House" are based on his memories of college fraternity life.

Perhaps a 1979 Dartmouth grad can make his first million writing a 1999 sequel to the show called "Animal House II: Dean Wins."

Professor James Epperson, the scrooge initiating the plan to rid the college of its booze-wallowing slums, says the Greek system has no place at the New Hampshire institution.

One of the reasons reported by the

United Press International Wednesday is spring parties such as "Sick Night," the installation ceremony for new fraternity members and traditionally the year's wildest celebration. Last spring, the report said, about a dozen people were treated for alcoholic convulsions.

But will the administration actually shut down housing that supports some 2,000 of the school's 4,000 students? There are no predictions right now, according to Peter Robinson, editorial page director for the student news-

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Two chickens got a taste of the good life Wednesday when they were left in Ray Simpson's room as a joke. "I couldn't help but laugh," he said after seeing them. (Photo by Robin Hartford).

Hillel appropriation sparks student senate debate

by Peter Phelan

A heated discussion, centering around a \$353.52 appropriation to the UMO chapter of the B'nai B'rith Hillel Foundation, occurred at Tuesday's Student Senate meeting.

Benjamin Zeichick, off-campus senator and spokesman for Hillel during the meeting, said while the organization does have religious functions, the appropriation would be justified by the other services it offers to the University.

The approved appropriation will be used for travel expenses, phone bills, a newsletter and supplies.

The major objection to the funding was that because Hillel does not pay dues, it should not be granted funds, which could be made available to organizations that do.

Pete Hall, executive assistant to the Student Government president, said, "I am totally against this. First of all, they (Hillel) won't even ask 50 people for \$2 each. They're not willing to help themselves."

He further objected to their receiving

money as a primarily religious organization. Though membership in B'nai B'rith is not closed, it is not formal in that membership is automatic for all of UMO's Jewish population.

Steve Maroon, off-campus senator, said the appropriation could set a precedent and that all religious organizations would automatically be eligible for Student Government funds. They all provide secular services as well as religious services, he said.

After the meeting, Maroon said he would be obligated to vote to appropriate such funds so as not to discriminate against religions other than the Jewish.

Sen. Ted Doty, Aroostook Hall, said, however, "The religious bag has nothing

Capitalism and sexism related, says student

by Nancy McCallum

The relationship between men and women in our society is similar to that between workers and employers in America, according to a University sociology student who spoke on capitalism and sexism Tuesday.

"Women are subservient to men just as workers are subservient to power capitalists," said Andy Piascik in a discussion presented by the women's center and Ellen Weissman, the campus coordinator of women's services and programs.

Piascik referred to Karl Marx's perspectives to describe society. "The first primary basis of human beings is that they are producers," he said. "Before humans can engage in any other activity, they must produce food, clothing and shelter."

"Since production is the primary aspect of human character, other relationships are derived from this relationship," he added.

Piascik said private ownership and production for private profit characterize capitalism, and once this concept is understood, one can understand the nature of male-female relationships.

Piascik said change is needed. "Men need to be challenged about their belief that women are sex objects or private belongings," he said.

But, he added, "A necessary ingredient to a feminist movement is an understanding of the economic base of society. Changing our values alone won't change the situation. We also need change in our economic system."

to do with this." The issue was whether Hillel provided services to the whole community, he said.

Zeichick said Hillel's major expense is its monthly free bagel brunches.

Other appropriations were: \$1,617.13 to the University Volunteer Ambulance Corps, \$625 to the Big Brothers and Big Sisters of Greater Bangor, and \$240 to the Civil Engineering Honor Society.

The senate backed a measure approving the suing of Northeast Concerts for \$1,600 regarding bills not paid for last September's Aztec Two-Step and last October's Nils Lofgren concerts.

The Concert Committee did not have the bills ready on the nights of either show, but they said that does not negate the verbal contract, and Northeast must still pay the bills. If the case is won, the money will go towards paying for the two concerts and also future ones.

The senate also approved a Constitutional Amendment making Student Government tax-exempt.

The Dance Club received unanimous final approval and is now eligible for senate funds. Cheryl Mitchell, speaking for the dancers, said some of the 30 active members give workshops on such activities as yoga and disco.

Maine artisans to display wares at annual crafts fair

Sixty-eight exhibits, ranging from stained glass to snowshoes, will be featured in the ninth annual Creative Crafts Fair Dec. 2 and 3 in the Memorial Union.

Invited craftsmen from all over Maine will offer their wares for exhibit and sale from 11 a.m. to 5 p.m. Several demonstrations, including weaving, quilting and silk-

screening, will be given, and a puppet show by The Lion Witch Puppet Theatre of Freedom will highlight the fair on Sunday from 1 to 3 p.m.

This year's fair features 17 new craft exhibits, nine of them by UMO students. Although there will be 15 student exhibitors represented.

Sponsored by MUAB, the fair will be open to the public at no charge.

Bill results in less litter: Who'd toss a nickel out?

by Patti Lanigan

A nickel doesn't have the buying power it used to, but road workers, janitors and store owners say most people pick up returnable cans and bottles and convert them into nickels at nearby stores.

A report from the Maine Highway Department said since the bottle bill went into effect, 63 to 70 percent fewer soda and beer containers have been found along Maine highways.

The bottle bill was passed by a referendum two years ago to decrease litter and save energy, according to Maine Director of Inspections Clayton F. Davis.

Janitors at UMO and BCC said they find fewer cans and bottles on the grounds and outside classrooms than they did during the days of no deposit and no return.

"Everybody who sees a can picks it up. It's like picking up a nickel," said UMO's

Executive Housekeeper Pete M. Nadeau. "When I used to come in Monday at 7 a.m., bottles were strewn all over parking lots on campus. I don't see that anymore, maybe one or two, but not many."

The bottle bill decreased litter but, "created a monster" for storeowners, said Clayton P. Taylor, the owner of Thriftway, formerly Quick Pic, in Orono.

"Before the bottle bill, we didn't have any bottles. Now they're coming out of our ears," he said. In addition to his back room, which was a drive-in redemption center until about four months ago, Taylor said he had to rent a 1350-centimeter (45 foot) trailer for storage.

Taylor said last week Thrift Way redeemed \$1,747.85 for bottles and cans. "It's that much or more each week," he said. To cover handling, stores are paid one extra penny for 5 and 10 cent returnables and two extra pennies for 20-cent returnables, said Taylor. "You can't make a living redeeming bottles for one cent."

Davis said all soft drink bottles and some beer bottles are refillable. Cans and other bottles are supposedly crushed at plants in Portland, Presque Isle and Topsham and recycled, he added.

However, Taylor said he saw a photo in the Bangor Daily News that showed "thousands of crushed soda cans on the dump in Calais. It costs distributors in outlying areas more to transport the cans to a recycling plant than the cans are worth."

Norman Savoy, director of public relations and marketing for Haffenreffer Beverage Co. in Bangor, said they destroy their beer bottles because it costs more to send the empties back to the brewery than to make new bottles. They reuse soda bottles and recycle cans, he said.

Right after the bottle bill was passed, Savoy said they lost many truck drivers. "Storekeepers were against the bill and took it out on drivers—some of them couldn't cope with the problem. We, too, were against the bill at first," he said.

In order to pick up empties, trucks must use only 65 to 70 percent of their loading capacity when delivering beverages, he said.

"We're adjusted to it (bottle bill) now. I don't think I'd want to see it go. It cost a lot to change and, because we have new equipment, it would cost more to change back," Savoy said.

Lowdown

Friday, November 10

MAIAW Volleyball Tournament, Lengyel Gym. 7 and 9:30 p.m. MUAB movie "Silver Bears." 101 English-Math Building.

8 p.m. Hartford Ballet Company, Hauck Auditorium.

Saturday, November 11
MAIAW Volleyball Tournament, Lengyel Gym. Camden day trip. Sponsored by Student Activities Office, Memorial Union.

1:30 p.m. Football vs. Lehigh.
2 p.m. Studio Shows, Hauck Auditorium.
7 and 9:30 p.m. MUAB movie "Coming Home." Hauck Auditorium.

9 p.m. to 1 a.m. IDB Fall Frolic Weekend toga party with Starsong, Lengyel Gym.

Sunday, November 12
11 a.m. to noon, UM Motor Club Auto Slalom registration. Steam plant parking lot.
1 p.m. Intramural swim meet.

2 p.m. Turkey Trot, Fogler Library steps.
7 p.m. Thriller Film Festival "Cloak and Dagger." 101 English-Math Building.

7:30 p.m. Studio Shows, Hauck Auditorium.

Tuesday, November 14
Noon. Dialogue on Rye with Alan Reynolds, director of Police and Safety, Coe Lounge, Memorial Union.

6:30 p.m. Student senate meeting, 153 Barrows Hall.

7 p.m. Wildlife Society meeting. Hank Tyler, Maine State Planning Office, will speak on "Maine Critical Areas Program." 100 Nutting Hall.

7:30 p.m. International Film Festival "Strozek." 130 Little Hall.

8:15 p.m. 20th Century Music Ensemble, Hauck Auditorium.

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**Famous kitty**

This cat may affect the University's image. For details, see adjoining story [photo by Arthur Kettle].

Unusual name embossed on Alfond Arena plaque

by Natalie Slefinger

As you go into the Alfond Arena, various plaques with names embossed on them greet your eyes. At the end of the entrance, in the upper left hand corner, is the name "Alexander Farlow." It's not particularly noticeable, and there's nothing really unusual about the plaque.

Nothing except that Alexander Farlow isn't a person. Alexander Farlow is a cat. He's Stanley Farlow's cat. Stanley Farlow is a math professor. He donated \$300 to the Alfond Arena, and, when the time came for him to sign the form allowing his signature to appear in the arena, Farlow decided it would be fun to put his cat's name on the plaque instead.

"I just thought it would be funny," he said. "I resent the philosophy of putting names on special things." He said he wanted to get the cat's pawprint, but the

cat wouldn't go near the ink.

Farlow said when he receives mail such as applications for Who's Who in America, he frequently puts his cat's name on the forms. On a recent form, he entered his cat's name and put "small animal scientist" as the cat's occupation.

"It refers to mice, and it sounds scholarly," he said.

Farlow said he usually gets applications for honor societies and organizations about twice a year. "Generally, they want you to subscribe. A lot are ego things, but some are valid."

Farlow said he doesn't feel the University image is hurt by the cat's name. "The University can take it," he said. "I don't fault them for putting the name up, and I don't think they fault me."

Plays staged

The theatre division of the school of Performing Arts will present two programs of student-directed Studio Shows in the Pit (beneath Hauck Auditorium stage, south stage door entrance): one performance at 3 p.m. on Saturday, and a second performance of three additional plays on Sunday at 7:30 p.m. There will be no admission charge.

RESIDENT ASSISTANT

POSITIONS FOR FALL 1979

Information sessions for all students interested in applying for RA positions for fall, 1979, will be held in all Residential Complexes during the week of Nov. 27-Dec. 1. All applicants must attend a session in order to apply and to get an application. Watch for signs in your hall and dining commons for date and time of your complex's info session.

Energy research grant awarded

by Kim Marchegiani

UMO's Pulp and Paper Foundation has been awarded \$1,038,000 for research in energy usage, according to William Ceckler, associate professor of chemical engineering and coordinators of the research project.

The three-year research project will deal with the drying process in paper making, Ceckler said.

In the mills, new paper is pressed through wringers to remove excess water,

he said, but this is somewhat ineffective because not all of the water is removed.

The paper must then be run through a steam drier, usually fueled by oil, to complete the drying process.

"Our job will be to make this process more efficient," he said. "If we can remove more water mechanically, for example, we can save on the amount of steam that needs to be generated and thus save on fuel."

The project was put together by the UMO department of chemical engineering

and several paper industries. Ceckler then presented it to the U.S. Department of Energy and was awarded a \$939,337 research grant.

The remainder of the money will come from the University's research budget and from the three companies involved—S.D. Warren Co., a subsidiary of Scott Paper in Westbrook, the Beloit Corporation of Wisconsin, and the Albany Felt Co. in New York.

Ceckler said the pulp and paper industry is the fifth largest consumer of fuel in the country and that the drying of paper consumes about 20 percent of the industry's energy requirement.

If the research is successful, it could mean a national savings of 12 to 30 million barrels of oil a year.

The project, already underway, involves several professors and graduate students, and one technician. Eventually, Ceckler said he hopes to involve some undergraduates in the research.

Work will be done at the University and at the three company plants.

Scientist to deliver lecture on politics of neutron bomb

by Natalie Slefinger

The man who devised the trigger for the first atomic bomb will lecture on campus Wednesday.

Dr. George B. Kistiakowsky will discuss the science and politics of the neutron bomb during a public lecture at 8 p.m. in Little Hall.

Sigma Chi, a scientific honorary organization, is sponsoring Kistiakowsky's visit.

"We thought he'd be interesting to scientists and the public as well," said Paul L. Goodfriend, a UMO professor of chemistry and member of the organization. "He has an interesting past and is of significance to science."

During World War II, Kistiakowsky was brought into the Manhattan Project, an effort to invent a successful atomic bomb, and when the Los Alamos, N.M., laboratory was established for further work on the atomic bomb, Kistiakowsky was made director of the explosives division.

In 1959 and 1960, Kistiakowsky served as science adviser to President Dwight D. Eisenhower. His Washington years imbedded in him a desire to affect the science policies of the nation, Goodfriend said. More recently, he has been involved in the

debate over the neutron bomb.

Kistiakowsky was born in Kiev, Russia, in 1900. He left high school to fight with the White Russian armies during the Russian Revolution of 1917. After their defeat, Kistiakowsky escaped to Berlin through Turkey.

He has taught at Princeton and Harvard.

TRI-DELTA Dance Marathon for Easter Seals

Time:

7 p.m. Friday Night

to

7 a.m. Saturday morning

Memorial Gym

Spectators are welcome.

*Come watch the dancers
and take part in the dancing
yourselves for only \$.25.*



IDB plans Fall Frolic

The Inter Dorm Board is sponsoring Fall Frolic this weekend. Activities will include: special meals in the commons and a graffiti contest in the dorms, to be judged by the psychology department. Topping the whole weekend off, there will be a campuswide toga party in Jengyel Gym on Saturday from 9 to 1, with Starsong. Prizes will be awarded for the best togas.

editorial

Debts to repay

Campaign contributions to candidates for various offices throughout Maine and the rest of the country have swelled to a point where public financing now becomes a necessity.

The candidates in Maine's senatorial race raised well over \$1 million in their quest for that office. About half of that came from out of state sources.

For the less prestigious but highly desirable position of Second District Congressman, Olympia Snowe spent more than \$200,000.

The main concern behind the push for public financing of these elections is that sooner or later, the heavy campaign contributors will seek a return on their investment.

That concern is warranted.

Common Cause, the so-called citizens lobby, has tagged public financing of congressional elections their number one priority for the new year.

Whether congressmen actually submit to the influential overtures of their donors depends upon whose incumbency you're studying.

We know from experience that our lawmakers are not walking around Capitol Hill with halos over their heads.

Koreagate, Wayne Hayes and Wilbur Mills proved that.

But unlike those men who were caught with their hands in the cookie jar, a vote stemming from a stash of cash from a campaign contributor is not readily discernable.

A Congressman's rationale behind a particular vote is subjective and no matter how damning, wily words sometimes have a way of

whitewashing the situation.

On the other hand, a Congressman is open to attack from opposition who claim, rightly or wrongly, that influence buying took place.

Again, the argument is subjective—unless, of course, the parties are foolish enough to record their conversation or correspond through the mail.

The issue in Maine received widespread attention when William S. Cohen, this state's new junior Senator, pulled in more than \$500,000, much of it from large corporations and out of state individuals.

Before the election, Cohen was grilled by an opponent during a televised senatorial debate. He was accused of supporting the oil barons by voting to keep the oil depletion allowance. Cohen defended his position by reading a letter of explanation from George Meany.

Obviously, the inquisition into Cohen's contributions carried little weight with the voters who, by a wide margin, thrust him into the senatorial scene.

But the questions raised are valid, in Maine as well as the rest of the country.

The senatorial race in states like Texas and Illinois drew several million dollars for individual candidates.

Money is a prerequisite for victory and the pressure to raise enough funds to run a serious campaign is intense.

Public financing would eliminate that pressure and allow incumbents to focus their energy on their job. There would be little groveling at the feet of the fat cats and, more importantly, no debts to repay.

Why bother

What's in a name? Apparently a great deal, judging by the flurry of proposals to change UMO's name.

The alumni of the system's largest branch favor a throwback to the days prior to 1969 when this campus was known as the University of Maine.

We agree with the reasoning but question the attention the issue has received.

Student enrollment at UMO composes more than 60 percent of the total number of students attending the seven-campus system.

It is one of the major research centers in the northeast and in some areas, is recognized nationwide.

Although its name belies the fact, UMO is

commonly known as the University of Maine.

But alumni would like to see common knowledge become official regalia.

Their aspirations are not shared, however, by the University of Southern Maine's Student Government.

That organization called for UMO's name to become the University of Central Maine. But certainly there are more important issues to be dealt with beside changing this school's name.

While it would be nice to see UMO receive official recognition as the system's main campus, it's not essential.

In our eyes, the University has already made a name for itself.

Commentary Doug Bailey Old days

Well, the time has come for me to publicly state who I think should be elected to higher offices this year. Wait...what?...the election is over? Omigod, I didn't vote, I didn't exercise my constitutional right as a free citizen in our democratic society. How could I have done such a thing?

Easy. There was no one to vote for.

I have voted before, and I have always voted for losers; not an easy thing to live with. But this year was the perfect election to stay home and watch the tragic comedy unfold on television and try to convince myself I was smart for not voting.

I couldn't have voted for a winner this year because they were all losers. There were no clear choices. It was if you had a choice between horse manure and dog manure, which would you choose? You could go independent and choose pig manure, I suppose.

What it comes down to is I miss the good old days. I miss guys like Thomas Eagleton, who had to admit to the world that he wasn't capable of being vice president because he had been jolted with 10,000 volts of electricity.

I miss Hubert Humphrey who, no matter how bad things got, always sounded optimistic. He refused to admit defeat, even when his party was being slaughtered in the '72 elections.

I miss George McGovern. A nicer man was never chosen to be a candidate, and he lost. He wouldn't have made a good president, but he was such a nice guy.

I miss scenes like when Ed Muskie broke down on the steps of the Manchester Union Leader. Or when he lashed out at the voters of Florida for selecting George Wallace over himself.

And most of all, I miss Richard Nixon. I know he did wrong, but wasn't it exciting when every day was a new turning point in the wretched saga of RMN?

Those days are gone. All the party candidates running for office today have learned from the mistakes and successes of those who ran before them. They run sterile campaigns. The party politicians leave it up to the independents to provide thrill seekers like me with "old days" entertainment.

This year we had Hayes Gahagan, running around with phallic symbols showing in his hairline.

We had John Jannace. A loudmouth legislator who just kept talking, whether he was saying anything of value or not.

We had a husband and wife team who were calling for the establishment of a world government and a system of checks and balances for the media.

And we had a Fred Whittaker. A man who perhaps ran the most dignified campaign of all. A man of impeccable honesty and good taste. But he lost.

They all lost. I wanted Whittaker to win only because his name is Fred. I have always thought we should have people named Fred in public office. I would have voted for Fred Harris in '76, but he lost before his name appeared on my ballot.

So don't tell me about how the political process works. For all practical purposes, my candidates weren't even on the ballot. They weren't good looking or rich or hadn't sold out. They were just nice people.

Maine Campus

The University of Maine at Orono's student newspaper since 1875

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The Maine Campus is a twice-weekly newspaper published at the University of Maine at Orono. Editorial and business offices are located in 106 Lord Hall, Orono, Maine, 04473. Tel. 207-581-7531. Advertising and subscription rates available on request. Printed at the Ellsworth American, Ellsworth, Maine, 04605.

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Mud Slide Slim's demise

To the Editor:

I have remained silent too long! My conscience plagues me, and I shall have no rest until the truth is known. I am the true mediator of the untimely death of Mud Slide Slim!

Oh, will I ever forget the horrible occurrences on that most wretched night. I was working late in the lab, and the fair Mademoiselle Hickman was in the same room, having just finished her experimentation on the recently demised M.S.S.

She was trying to remove the skin from the deceased, (a necessary first step before Anguilla rostrata may be used in any culinary creation), but was unable to, so in despair, she gave up.

I gallantly volunteered my services, and taking the pliers in my hand, tore the skin from the eel! I can still hear the slight ripping sound the skin made as it parted from the body. I can still see the glistening of the newly exposed flesh. If I had not intervened, M.S.S. would have received a decent burial and would now be pushing up daisies.

But my crime does not stop there! The fate M.S.S. met in

Monsieur Smith's frying pan was a mercy compared to what I had in mind. You may have guessed my intentions. Yes, I mean—oh, how my hand shakes just to write the word—BOUILLABASE! Yes, M.S.S. would have departed this world in a mass grave of shellfish!

I do this to absolve all others

involved, particularly Mademoiselle Hickman, of any guilt in the matter. I cannot live with myself any longer. So, with this letter, the tragic story of Mud Slide Slim, and my unworthy life, comes to an end.

Roger Robbins
Murray Hall

Late ballot

To the Editor:

Students are supposedly being asked their opinions about the housing problem on campus.

The ballots on room assignments were to be returned by Friday, Nov. 3. I received mine in my mailbox Saturday, Nov. 4, but after reading it I couldn't begin to fill it out. Not one out of the five policies said anything promising for transfer or readmit students.

Don't we have our rights on this campus, too? Don't we pay our money like everyone else?

Some of us have to live out at BCC, which is not a bad place to

live, but face it, a bus is an inconvenience. The University doesn't make it any easier. Just look at the bus schedule. The latest bus is at 10:30 p.m. and there are very few on weekends. If you have to take the 8:30 a.m. on Saturday, you might as well forget about breakfast, the cafeteria isn't even open yet.

There are plenty of reasons why we chose to attend UMO. Transfer and readmit students are a part of this University and should be treated that way.

Maryanne Weir
206 Ellsworth Hall

Letters to the Editor

More letters on page 9

Praise for article

To the Editor:

High praise should be extended to your excellent article on Alcohol (Nov. 7, 1978). Your paper has shown it's real concern for the health and welfare of the University population by printing these informational and thought-provoking articles. The problems which surround alcohol on this campus are acute and, your account of our situation certainly reflects the severity and possible severity of the abuse of alcohol.

I was particularly impressed with the tone these articles took. Your efforts did not appear to be fighting for another era of prohibition, but instead a more sensitive, personal review of each individual's drinking habits. The hope being that through this personal assessment, University students, faculty and staff can begin to deal openly with problems they may have and realize they are not alone. Alcohol is a

major problem, not only on this campus, but in Maine and the entire United States.

We would be fools indeed to assume the solution to this problem is to prophesize the abolishment of alcohol, as it is too deeply ingrained in our society. The much more logical and acceptable method is that of awareness and responsibility. If you know what can happen to you, the choice is yours and no one else's.

I, again, commend this fine piece of newspaper reporting or, more accurately, consciousness raising.

As a result of your article, the next time a member of our community tips a few too many to "Dear Ole' Maine," perhaps he/she will remember what its doing to "Dear Ole' He/She."

Doug Miller
Stodder Complex Coordinator

Commentary

Tammy Eves

A second look at childhood games

"Shop early," all the signs say. This year is going to be different, I thought. I'm going to get my Christmas shopping done while I still have money left. No more shopping at the last minute in the Bookstore.

I know my younger brothers never really appreciated the UMO football jerseys I gave them last year. No matter how cute you think it may be for your younger brother or sister to wear a football jersey from your university, they just don't agree. Dartmouth or Notre Dame, yes; UMO, no.

So I started looking at toys in the Sears catalogue. They make a doll that not only drinks and wets but gets a rash, too. Baby Wet and Care even comes with special lotion to make the rash go away.

Kenner makes a toy cow that really gives milk. "Milky the marvelous milking cow is your farmyard friend. Pump her tail, and Milky drinks. Squeeze her udder, and she gives pretend milk."

And Skipper, a pre-pubescent innovation made by Mattel, suddenly develops a womanly figure before a child's amazed eyes.

It seems like kids don't want a toy today unless it does something.

Eventually we may see Baby Live 'n Die. She actually grows old and dies. Comes complete with miniature tombstone—engrave your own message. Warning: bury doll within a week. Batteries not included.

Toys do everything for kids now. They have dolls for every popular TV and movie character kids idolize—the Fonz, the Sweathogs, bionic dolls and the Star Wars and Star Trek gangs.

When I was little, we played the characters

ourselves. We became the crew of the U.S.S. Enterprise—the bridge molded out of snow in our backyard, complete with instrument panel made of choke cherries. And the crew was never more daring and brave as when my brother became Mr. Spock, my sister Captain Kirk, and I, Scotty the engineer.

Our sticks from the backyard trees changed overnight from phasers to cowboy guns when we played Rawhide.

Those were the days, I used to think, until one day recently my childhood friend Mary told me she always hated playing Dark Shadows and resented being stuck with the Barnabus Collins character every time we played.

I was so disillusioned. But maybe she was right. Looking back, maybe it wasn't so great after all.

It was pretty humiliating when Mary, Cindy and I charged a penny admission to our rendition of Mary Poppins and only three came—all relatives. And when my brother and his friends, who refused to pay the penny, spied behind the fence instead and left halfway through the performance, we couldn't have been more insulted.

Upon examination, I realized other childhood games ended in similar disasters.

There was the bike to Pushaw Lake that was never completed because my sister lost control of her new Raleigh three speed halfway down what is now known as Breakneck Hill.

Chrome and rubber were everywhere. Cindy landed in a heap on the side of the road, knees permanently scarred, soon after her crumpled bike skidded to a stop.

A second bicycle fiasco occurred when, in search of a good place for a picnic, my friend Sue led us down I-95 to a picnic area she remembered. Two police cars eventually caught up with us.

"Bicycles and pedestrians are prohibited on this freeway," they scolded. "Didn't you read the sign?"

Prohibited? I don't know about most 7-year-olds, but we sure didn't know what that word meant. We turned around and started the long trek back with Sue worrying all the way that she was going to have a police record.

And there was the time, while playing some running game at Mary's house, my friend Gretchen ran blindly into a dog's runing wire that was stretched across the yard directly at the 10-year-old's neck level. It sort of put a damper on the game when she fell to the ground choking.

Jumprope was pretty dangerous too. Once when I was jumping to that old popular rhyme—"Which one of the Monkees will I marry?"—I tripped up on Mickey and landed on the pavement on my chin.

The rest of our childhood games are still too painful or embarrassing to think about, like the times we used to put balloons under our shirts to look like Betty and Veronica. Maybe the Skipper idea isn't all that innovative.

Kids may not be using their imaginations as much as we used to, but I, for one, will be the last to advise children these days about how to play.

Maybe they're safer staying at home with their Chewbacca dolls and Baby Wet and Care. It may be boring but at least it won't be painful.



Depression: *From everyday blu*

Editor's note: This is the last in a series of three articles on drugs, alcohol and depression.

by John Donnelly

Pat, a sophomore, comes from a wealthy family. From family pressure, he developed the goal of striving to be the best in any area he undertook. The high goals he set, though, backfired; he began to get frustrated after a number of failures.

Pat's inability to live up to his aspirations caused him to become a loner. He thrived on superficial relationships. Pat turned to alcohol, marijuana and sex as his primary releases. The only time he felt really good, he says, was when he had sex.

His life, he admits, started to turn upside down. He'd only go to Tuesday and Wednesday classes. Every morning he'd wake up between 3:55 and 4:05. He'd get in his car and drive for hours with the radio blasting.

Melody's father died during her freshman year. She reacted to his death by cutting off the outside world and studying in the library. She didn't think she was depressed at the time. But when Melody looks back at it, as a senior, she says she hid from people.

Melody says she didn't want to get involved with anyone at the time because she was afraid they, too, might die and again she would be alone.

The cases of Pat and Melody are not unusual. They're typical stories stemming from the leading psychiatric disorder on college campuses—depression.

Depression, according to recent studies printed in *Psychology Today*, is suffered in some form by virtually every college student during the school year. Roughly one quarter of the student population is depressed at any one time.

Depression is a nebulous term. It can apply to someone having the blues to another person contemplating suicide. The difference between someone who occasionally feels down to another who is chronically depressed depends upon the intensity, number and duration of the symptoms.

Whatever the level, however, the incidence of depression on college campuses is unusually high and is the subject of several ongoing studies.

UMO psychologists say a collegiate atmosphere does not cause depression. They claim that factors at college which interact with individual growth intensifies depression symptoms.

"Depression is an individual emotional condition that the college situation can intensify," says Charles O. Grant, director of UMO's Counseling Center.

Traditional student pressures—dealing with independence, the lack of support systems to combat loneliness, failure to meet personal academic and social standards and the need to define goals for life and career—trigger depression, says Grant.

However, he admits college students are in a vulnerable situation, prone to various psychological problems because of encountering so many new situations.



Dr. Charles Grant



The freshman or transfer is forced to make many major transitions all at once—they leave behind friends, family and familiar surroundings, with college providing no ready-made substitutes, Grant says. When the student is put in such a tenuous position, his self-esteem or ego is on trial, he adds.

"The student entering college is in a doubtful state of who they are," says Max Hammer, UMO psychology professor. "If they receive a blow, that self-esteem can drop very rapidly. When the University offers these pressures, it's a test on how you can handle it."

Hammar contends that when a college student is rejected by peers, a member of the opposite sex, or fails an exam, the student begins to feel he can't cope with any situation.

"The University is like an extended parent. And this is the first time you're being put on trial," he explains.

Many college student perceive themselves to be alone, without support, Hammer says. When loneliness is intensified on a college campus, though, and leads to isolation and feelings of lacking self-worth, it can lead to a serious depression, he says.

Students feel lonely for a number of reasons. Among them are the feeling they are not part of a peer group, the feeling of being unloved, the feeling they can't reveal to anyone their private concerns, and a feeling of alienation when one perceives that he or she is completely different from other people, Hammer says.

The dimension of these symptoms, he says, reveals whether the student is situationally lonely, chronically lonely or transiently lonely.

"All of us will experience feelings of loneliness," says Grant. "It's when loneliness becomes chronic that it is a problem."

Sue's problem is typical of students feeling lonely. Sue (not her real name), a senior, was looking forward to her upcoming summer last year. She had a job all set, plus she'd live away from home for the first time. Then things came tumbling down. She couldn't find a place to live, the job fizzled out. She was forced to move back home.

Panic came first. Then insecurity. Sue says she felt

alone, with no friends around to support her. Sue couldn't sleep, or eat, or even talk with her family. Additionally, she contracted stomach problems and felt weepy. Sue blamed the situation on herself.

Chronic loneliness evolves around a person being unable to establish satisfactory interpersonal relationships over a period of time. Situational loneliness is experienced at a change in life experience, like college. Freshmen initially face this when they go to college and are forced to develop new social contacts. Transient loneliness refers to everyday loneliness or the passing mood that disappears quickly when the situation changes.

Chronic loneliness and a continual feeling of lack of worth coupled with outside pressures could lead to students having suicidal tendencies, Grant says. Campus depression does play a role in as many as 500 suicides, which are 50 percent more frequent among college students than among nonstudents of the same age, a recent study shows.

Grant says there have only been two suicides at UMO in the 19 years he's been here. Those suicides occurred during the 1976-1977 school year.

"I know of maybe six or eight suicides by UMO students which have occurred at home, or over the break periods or summer time," he says.

Grant says UMO's suicide rate is much lower than the national average at college campuses. He attributes this to being in a rural environment and intervention techniques employed.

Last year, there were four known suicide attempts on campus, he says.

The development of relationships is an important factor in everyone's life, and the dependence of social contacts on a college campus is just as vital, Grant says. While there are many social opportunities on campus, those who do not have a feeling of high self-esteem often withdraw, creating feelings of loneliness, and become depressed, he says.

The break up of an intimate relationship can often lead to depression symptoms, says Grant. Mike's case

day blues to contemplating suicide



Max Hammer

He notes that alcohol, drugs, compulsive sex, loud music and even compulsive or lack of eating and sleeping are some of the various routes students take to avoid facing their depression.

"Because young people have relatively weak egos, they tend to look for euphoric situations. Depression is a feeling of your self-being wiped out. So they resort to artificial highs. The idea is just to produce pleasure sensations," he says.

Hammer says peer pressure can direct the depressive person toward the "escape" route. "Friends can help. They say to the person, 'Hey, you're no fun when you're depressed. Let's go out and get a beer.' In other words, though, they're saying, 'Let's ignore the depression.'"

The psychology professor says that if ignored, the depression will only get worse. Depression would be directed upon the person eventually, he says.

"Unconditional self-love is the answer for self-hate or depression," he says. "I'm saying that you will learn from the depression. You can't love others until you love yourself."

"You will never find anyone," he asserts, "who chronically takes drugs or alcohol, who is capable of loving. Drugs and alcohol block a person's ability to love. They have a diminishing effect. People who are also compulsively into sex are blocking their ability to love. You just end up doing it more but enjoying it less."

To relieve the student's primary symptoms of depression various approaches have been suggested. They include changing the unrealistic aspirations responsible for the student's subsequent frustrations and teaching the student new skills for adapting to school work and to relationships, according to several reports on depression.

Grant and Hammer offer two other suggestions for students to overcome depression.

"There are many ways of dealing with depressive situations," Grant affirms. "One way college students can deal with depression is taking some kind of action. Action, I feel, is the best anecdote there is."

"For example," Grant continues, "The student who experiences blow to self-esteem by failing a prelim can go to the instructor and find out what happened on the exam."

Hammer, though, says that the student must learn to love the depression and accepting it as part of themselves. "Self-rejection can't get you out of depression. If you hate the depression, you must realize you are rejecting some aspect of self," he contends.

Psychologically speaking, Hammer adds, the student can't "drown" out the depression or the awareness of it. Trying to escape from the depression with alcohol, drugs, or sex is not the right way to approach it, he says.

"You've got to love the depression. You have to accept it as part of you. Then the anger inside will be blown out. And when the anger is drained, the depression will go," Hammer asserts.

The number of students depressed, from those feeling "low" to those clinically depressed, warrants attention from the University community, say Hammer and Grant.

The leading psychiatric disorder on campus is not something to take lightly, they say. "It's quite prevalent in society to become depressed. It's especially prevalent to be depressed on a college campus," says Hammer.

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illustrates this point. His girlfriend, whom he had been
seeing for about a year, broke up with him. Mike (not his
real name) and two fraternity brothers, who were also
depressed at the time, went on a drinking binge. Mike
says they were drunk for 30 days straight.

Every day they got up at 9 a.m. and drank until they
passed out, usually around 3 p.m. Then they'd get up at 5
p.m. and drink until they fell asleep. Mike lost 15 pounds
in 30 days. Drinking, he says, was just something to do to
help him forget.

"There's a confrontation all the time with others to
relate," Grant says. "The college situation intensifies the
problems for those who have difficulties in the
relationship area."

One cause of loneliness is the difficult transition from
living at home to achieving independence at college, he
says.

"The college situation is not that clear for someone who
has problems breaking away from parents, partly because
the college student is independent, but on the other hand,
is getting financial support," Grant says.

"Home on campus is just a temporary home," he
continues. It's not permanent. And when you're tossed
back into the family situation, there can be some conflicts
with establishing independence," he says.

Another factor that can lead to depression is the
importance placed on grades and doing well in classes.
Like Pat, many students set perfectionist goals they cannot
hope to reach, Hammer says.

"Perfectionized, idealized images are very common,"
Hammer says. "The more you are, though, the harder it is
to live up to that. Some people have to be more realistic
about themselves."

"There are only a few winners around," Hammar
contends. "Only a few people get A's or have good
relationships with girls or guys. Through comparisons
your self-worth is diminished."

While students are faced with real problems, such as
academic and social adjustment, they refuse often
and are distracted or "escape" from them, Hammer says

Ambulance needed

To the Editor:

Have you ever wondered who those people in orange jackets are that you see around campus?

Well, these people belong to the University Volunteer Ambulance Corps. We are all students providing this community with free emergency medical and ambulance service 24 hours a day, seven days a week, while school is in session.

We are the ones who take the injured football, soccer and hockey players to the hospital. We are the ones who pick up people who have had too good a night and can't get back to their dorms without twisting an ankle. We also back up Orono and Old Town ambulances when they need us. And yes, it's all done for free.

Most of you don't know us, and now it's likely you won't get the chance. After five years of faithful service to this campus, UVAC is on the verge of dying. Why? Because as usual the administration says it has no money to buy a new ambulance. And why do we need a new ambulance? Because the administration apparently decided to ignore a ruling made five years ago when the state told all ambulance services that their vehicles had to meet national specifications. When a state

inspector examined our ambulance in September, the administration was told they would have to get a new ambulance by Feb. 1 or discontinue the service.

At this point the administration got the ball rolling. Too bad it was toward a hill.

President Neville got a committee together to look into replacing the ambulance. The committee has managed to get half the needed money—\$12,250—from one of the president's many funds. There is also a rumor of another \$5,000 coming from somewhere.

However, the administration has decided to drop the rest of the cost on the student senate, saying they wanted to see if there was any student interest. If there was no student interest, we wouldn't be operative now. The senate's move this week to put \$1,617 into UVAC's budget is ample evidence that this interest exists.

Unfortunately, the senate Finance Committee didn't okay the move to vote on funding the new ambulance. They said students should not have to pay for "a necessary service to the community" out of their activity fee.

What happens if UVAC doesn't come back next year? It will cost the University at least \$10,000 a year, plus \$30 to \$40 per

ambulance run (We make about 200 runs annually.) to maintain a private service or to have one of the surrounding towns take over.

The money is there. We just need pressure to make them cough it up.

Bob Bickford
UVAC Vice-President

Concert

To the Editor:

The executive staff of WMEB-FM would like to explain to the University why the Aztec Two-Step concert scheduled for Nov. 12 was cancelled.

The concert was cancelled due to failure to deliver the agreed upon written contract. We would like to apologize for the inconvenience to all directly or indirectly involved. Those people who have bought tickets may obtain a full refund until Nov. 17 from the person who sold the tickets. We apologize for the confusion surrounding the concert.

Sincerely,

Kate Glover
Publicity Director

B. L. Elfring
Station Manager

Omission

To the Editor:

The omission of J. David Madigan's picture from the campaign coverage the Campus recently gave to the First District congressional race was typical of the treatment the Maine press has given to independents this year.

His name was on the ballot, along with the Republican Emery and the Democrat Quinn. So why wasn't his picture in your paper? You deprived your readers of seeing what Madigan looks like, something probably all voters are interested in.

Before going any further, I should, perhaps, state my prejudices. I am Madigan's younger brother and am a student.

As a relative, I was disappointed that his picture was not published, and I'm upset that more lineage wasn't given to his stands on the issues.

But if I was only writing this letter as a relative, it would be easy for the Campus editors and readers. But, my concerns go deeper than that. I am worried about the power of the press. Again, you can't dismiss me as simply a dissident; I am a member of the media myself.

My main concern and my main reason for writing this letter is that I want to know a little bit of the reasoning that goes into making an editorial decision such as this. Who says, "Let's not bother to run this guy's picture?"

I supplied your reporter with a picture and was led to believe it would get published. I hope you will explain in an editor's note after this letter why his picture was not published and why your paper doesn't give more and equal coverage to independents. Or will you choose to ignore this letter as you did his photo?

Thanks for your time. I think other voters have the same questions.

Sincerely,
Peter T. Madigan
Beta Theta Pi

Editor's note: Madigan's photo was absent because the cardboard print you supplied to our reporter was unusable. As for your brother receiving less attention than the other candidates, we think if you re-read the article, you'll find he is given the opportunity and space to respond to the same issues as Quinn and Emery.

Coach's thanks

To the Editor:

On behalf of the members of the University of Maine's Soil Judging Team, I would like to thank Student Government, the Plant and Soils Club and the department of plant and soil services for providing funds to help defer travel and expenses incurred on our trip to Lebanon, N.J. The team fared well, finishing second of nine competing teams, thereby qualifying us to compete in the national competition in Montana, to be held next April.

I would also like to extend my thanks to Professor Michael Goltz, chairman of the department of plant and soil sciences, for his cooperation and assistance in arranging the trip, Professor Robert Rourke, for his encouragement and advice, and special thanks to Professor Rollin Glenn, for his hard work, dedication and faith in the team.

Ken Laflamme, John Feureida and Tom Saviello should also be

recognized for their help in training the team, and thanks are in order for the secretaries of the department, Peg Martin, Donna Leonard, Alice Haley and Shelly Theriault for their help in preparing material for the course.

The New Edition should also be commended for their professional coverage of the trip.

And last but certainly not least, the members of the team should be recognized and congratulated for their fine showing in this event. So, a special salute is in order for the following individuals: Grey Porter, Mike Whited, Steve Good, Greg Howard, Phil Levitt, Dave Tingley, Peter Bell, Christy Burnell, Sue Clain, Wendy Harper, Cindi Hines and Andy Sprecher. The accomplishments of these individuals should help improve the image of the University of Maine at home and in the northeast.

Now, the nationals!

Sincerely,
Terry Bourgoin
Coach, Soil Judging Team

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Spectrum arts and feature section

Is anyone out there listening dept.

The Maine Campus Rock and Roll Poll

Playboy does it every year, so does Rolling Stone. So why not the Maine Campus? Well never mind why not, we're going to go through with this anyway. This is your chance to let us know what you listen to and who your favorites are.

Simply fill out this handy official ballot and send it to Declar McManus c/o The Maine Campus, 106 Lord Hall. Or bring it to the office yourself and meet Declar in person.

You don't have to restrict yourself to only rock and roll stars, it just looked better in the headline. And there is no deadline with this poll. However it would be nice to get the ballots back sometime before Friday, Dec. 15, the last publication day this semester.

The results will be tabulated and published along with Declar's personal choices. So don't miss this chance to prove how out of touch Declar really is, let us hear from you.

Official Ballot

Performer of the year _____

Best Album _____

Best songwriter _____

Best song _____

Male vocalist _____

Female vocalist _____

Best group _____

Guitarist _____

Bass _____

Keyboards _____

Drums _____

Worst album _____

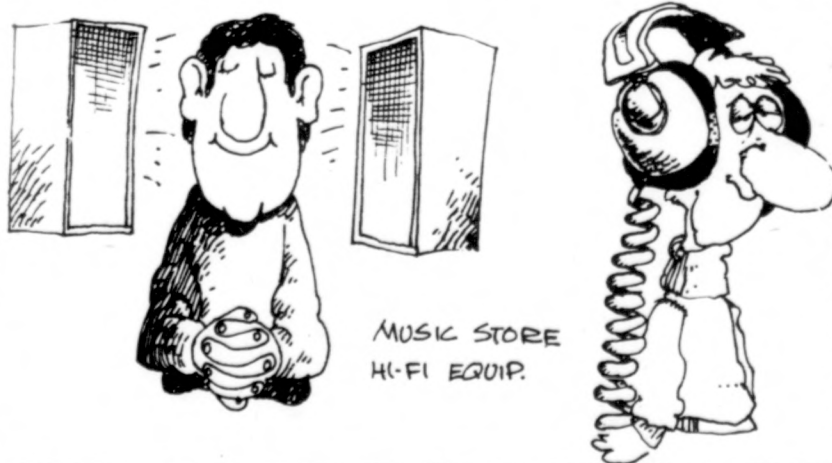
Worst song of the year _____

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Boogie Down with
THE BLEND

CLIP AND SAVE THIS AD, IT WILL ENTITLE YOU TO A FREE MEMBERSHIP AT THE RED BARN THIS WEEKEND ONLY.

Folks

by Crilly Ritz

Some intense Monday night may be my favorite. He's just been Osborne, a UM sings with author his eyes sparkle. I caught the his engagement Barstan's, a hole located a Dog, and I've

Free



During a break the University three weeks ago the audience stations were immediate round boos from the "Pretty shitty" "Well, things we start writing stations to tell we want to hear Smith in one critics among the banal sound She was lucky "Because the N

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Folksinger Ernie Osborne: Making a determined start

by Crilly Ritz

Some intense tunes were delivered Monday night by an artist who may be my favorite local singer.

He's just beginning, but Ernie Osborne seems determined. Osborne, a UMO sociology major, sings with authoritative feeling, as his eyes sparkle with vitality.

I caught the last quarter or so of his engagement Monday night at Barstan's, a new local watering hole located at the former Salty Dog, and I've heard him before.

Osborne had his usual various folk-rock mellow melodies interspersed with a few upbeat songs. If you like CSNY, you'll dig his style. Steven Stills is his favorite, and he does Stills' stuff in emphatically enjoyable versions. They are not "his" songs, but Osborne makes them his own.

Osborne performed several Dylan songs, including "Blowin' in the Wind" and "Don't Think Twice It's All Right," so automatically he had me hooked, but he didn't imitate and that's important.

It may or may not be an indication of his growth as an artist, but Osborne formerly didn't perform Dylan songs.

My favorite Osborne composition is "Artemus," a song he says he wrote one August day two years ago. He sings it to his cat Artemus, who was with him that day. It is a pondering song, one that tells us of ever-questioning moments and apprehensiveness. He sings about these things and much more.

"Wedding Song," "You Don't Mess Around With Jim," "4 &

20," "Circle Game"—these are all songs that serve as vehicles for Ernie's re-creating capability. However, he shines more vibrantly when he does "Thank You (for being real)" and his other compositions. Maybe they aren't masterpieces, but this artist is just beginning his ascent.

If Osborne comes around once more, I'd advise you not to miss his act. You'll be wasting some fine concert happenings, especially for the Orono region.

Free radio: 'it's cleaning up the nation'



During a break between songs at the University of New Hampshire three weeks ago, Patti Smith asked the audience how the local radio stations were. There was an immediate round of catcalls and boos from the small crowd.

"Pretty shitty, huh?" she said. "Well, things won't change until we start writing and calling the stations to tell them to play what we want to hear."

Smith is one of the more vocal critics among artists who protest the banal sounds of Top 40 radio. She was lucky to get her song "Because the Night" to number 14

on the charts, because most radio stations won't play her stuff.

To have a Top 40 hit, a performer must comply with a distinct pattern. For some reason, any deviation from this pattern and the song will not get air play. I think it's because AM disc jockeys, who sit around the studio all day hearing the same style songs played over and over, do not recognize something new or different. Anything different is simply rejected by their frontal lobes, and they sit transfixed until the stirring sounds of some disco song comes back on.

Actually the reason good music is not played on AM is more complex. Station producers hear an Elvis Costello song, for example, and they say "this stuff won't sell," and if it won't sell, why play it? They say this regardless of the fact that most of the songs coming

into a radio station would not sell if the station did not beat it into the heads of impressionable listeners by overkill techniques of repetitive play.

Another reason our favorite artists are not heard is because the most serious artists consider it a curse to be on AM radio, despite the money to be made from a Top 40 hit. And their fans are not pushy enough to insure airplay.

Ted Nugent is a perfect example of how audiences can affect station programming.

Nugent's music is considered too raunchy to be played on Top 40, yet because his fans are so adamant in their desire to hear his music, it cannot be ignored by the station

managers. So Nugent gets aired on AM radio.

If every artist had such persistent fans, a change would come in AM radio. It is ridiculous to tune in local AM stations and hear the same songs being played over and over on every station. Yet we have the power to bring change.

Instead, we tune to the FM dial and hope for the best. AM programming has been reduced to demographics and scientific evaluations of the mass audience and mass appeal.

We shouldn't stand for it. The airwaves belong to us, not corporate executives. We are being ripped off and denied our right to hear good music.

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Union lounge to house SLS office

by Ann Fridinger

After much controversy, Student Legal Services has been granted office space in the Memorial Union.

Earsel Goode, director of space and scheduling, said the move was precipitated by the Sea Grant Program, a government funded research group, who requested SLS's present space in Coburn Hall. Goode said that because they were a government research group, they were granted the space for needed expansion.

Student Government President Winn Brown said, "Dean Rand was definitely against it (the move). He told us he didn't feel it would enhance the Union, the need for study lounges and meetings rooms was more important."

David Rand, Memorial Union director said he was not against the move to the Union. "We had an open, frank discussion

concerning space for SLS," said Rand. "We have very limited space. To sacrifice what little space we do have handicaps us."

Rand said the function of the Union is to meet social, cultural and recreational needs. He said he didn't see how the presence of SLS would enhance Union needs. However, Rand also said there is a "service dimension involved in a college union but we need additional space, and its not forthcoming."

"It's great that they can be here, but it does make it more awkward and difficult for us," he said.

Brown said the only space on campus that Goode had to offer was the Veteran's Association lounge in the basement of Fernald Hall. He said the association got wind of the proposed move and petitioned against losing their lounge.

"It was best to try and find space in the Union," Brown said. "We looked at

Classroom B and decided it was suitable in size. It also had a small room at one end that could be used for a private office. We had a meeting with Dr. Aceto, Dean Rand and Dean Rideout, and it was decided to get SLS into the Union," he said.

The School of Performing Arts, the heaviest user of Classroom B, objected to being relocated, Brown said. It was after much discussion that the North and South Hilton rooms, the International Lounge, was secured for office space, he added.

Jim Lemieux, chairman of the SLS committee, said he is pleased with the move. "We'll be in a central place—30 Coburn Hall created an identity crisis. No one knew where it was," Lemieux said. He said the greater visibility and accessibility of the office in the Union could increase the caseload of the SLS staff.

The only problem, said Brown, is finding funds to build a small office for private

consultation. "There was a kind of indication that the administration would build the office," Brown said, but nothing has been decided.

Goode said the union is far superior to the Coburn Hall space.

"they're now in the complex with Student Government," he said. "They have better accessibility to the mainstream of the campus."

Goode said a goal was set in 1970 to place every major student activity under one roof. He said the relocation of SLS to the Memorial Union completed that goal.

Student Legal Services is a prepaid legal service to all students at the Orono campus and is funded by the student activity fee. The office is staffed by two full time lawyers, one full time paralegal and about 10 part time student paralegals.

Their services include advice, drafting of letters and forms, negotiation, interpretation and court representation.

Doctor says no epidemic this year

by Enid Logan

A repeat of UMO's flu epidemic last spring is not expected this year, said Dr. Robert A. Graves, director of Cutler Health Center.

It probably will not reach the last spring's proportions because students who had the flu are now immune to it, Graves said.

Graves said last year's epidemic was believed to be the Russian flu, due to the symptoms, short length, and mildness of the sickness.

"There were about 4,000 students that got sick last spring," said Graves. "Nearly all of them are immune to that particular strain now."

"This isn't to say an epidemic couldn't

hit somewhere else in Maine," said Graves. "But because of the number of students who have been exposed, it is easy to communicate this disease to someone who hasn't been exposed to it. The students carry it to where they are from, causing a possible outbreak of Russian flu."

"I don't expect we will be hit with many cases this year," said Graves. "I expect only 30 or 40 cases."

"If 15 to 20 percent of the students are immune to the strain, it will not spread," said Graves.

Graves said they are not "pushing" flu immunization shots. "We have made the students aware of them; if they would like a flu shot we will give them one," Graves said.



Eyes

Different stories are expressed here through the eyes of a woman and child (photo by Bill Mason).

Coordinator of dance division chosen for commission panel

UMO dance coordinator Teresa Torkanowsky has been named to the dance panel of the Maine Commission on the Arts and the Humanities.

Torkanowsky was named to a one-year term by commission chairman Eaton Tarbell. Commission panels serve as

advisory groups in their discipline on policy questions and make recommendations on artistic, technical and fiscal merit of grant applications.

Torkanowsky has been coordinator of the School of Performing Arts dance division for the past two years.

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Performing Arts 'adopts' Steinway piano

by Susan Day

"Buying a concert piano from Steinway is like adopting a child," says Brian Ackler, assistant technical director of the Maine Masque theater. The School of Performing Arts has adopted such a 609.75 kilogram (1,355 pound) baby.

The new Steinway is a 270-centimeter (9-foot) concert grand with a price tag of nearly \$12,500.

The piano is kept on the stage of Hauck Auditorium, in a wooden structure appropriately called the "piano garage."

There is some problem with the pianos at

Hauck. The new Steinway is in the garage, but the older one is sitting uncovered in the open wing area of the stage. The older Steinway is "still a fine instrument," said David Rand, activities and organizations. Both instruments must be housed in Hauck.

For each use, the piano must be rolled out of the garage and positioned on the stage itself.

Most of this transporting is being done by Erwin Wilder, the technical director of the theater.

"It has severely cut into the time I have to work on the theater work," said Wilder.

The money for the new Steinway came from a number of sources, a music department spokesman said. Plans had originally called for the school of performing arts to pay for the entire cost, but money also came from several contributors, including the President's Office, he said.

The new Steinway comes with a manual that suggests the instrument be kept in the open air, with relative humidity at 35 to 40 percent and a constant temperature of 70 degrees. Hauck Auditorium does not supply these ideal conditions, Ackler said. To counteract the conditions of Hauck, a

fan is being installed in the piano garage, said Ackler. The fan, which will filter the air constantly, will cost a "couple hundred dollars," he said.

Wilder, who is responsible for the theater area being workable in terms of productions, feels an upright piano would suit the Memorial Union better.

Rand said "from a theater point of view, that piano is in the way. I realize that." He added that using a spinet would not be acceptable because "an upright piano just doesn't look right on a stage of that kind (Hauck)."

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'Proposed agreement between Associated Faculties of the University of Maine and the Board of Trustees of the University of Maine'

(Reprinted in its entirety)

Personal and Academic Freedom

—The personal life of a unit member is not a concern of the Administration except as it may directly prevent the unit member from performing properly his assigned responsibilities.

—Unit members shall be entitled to full rights of citizenship, and no religious or political activities of any unit member, or the lack thereof, shall be grounds for any discipline or discrimination with respect to the professional employment of each such unit member.

—The Administration and the Association agree that academic freedom is essential to the fulfillment of the purposes of the University system, and they acknowledge the fundamental need to protect unit members from any censorship, threat or restraint which might interfere with their obligation to pursue truth in the performance of their teaching, research, and public and University service functions. Furthermore, outside the academic arena the unit member should have no less freedom than any other citizen.

—Unit members shall be guaranteed full freedom in classroom presentation and discussion and may introduce politically, religiously or otherwise controversial material, provided only that said material is relevant to the course content.

—In performing their teaching, research, or public and University service functions, unit members shall be guaranteed full freedom in expressing their personal opinions on all matters, provided, however, that when they do so they make every effort to indicate that they are speaking personally and not on behalf of the Administration and/or University. The Administration encourages the teaching, research and publishing of findings in an atmosphere of confidence and freedom. This spirit and philosophy is based on the belief that when students have the opportunity to learn from a variety of sources and opinions in an atmosphere of honest and open inquiry, they will develop greater knowledge and maturity of judgment. —The Board of Trustees and/or their designee shall meet monthly with a committee appointed by the Association for the purpose of discussing matters of educational policy and development as well as matters related to the implementation of this Agreement.

—Each campus President and the Director of CES, or his/her designee shall meet monthly with a committee appointed by the Association for the purpose of discussing matters of educational policy and development as well as matters related to the implementation of this Agreement.

—Meetings shall be scheduled in such a manner and at such times as the parties mutually agree. Further, a record of the proceedings of each such meeting, which accurately reflects the substance of the discussion, shall be maintained.

—Released Time for Association Business:

1. The Association's designated campus and CES grievance chairpersons shall receive one-fourth released time each semester.

2. The president of the Association shall receive fifty percent released time each semester.

3. Negotiating team members shall receive fifty percent released time beginning 180 days prior to the expiration of an agreement and continuing until ratification of the Agreement.

4. Association representatives to campus or systemwide committees and/or councils shall receive one-quarter released time for the duration of their commitment.

Mail, Office, Meetings and Telephone Privileges:

1. The Association shall be allowed to use the campus mail system at no cost to the Association.

2. Each campus shall allot a secure office with a desk and chairs for the Association use at no cost to the Association.

3. Each campus shall supply the Association with a telephone at no cost to the Association.

4. The Association shall have free access to meeting rooms through the normal reservation process on each campus.

5. The Association shall have access to the use of campus equipment at reasonable times and after reasonable notice. The Association shall pay the cost of all materials and supplies.

6. The Association shall receive ten faculty parking stickers for each campus.

Notice of Meetings:

The Administration shall supply the Association president or his/her designee with all agendas, minutes, and reports of the Board of Trustees, Faculty Councils, Senates, Advisory Groups, and other University committees.

Current unit member workloads now existing and not in conflict with this Agreement shall remain in effect.

Definition: "Current Workload" shall mean:

1. The average workload of an individual for the past ten (10) semesters, or

2. The average per unit member workload of the department, division or other appropriate unit for the past ten (10) semesters.

—In no case shall a unit member be forced to accept a workload which is greater than either 1 or 2 above, or which exceeds the campus average workload.

—CES unit members shall be expected to work 35 hours per week. If, due to the nature of their work, they are required to work in excess of 35 hours a week, they shall receive compensatory time at the following rate:

Monday through Friday—One (1) and one-half (1½) hours compensatory time for every hour worked in excess of 35 hours. Saturday, Sunday and Holidays—Two (2) hours' compensatory time for each hour worked.

—Each campus and CES shall have a Workload Committee (WC) of between three (3) and seven (7) unit members appointed by the Association to study workloads with particular emphasis in remedying cases of excessive workload. The Administration shall supply all necessary data for said study. Further, each WC shall hear workload appeals. Their recommendation will be binding on the Administration.

—Each department, division or other appropriate unit shall maintain one (1) secure, confidential, complete personnel file for each unit member. No anonymous or unsubstantiated material shall be placed in the official personnel file, and a unit member shall receive a copy of all material placed therein.

—A unit member shall have the right to make such additions or responses to material contained in his/her official personnel file as he/she shall deem necessary. Only material which is directly related to the unit member's work performance shall be included in the official personnel file. The unit member shall have the right to immediate access to his/her personnel file.

—In addition to the unit member, only the President or his/her specific designee shall have access to the official personnel file, provided that they inform the unit member in writing that they are doing so and give their reasons.

—The Association or its designee shall have access to a unit member's personnel file upon providing written permission from the unit member.

—In personnel decisions the Administration may not make use of any material which has not been properly and timely placed in the official personnel file.

—Department, division, or other appropriate unit, college, or campus-wide promotion, tenure, renewal committees shall have access to the official personnel file of any unit member who is being considered for tenure, promotion or renewal who, at the time of application, gives approval in writing.

Cost of Living Adjustment

—All unit members shall receive an adjustment to their base salary equal to the percentage change in the Consumer Price Index (CPI); published by the Bureau of Labor Statistics, United States Department of Labor.

—The percentage change shall be measured by computing the percentage difference between the reported CPI for July 1978 and the reported CPI for July 1979.

—Unit members will receive the computed adjustment to base salary effective September 1, 1979.

—Under no circumstances will salaries be reduced during the life of this Agreement as a consequence of a CPI change.

Inequities Fund

An inequities fund shall be established September 1, 1979 equivalent to four percent of the total 1978-79 unit members' salaries.

—This fund shall be established on a campus basis with Cooperative Extension Service being treated as a campus for the purpose of this section.

—Within thirty (30) days of the signing of this Agreement each campus shall establish an Inequity Adjustment Committee, hereafter IAC, consisting of five (5) unit members appointed by the Association.

—Each IAC will meet within ten (10)

days of its formation and shall consider the following information which shall be supplied by the Administration to the IAC on the date of the IAC's first meeting:

A. The differences in average and individual salaries by rank, years of service, and fiscal or academic appointment among colleges, departments, divisions, or other appropriate units, and individuals as of the 1978-79 fiscal year;

B. Regional and national trends for disciplines;

C. Other relevant information available to or requested by the IAC.

—Each IAC will submit a report in writing to the president within sixty (60) days of their initial meeting. The report will include the following:

A. A listing of unit members in a format which indicates discipline, rank, years of service, and salary;

B. A report in the narrative which indicates the methodology used to reach the committee's conclusions;

C. A report indicating the amount of increase in the base salary necessary to bring each individual member to within 5 percent of the relevant average salary, as determined by the IAC.

—Each President shall institute the IAC's recommendations within fifteen (15) days.

—each President shall supply support to the IAC upon written request.

—Both the Association and the President shall be allowed representation at any and all IAC meetings.

—Salary adjustments shall be applied to individual unit member's base salary effective as of September 1, 1979.

Catchup Adjustments

—An amount equal to two percent of individual unit member's salaries for 1978-79, after inequities have been adjusted, times the number of years of University of Maine service, including and subsequent to the 1970-71 academic year, shall be provided to each unit member.

—This increase shall be effective September 1, 1979 to unit member base salaries.

Merit Fund

—Each department, division, or other appropriate unit shall receive a merit fund equivalent of five percent of the salaries of that unit for the 1979-80 year, after adjusted for cost of living, inequity and catchup.

—Merit increases shall reflect the contributions that an individual unit member makes to teaching, research, and University and public service.

—Unit members shall be evaluated by immediate peers as follows:

A. Merit increase recommendations shall be made according to procedures adopted by each department, division or appropriate unit. The procedures will be on file with the department or division chairperson or other appropriate supervisor. Each unit member shall receive copies of the procedures.

[continued to page 16]

Proposed agreement

[continued from page 15]

B. The department or division or other appropriate supervisor shall be responsible for transmitting unit recommendations for merit increases to the Administration.

—If at any administrative level a unit recommendation is altered, the affected individual and the peer unit shall be notified in writing within ten (10) calendar days. A formal meeting between the Administration, peer unit, and individual unit member shall be held within ten (10) days. The Administration will submit written reasons for altering the peer unit's recommendation. If agreement cannot be reached either the individual unit member or the peer unit may file a formal grievance as provided for in this Agreement.

—Merit increases shall be effective September 1, 1979.

Promotions

—Upon promotion in rank a unit member shall receive an increase in base salary equal to ten percent of the unit member's current base salary.

Rank Minima

—Rank minima shall be established at the following levels:

Academic Year Appointment	Fiscal Year Appointment
Professor/Educator	\$18,500 \$22,200
Associate	16,500 19,800
Assistant	14,500 17,400
Instructor	12,500 15,000
Lecturer	12,000 14,400

Overload

—The following schedule for overload compensation shall prevail for unit members:

Professor/Educator
Associate
Assistant
Instructor
Lecturer

\$2,100 per three contact hour
1,900 per three contact hour
1,700 per three contact hour
1,600 per three contact hour
1,500 per three contact hour

—The assignment of overload courses is the responsibility of the department, division, or other appropriate unit. Teaching of overload courses is voluntary.

Matching Offer Adjustments

—Salaries arrived at through this Agreement shall be increased to meet bona fide outside offers to unit members which are made in writing upon recommendation of the department, division, or other appropriate peer unit.

Leaves

Professional Meetings:

—The administration shall provide funds for unit members to attend a minimum of one (1) regional (northeastern states) professional meeting per year and one (1) national professional meeting per year. These funds are to include, but not be limited to, air travel to and from the meeting, room and meals, and all registration fees.

Sabbaticals:

—Sabbatical leaves with pay shall be granted by the Administration for up to one (1) fiscal year. Unit members may take their initial sabbatical following the completion of their sixth (6) year of full-time University service. Unit members may take subsequent sabbaticals after each additional five (5) years of full-time University service. Unit members will receive one hundred percent of their salary, all benefits, and all unit-wide salary increases while on sabbatical. Sabbaticals may be taken for one (1) year (academic or fiscal), six (6) months (semester or calendar), or three (3) months (summer). The department, division or other appropriate unit may waive the time limits stated above.

—A unit member shall apply for sabbatical through his/her department, division, or other appropriate unit using

the supplied form (Appendix).

—If the Administration overturns a department, division, or other appropriate unit's recommendation, the unit member or department, division, or other appropriate unit may utilize Alternate Step 5 of the Grievance Procedure.

—The Administration shall supply all funds necessary to meet the teaching and research responsibilities of the unit member's department, division, or other appropriate unit.

Leaves Without Pay:

—Unit members shall receive a leave without pay for up to three (3) years upon written request of their immediate supervisors.

—Leaves without pay may count for probationary periods or for seniority purposes if agreed to in writing by the department, division, or other appropriate unit.

—A unit member on leave without pay may return prior to the date.

Professional Development Leave Without Pay:

—Unit members may apply for a professional development leave of up to two (2) years' duration.

—Professional development leaves will normally be utilized by a unit member to complete a degree, achieve an additional degree, seek specialized training, retraining or other appropriate program.

—A unit member will receive full fringe benefits while on a professional development leave. Professional development leaves shall count for probationary periods and seniority purposes.

—A unit member shall apply for a professional development leave through his/her department, division, or other appropriate unit using the supplied form.

—If the Administration overturns a department, division or other appropriate unit's recommendation, the unit member or department, division or other appropriate unit may utilize Alternate Step 5 of the Grievance Procedure.

Sick Leave:

—Sick leave shall be authorized for unit members for absences because of illness, injury or disability of the individual unit member and his/her immediate family. Sick leave may also be used for bereavement.

—Unit members whose anniversary date for University employment is on or prior to September 1, 1979 shall be entitled to 180 sick leave days.

—All other unit members shall accumulate sick leave based on 15 days per year until completion of their first year of full-time University service at which time they will be entitled to 180 sick leave days.

—Unit members who use sick leave days after one year of service shall accumulate additional sick leave days at the rate of 15 days per year up to a maximum of 180 days.

—In the event of the retirement or death of an individual unit member, his/her per diem pay equivalent to unused sick leave shall be paid, within 30 days, to the individual unit member or his/her estate.

Sick Leave Bank:

—The Administration shall on September 1, 1979 institute a "sick leave bank" consisting of two (2) sick leave days per unit member. The sick leave bank shall accumulate 2 days per unit member each September 1.

—Unit members may draw on this bank after their accumulated sick leave has been exhausted.

—The Administration shall notify the Association on September 1 of each year of the total number of days accumulated in the sick leave bank.

Legal Leave:

—Unit members shall be granted court duty leave with pay and shall be granted jury duty leave with pay. Evidence in the form of a subpoena or other written notification shall be presented to the unit member's immediate supervisor as far in advance as possible.

Grievance Procedures

—The Association and the Administration agree that they will use their best efforts to encourage the informal and prompt settlement of grievances. However, in the event a grievance may arise between the Administration and one or more unit members or between the Administration and the Association which cannot be settled informally, a grievance procedure is described herein.

Definitions:

—A "grievance" shall mean a complaint by a unit member, a group of unit members, or the Association (1) that there has been a violation or inequitable application of any of the provisions of this agreement or (2) that there has been inequitable treatment by any act or condition which is contrary to established policy or practice governing or affecting unit members.

—A "grievant" is the unit member, group of unit members or Association making the claim.

—"Days" shall apply to working days of the grievant.

Informal Procedure:

—A grievance may be presented informally to the administrator, whose decision or action is being contested.

Formal Procedure:

Step 1: In the event satisfactory resolution is not achieved through informal discussions, the grievant may forward the written grievance form to the administrator whose action or decision is being contested. The administrator shall respond in writing within five (5) days of receipt of the grievance.

Step 2: If satisfactory resolution is not achieved in Step 1, the grievant may within ten (10) days forward the grievance form and additional written statements to the next level of Administration. A grievance so presented shall be answered in writing within five (5) days of receipt of the grievance.

Step 3: In the event satisfactory resolution is not achieved in Step 2, the grievant may, within ten (10) days forward the grievance form and additional written statements to the next level of Administration. A grievance so presented shall be answered in writing within five (5) days of receipt of the grievance.

Step 4: In the event satisfactory resolution has not been achieved in Steps 1 through 3 or that the grievance is of a multicampus nature, the grievant may within twenty (20) days forward the grievance form and all written material to the Board of Trustees. The Board of Trustees shall, within ten (10) days of receipt of the grievance, meet with the grievant for the purpose of reviewing the grievance. The Board of Trustees shall, within five (5) days after such a meeting, render its decision and the reasons therefor in writing to the grievant.

Step 5: In the event a grievance is not satisfactorily resolved at Step 4 of the Grievance Procedure and the Association wishes to proceed to arbitration the parties shall meet within ten (10) days to select an arbitrator competent in matters peculiar to institutions of higher education. Should the parties be unable to agree to an arbitrator with five (5) days of the initial meeting, the grievance will be referred to the American Arbitration Association for resolution by a single arbitrator in accordance with the procedures, rules and regulations of that Association. The decision of the arbitrator shall be final and binding.

Alternate

Step 5: In the event that a grievance relating to nonrenewal, termination, denial of tenure, merit, academic policy or personal or academic freedom has not been satisfactorily resolved at Step 4, the Association may initiate the formation of a seven (7) member "peer-arbitration panel" (hereafter panel).

A. The panel may be initiated only if the grievant had initially received a favorable decision by his/her department, division or other appropriate unit which subsequently was overturned or altered by the Administration.

B. The panel shall consist of seven (7) noninterested unit members appointed by the Association. The Association will appoint the panel within ten (10) days of receipt of notification from the grievant that the grievant wishes to utilize alternate Step 5 of this grievance procedure.

C. The Association will notify the Board of Trustees of the appointment of the panel.

D. The panel will be chaired by a neutral arbitrator whose sole duty is to conduct the hearing in accordance with the American Arbitration Association's rules and procedures.

E. The neutral arbitrator will be selected as outlined in Step 5 above.

F. The panel will conduct a hearing and issue a written decision which will be final and binding.

Rights and Responsibilities of the Grievant, Administration and Association:

No reprisals of any kind shall be taken by either the grievant, Association, or the Administration against any participant in the grievance procedure by reasons of such participation.

—Any unit member may be represented at any level of the grievance procedure by an Association member, or professional staff, or counsel of the Maine Teachers Association.

—When a unit member is not represented by the Association, the Association shall have the right and a reasonable opportunity to be present and to state its views at all stages of the grievance procedure.

—If in the judgment of the Association a grievance affects a group or class of unit members, the Association may submit a grievance to the Administration directly and the processing of that grievance shall commence at either Step 3 or Step 4 at the discretion of the Association.

—The Association may process a grievance of a unit member(s) through all steps even if the unit member(s) does not wish to do so.

—All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the unit members.

—Forms for the filing of a grievance shall be prepared by the Administration and supplied to unit members and the Association.

—All meetings and hearings under this procedure shall be conducted in private and shall include only such parties in interest and their designated representatives, heretofore referred to in this grievance procedure.

—The grievant will receive his/her salary, fringe benefits, and all other amenities received by other unit members until such time as the grievance is resolved.

—In the event that a grievance is not answered by the Administration at any Step below the trustees level in the process, the grievant or the Association may file immediately for a trustee hearing. The costs of arbitration will be borne equally by the Administration and the Association. Such shared cost shall be limited to the arbitrator's fee and expenses and the charges of the American Arbitration Association.

—The Administration shall notify the Association with one (1) day of its receipt of a formal grievance. Further, at that time the Administration will supply the Association with a copy of the grievance and all written material related to the grievance.

Responsibilities of Department, Division or Other Appropriate Units

—Each department, division or other appropriate unit shall have the following committees:

—Policy Committee (PC), shall consist of unit members, with the number determined by each department, division or other appropriate unit and shall be responsible for curriculum, mission of the department, division or other appropriate unit, academic standards and election of chairpersons as well as other traditional department, division or other appropriate unit prerogatives.

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—The Policy Committee shall be responsible for the criteria for promotion, and merit increases to all unit members.

—Peer Evaluation Committee shall consist of unit members from each department, division or other appropriate unit.

—The Professional Development Committee shall be responsible for the criteria for promotion, and merit increases to all unit members.

—Promotion Committee (PTC) shall be responsible for the criteria for promotion, and merit increases to all unit members.

—Members shall be determined by the department, division or other appropriate unit, and shall be determined by the department, division or other appropriate unit.

—The department, division or other appropriate unit shall be determined by the department, division or other appropriate unit.

—All secret ballot members of the department, division or other appropriate unit shall be determined by the department, division or other appropriate unit.

—All procedures consistent with the department, division or other appropriate unit shall be determined by the department, division or other appropriate unit.

Appointment

A. Appointment positions:

—In filling a department, division or other appropriate unit, the department, division or other appropriate unit shall be determined by the department, division or other appropriate unit.

—If a candidate for the department, division or other appropriate unit, he/she shall be determined by the department, division or other appropriate unit.

—The department, division or other appropriate unit shall be determined by the department, division or other appropriate unit.

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—The Policy Committee shall adopt criteria for promotion and tenure, evaluation, and merit and shall supply said criteria to all unit members.

—Peer Evaluation Committees (PEC) shall consist of unit members, with the number to be determined by each department, division or other appropriate unit.

—The PEC shall implement the evaluation procedure as determined by the PC and shall report the results of the evaluations to the Promotion, Tenure, and Renewal Committee (PTR).

—Promotion, Tenure and Renewal Committee (PTR) shall receive the evaluation reports from the PEC and shall submit a recommendation to the Administration.

—Membership on the PTR Committee shall be determined by the department, division or other appropriate unit. However, tenured unit members shall be in a majority on the PTR Committee.

—The department, division or other appropriate unit may determine that committees 1, 2, and 3 above are committees of the whole.

—Appointment of coordinators, team leaders, program directors and other intermediate positions of responsibility:

—All such positions shall be filled by secret ballot votes of the affected unit members of the department, division, or other appropriate unit. The length of term to be decided by the unit members of the department, division or other appropriate unit.

—All procedures and criteria shall be consistent with this Agreement.

Appointment of Unit Members

A. Appointment to bargaining unit positions:

—In filling an opening within a department, division or other appropriate unit, a candidate first must be recommended by the department, division or other appropriate unit members.

—If a candidate is not recommended by the department, division or other appropriate unit, he/she shall not be hired.

—The department, division chairperson or the equivalent shall submit the department, division or other appropriate unit faculty recommendation to the Administration. The Administration may accept or reject the recommendation and that decision shall be final. If the recommendation is rejected, the reasons therefor shall be given in writing to the department, division, or appropriate unit faculty. Further, in the event of any such rejection, the procedure specified above shall be repeated until a candidate shall have been appointed to fill the opening.

—If the Administration agrees with the department, division or appropriate unit faculty's recommendation as to a candidate, he/she shall make the appointment of that candidate to the rank and at such salary as is appropriate, consistent with the recommendation of the department, division or other appropriate unit faculty, and consistent with this Agreement.

B. Terms of Appointment:

—The terms and conditions of every appointment to a bargaining unit position will be stated and confirmed in writing to the unit member and department, division, or other appropriate unit. Terms and conditions of appointment include the following:

1. Salary and fringe benefits
2. The length of the appointment and whether the appointment is an academic year (no more than two 15-week semesters) or fiscal (11 months) appointment.

3. a. Probationary unit members shall be informed of the proportion of their time required in the areas of teaching, research and public and University service and those shall be consistent with the department, division or appropriate unit's standards for granting tenure or a continuing contract.
b. These proportions cannot be unilaterally changed, but change may be initiated by the individual with the department, division or other appropriate unit.

4. Any special understandings, modifications or extensions of current policy.
5. The nature of appointment: Probationary, with tenure, or soft-money.
6. The length of time remaining prior to application for promotion and tenure.
7. The mission statement of the

department, division or other appropriate unit.

8. The evaluation procedures of the department, division, or other appropriate unit and those of the Administration.

9. The promotion and tenure procedures and criteria of the department, division or other appropriate unit.

10. A copy of this or subsequent agreements.

—Unit members who are reappointed shall receive written notification by March 15 of all the terms and conditions of their appointment for the next academic or fiscal year.

Definitions:

—It is the intent of the parties that job security increases with seniority.

1. "Probationary Appointment" shall mean a tenure track (or for CES unit members a "continuing track") appointment of one (1), two (2), or three (3) (tenure track only) year(s) duration, subject to renewal.

—Probationary unit members may be nonrenewed only for just cause.

—The total period of full-time service prior to the acquisition of tenure will not exceed six (6) years. Previous full-time service with the rank of instructor or higher in an institution for higher education may be credited as probationary years at the discretion of the department, division or other appropriate unit.

—CES unit members must serve a two-(2) year probationary period within the University system prior to the acquisition of a "continuing contract."

2. "Tenured Appointment" shall mean the right of a unit member to hold his/her position and not be removed therefrom except for just cause.

3. "Continuing Contract" shall mean the right of a CES unit member to hold his/her position and not be removed therefrom except for just cause.

4. "Soft-money" appointment shall mean a non-tenure track appointment to a position that is the result of funding from an agency or organization which funds one-time projects of less than three-(3) year's duration. A unit member who holds a "soft-money" appointment shall not be removed without just cause.

Statement of principle:

—Unit members who receive a "soft-money" appointment shall have a seniority right to any full-time probationary appointments that are open and for which they are qualified as determined by the department, division or other appropriate unit.

CES—"Continuing Contract":

—Every CES unit member who has two (2) or more years of service shall receive a "continuing contract" upon ratification of this Agreement.

Appointment, Duties, Stipend, and Recall of Department, Division or Other Appropriate Unit Chairpersons

A. Appointment of Chairpersons:

—The department, division or other appropriate unit shall appoint a Chairperson Search Committee (CSC) consisting of between three (3) and seven (7) unit members whenever an opening for a chairperson arises.

—A majority of the CSC shall be from the department, division or other appropriate unit seeking a chairperson.

—The CSC will conduct a search and recommend a candidate for chairperson to both the department, division or other appropriate unit members and the Administration.

—The chairperson shall be elected (or rejected) by a majority secret ballot vote of the unit members of the department, division or other appropriate unit.

—If the Administration rejects a CSC recommendation, they will inform the CSC in writing stating the reasons.

—If the Unit members of the department, division or other appropriate unit reject a candidate, the Administration shall not appoint that candidate to the position of chairperson and the CSC will submit the name of a new candidate to both the department, division or other appropriate unit and the Administration.

—The process will continue until a mutually acceptable candidate is selected.

—Chairperson elections shall be convened no later than February 1 of any given

year. Chairpersons will be appointed to a term up to a maximum of four (4) years as specified by the department, division or other appropriate unit members.

—In the event there can be no agreement as to a mutually acceptable candidate for the office of chairperson of a department, division or other appropriate unit, the unit members shall have the right to elect an interim chairperson for a period of up to three (3) months renewable.

B. Department, division or other appropriate unit chairpersons shall receive a stipend of twenty percent of their base salaries for carrying out their duties. Further, the workload of a department, division or other appropriate unit chairperson shall be no more than seventy-five (75) percent of the average department, division or other appropriate unit members' workload, as determined by the department, division or other appropriate unit's Policy Committee.

C. The duties of a department, division or other appropriate unit chairperson shall include:

1. Keeping of the "official personnel file" for his/her unit members in accordance with this Agreement.

2. Chairing the Policy Committee and be responsible for convening Policy Committee meetings.

3. Coordinating the PEC's activities.

4. Supplying the PTR Committee with all material necessary for the completion of the PTR's responsibilities.

5. The scheduling of classes and the assignment of teaching and coordinating research and public and University service responsibilities of unit members.

6. Transmitting recommendations of the PTR to the designated Administrative Officers of the University.

7. Representing the department, division or other appropriate unit to the Administration in all matters covered by this Agreement.

D. Recall of a department, division or other appropriate unit chairperson:

1. A signed petition of at least one-third (1/3) of the unit members of the department, division or other appropriate unit submitted to the secretary of the Policy Committee.

2. A hearing by the Policy Committee called by the secretary at which time the unit members calling for the recall of the department, division or other appropriate unit chairperson shall state orally and in writing their reasons for calling for the recall. The department, division or other appropriate unit chairperson may respond at that time or request another date for his response or both.

3. The Policy Committee will vote by secret ballot whether to submit the recall request to all unit members for a secret ballot vote or to dissolve the recall request.

4. If the Policy Committee votes to submit the request to all unit members of the department, division or other appropriate unit, or if the petition for recall contains a majority of the unit members' signatures, the Policy Committee will prepare a ballot and conduct a recall election.

5. A simple majority of unit members voting for the recall of the department, division or other appropriate unit chairperson is sufficient for the recall. The Policy Committee secretary shall then inform the Administration that the department, division or other appropriate unit is without a chairperson.

6. The selection of a new chairperson shall take place as described in Section A. above.

Renewals and Nonrenewals

A. All probationary unit members are automatically renewed for the following academic or fiscal year unless proper nonrenewal procedures are followed.

B. Notice of nonrenewals and the reasons therefor for the next academic or fiscal year shall be offered in writing using the following dates and conditions:

1. Either, not later than March 1, of the first academic year of service if the appointment expires at the end of that academic year; or if a one-year appointment terminates during an academic year at least three (3) months in advance of its termination, whichever is greater;

2. Either, not later than December 15, of the second academic year of service if the

appointment expires at the end of that academic year; or if the appointment terminates during an academic year, at least six (6) months in advance of its termination, whichever is greater;

3. After two (2) or more years' of service notice of nonreappointment must be given in writing not later than December 15 with a one-year terminal appointment being awarded for the next academic or fiscal year.

Academic Ranks and Promotion

A. Academic Ranks:

1. Lecturer
2. Instructor
3. Assistant Professor
4. Associate Professor
5. Professor

b. Extension Ranks:

1. Extension Lecturer
2. Extension Instructor
3. Assistant Extension Educator
4. Associate Extension Educator
5. Extension Educator

c. Criteria for Promotion

—Each department, division or other appropriate unit shall develop criteria for the promotion of unit members. Further, a procedure for applying for and the processing of promotion requests shall be developed on a campus or college basis. The Association shall appoint a committee of between three (3) and seven (7) unit members to develop the procedure, within ten (10) working days of ratification of this agreement. The criteria of each department, division or other appropriate unit and campus or college procedures shall be made available to all unit members within forty (40) days of ratification of this Agreement at the time of their appointment or reappointment.

—The said procedures shall be incorporated into this Agreement.

Termination

—Definition

—"Termination" shall mean either the removal of a probationary unit member or soft-money unit member, during a contract year or a tenured unit member any time.

—Statement of principle:

—Termination of an appointment with tenure, or of a soft-money or probationary appointment, before the end of a specified term may be effected by the Administration only by showing just cause.

Procedure:

1. Termination of a tenured unit member shall occur only if the following conditions are met:

A. The Administration must show directly and substantially that the unit member has not carried out his/her responsibilities as specified in his/her letter of appointment which specifies the terms and conditions of appointment.

B. The Administration must show that a drastic deterioration in performance has taken place since tenure was awarded.

C. The Administration must show that the unit member was informed in writing that his/her deficiencies could lead to termination proceedings at least one (1) full year in advance and that follow-up evaluations were conducted.

2. Termination of a soft-money or probationary appointment before the end of a specified term:

A. The department, division or other appropriate unit must show directly and substantially that the unit member has not carried out his/her responsibilities as specified in his/her letter of appointment which specifies the terms and conditions of appointment.

B. The department, division or other appropriate unit must show that a drastic deterioration in performance has taken place since the last favorable evaluation was made.

C. The department, division or other appropriate unit must show that the unit member was informed in writing that his/her deficiencies could lead to termination proceedings at least one (1) semester or six (6) months whichever is greater.

D. Exceptions:

—This section is not to be utilized to

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terminate a unit member for grounds which fall under the protection of Academic Freedom, nor does this section apply to termination resulting from a condition of financial exigency.

E. Hearings:

1. Informal discussions shall take place prior (as specified above) to a formal decision being made.

2. The Administration shall present its position with all written documentation to a committee of five (5) unit members selected by the unit member in question.

—The unit member may present written and/or oral argument to be Peer Committee and may have representatives present from the Association. This hearing will be informal and confidential.

3. If a settlement is not reached informally, the unit member may appeal directly to Step 4 of the Grievance Procedure.

4. This article notwithstanding, all rights of the unit member and the Association are to be enforced as defined in this Agreement.

Retrenchment

A. The Board of Trustees or their designee shall meet and discuss with the Association or its designee six (6) months prior to any changes, including those involving curriculum and programs, which will lead to retrenchment. In addition, the Board shall make available any and all information related to the rationale and impact of the proposed changes.

B. Retrenchment because of financial exigency or program elimination shall follow the following outline:

1. The Administration shall not terminate tenured unit members or probationary unit members for a period of two (2) years after the crisis or program change is implemented.

2. If normal attrition does not accomplish the required retrenchment the Administration shall release university employees in the following order:

a. temporary part-time faculty, temporary full-time faculty, graduate assistants, teaching assistants, research assistants, other similar support personnel, part-time faculty.

b. Administrative staff assigned or responsible to the unit.

c. unit members.

3. With respect to 2c above, retrenchment of unit members will be in the inverse order of length of service from the most recent date of employment.

4. Before retrenching a unit member, the Administration shall make a reasonable effort to place him/her in another suitable position within the University system.

5. The Administration shall allow a unit member to retrain himself/herself for a new or open position during the notice period specified below.

6. A retrenched unit member who is 45 or more years old shall receive yearly payments to his/her retirement plan equal to the projected amount he/she would have received if employed up to age 65.

C. Anything herein to the contrary notwithstanding, the affected unit members shall be given the opportunity to reach voluntary agreement among themselves as to the order of retrenchment. Those who are retrenched by voluntary agreement in accordance with the foregoing shall have the same rights as if involuntarily retrenched.

D. Unit members to be retrenched shall be given notice in accordance with the Renewals and Nonrenewals Article.

E. A unit member retrenched from his/her department, division or other appropriate unit or college shall within a three-(3) year period of time from his/her date of retrenchment be given preference with respect to a unit member opening for which he/she applies if deemed qualified by the department, division or other appropriate unit. Retrenched unit members shall be considered prior to the general advertisement of a position.

—If two (2) or more retrenched unit members apply for the same position, preference will be given according to seniority.

—The unit member if hired shall receive the academic rank he/she held when retrenched and shall receive the salary he/she received when retrenched plus any increases received by unit members in the interim. The unit member shall carry seniority, sick leave, vacation and other

benefits to the new position.

—A retrenched unit member who received an appointment to another campus within the University system carries their tenure with them or if not tenured, is credited to the full extent of the University service to their probationary period.

F. The Administration shall keep a list of all retrenched unit members and shall supply the list to the Association. The Administration shall routinely notify retrenched unit members of faculty unit positions available.

G. Neither the Board of Trustees nor their designees shall institute a new program which is similar to a retrenched program within five years of the effective date of the retrenchment.

H. The Association may take any retrenchment plan directly to Steps 4 or 5 of the Grievance Procedure, if it is not satisfied with the rationale and implementation of a retrenchment plan.

Evaluations

A. Statement of Principle:

—Administrative prerogatives notwithstanding, it shall be the responsibility of each department, division or other appropriate unit to develop an evaluation procedure which encompasses the intent of this Article.

B. Procedure:

—Each department, division or other appropriate unit shall form a Peer Evaluation Committee (PEC) consisting of unit members, a majority of whom will be tenured members of the unit.

1. The PEC shall submit written evaluations to the unit member being evaluated and to the chairperson of the unit.

2. The PEC will consider the following elements in preparing their written evaluation: a. teaching; b. research; c. public or University service;

3. A department, division or other appropriate unit will develop criteria and procedures for conducting evaluations.

4. The PEC will submit its evaluation and recommendation for renewal to the chairperson who will submit them to the proper administrative officer.

—The unit member may submit additional material in support of or to counter the PEC recommendation.

Retirement and Insurances

A. 1. The Administration will continue the TIAA-CREF Retirement Plan in its entirety as it now exists, except that the following changes in contribution rates shall occur:

a. Employer share 15 percent of annual salary.

b. Employee share 3 percent of annual salary.

Total 18 percent.

2. The "Incentive Plan for Early Voluntary Retirement," Board of Trustees Policy adopted 1/25/78 will remain in effect.

B. Basic Group Health Insurance Plan —The Administration shall continue the Union Mutual Health and Major Medical Plan as it presently exists. Modifications in health care benefits shall occur only upon approval of the Insurance and Retirement Board. The University shall assume the full cost of the coverage up to and including full-family coverage.

C. Group Dental Care

—The Administration shall provide each unit member and his/her family with Northeast Delta's Delta Dental Plan E or its equivalent at no cost to the unit members. The actual plan and carrier to be determined by the Insurance and Retirement Board.

D. Accidental Death and Dismemberment —The Administration shall provide unit members with AD&D protection at least to the level of \$50,000 at no cost to the unit member. The specific plan and carrier to be determined by the Insurance and Retirement Board.

E. Life

—The Administration shall provide each unit member with term life insurance equal to two (2) times his or her annual salary at no cost to the unit member. The specific plan and carrier to be determined by the Insurance and Retirement Board.

F. Travel Insurance and Automotive Liability

—The Administration will provide comprehensive travel insurance and automotive liability for all unit members travelling on University business at no cost to the unit

member. The amount of travel insurance coverage shall be at least \$100,000 (or the current amount, whichever is greater). The amount of automotive liability shall be equivalent to high-option liability offered to individual automobile owners. The specific plan(s) and carrier to be determined by the Insurance and Retirement Board.

G. Long-Term Disability Insurance

—The Administration shall continue the current LTD plan in its entirety at no cost to the unit member. The current policies shall prevail. Modifications in LTD benefits shall occur only upon approval of the Insurance and Retirement Board.

H. Policies currently applicable to unit members with respect to non-TIAA-CREF retirement plans shall continue, except that wherever legally possible they will be upgraded to at least the level of those policies affecting unit members covered by TIAA-CREF.

I. Unit members currently not under the Union Mutual health and medical coverage shall have the option of remaining under their current plan or moving to the Union Mutual plan. If the unit member chooses to remain under his/her current plan, the Administration will assume the full cost of full-family coverage for that plan.

J. Insurance and Retirement Board (IRB) 1. There shall be established, immediately, a joint Association/administration Board, entitled "Insurance and Retirement Board" (hereafter IRB).

—The Board shall be comprised of five (5) members who shall be appointed in the following manner: three (3) members appointed by the Association; two (2) members appointed by the Administration. —The shall be appointed for the duration of this Agreement and shall elect a chairperson.

2. The IRB shall have the power and responsibility to investigate, evaluate, and assign insurances and retirement coverage as specified in this Article.

3. The Administration shall retain the right to sign any and all contracts with carriers.

Vacations and Holidays

A. Vacations

1. Fiscal Year Appointments:

—Unit members who hold fiscal year appointments shall receive 20 vacation days per year used at the unit member's discretion for the first 10 years of University service, and 25 days per year each subsequent year.

2. Academic Year Appointments:

—Unit members who hold academic year appointments shall receive the same vacations which full-time day students receive.

B. Holidays:

1. Fiscal Year Appointments:

—Unit members with fiscal year appointments shall receive the following paid holidays: New Year's Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving—the Wednesday immediately prior to and the Friday immediately following; Christmas day—plus four (4) days immediately following or preceeding December 25 or January 1.

2. Academic Year Appointments:

—Unit members with academic year appointments shall receive the same holidays as full-time day students.

Maintenance of Membership, Fair Share Fee, and Checkoff

A. Maintenance of Membership:

—All unit members who are members of the Association as of the date of ratification of the Agreement or who, thereafter, during its term, become members of the Association, shall, as a condition of continued employment, maintain their membership in the Association for the term of this Agreement; provided, however, that any such unit member may resign from membership in the Association during a period of fifteen (15) days prior to either the expiration of this Agreement or September 1 or any given year.

B. Fair Share Fee:

—Each unit member who fails voluntarily to acquire or maintain membership in the Association shall be required to, as a condition of employment, beginning on the date of attaining regular University employee status or September 1, 1979,

whichever occurs later, to pay to the Association a "fair share fee" as a contribution toward the administration of this Agreement and the representation of such employees. The fair share fee shall be the same amount and payable at the same time as the Association regular dues.

C. Checkoff:

—The Administration agrees to deduct in monthly installments the regular dues or the fair share fee of the Association from the pay of those unit members who individually request in writing that such deductions be made. The amount(s) to be deducted shall be certified in writing by the Association by August 10 of each year. The Administration shall remit monthly the aggregate deductions, together with an itemized statement containing the names of the unit members from whom the deductions have been made and the amount so deducted from each one. The aforesaid remittance shall be made by the 15th day of the month following the month in which such deductions have been made.

Miscellaneous Provisions

A. Tuition Waivers:

—Unit members shall receive a tuition waiver of up to six (6) credit hours per semester or summer session.

—Dependents of unit members shall be permitted to enroll as full-time, part-time CED, or summer session students of the University without payment of tuition.

B. Use of a Personal Automobile:

—Any unit member who uses his/her personal automobile for University business shall receive reimbursement by the University at the rate of 25 cents per mile.

C. Bargaining Unit Work:

—Without the express written consent of the Association, bargaining unit work will be performed by unit members.

D. Right to Outside Employment:

—Unit members shall have no restrictions placed on their right to seek and to accept employment outside of their specific University assignment.

E. Past Practice:

—Unit member benefits and working conditions now existing and not in conflict with this Agreement shall remain in full force and effect.

F. No Discrimination:

—The Administration agrees not to discriminate with regard to race, creed, color, religion, family status, national origin, sex, age, or political activities. Further, the Administration shall not discriminate against any unit member as a result of the proper exercise of his/her rights guaranteed under Maine law.

—Further, this section will automatically expand to encompass any rights or privileges afforded citizens by the courts or legislative bodies of the state or nation.

G. Adequate "Tools of the Trade":

—All unit members shall be supplied by the Administration with the "Tools of their Trade" which shall as a minimum include a secure office, desk, file cabinets, telephone, and a secretary.

Separability

—In the event that any provision of this Agreement is found to be inconsistent with existing statutes or ordinances, the provisions of such statutes or ordinances shall prevail and, if any provision herein is determined to be invalid and unenforceable by a court or other authority having jurisdiction, such provision shall be considered void, but all other valid provisions hereof shall remain in full force and effect. Negotiation on the provision(s) found invalid shall commence within ten (10) days of the finding upon request of either party.

Term of Agreement

—This Agreement shall be effective as of (approval date), and shall remain in full force and effect until August 31, 1980.

Glossary:

"Unit member" refers to all members of the Faculty Bargaining Unit as defined in the recognition clause of this Agreement.

"Association" refers to the Associated Faculties of the University of Maine/Maine Teachers Association/National Education Association (AFUM/MTA/NEA).

"Administration" refers to the Board of Trustees of the University of Maine and/or their agents.

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by Charlotte

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Th Life A

Women's volleyball team enjoying successful season

by Charlotte McAtee

The most successful team on campus over this fall sports season has a 20-6 record. They have two players over six feet tall and bench strength the coach says allows substitution with confidence.

This talented group is the Maine volleyball team.

The lady bears will be competing in the state championship here this weekend. The matches will be held in Lengyel Gym. UMO is the clear favorite, having amassed an 11-0 state record this year.

"If we play up to par, we should be state champs," said coach Janet Anderson.

Of the 15 games played against out-of-state opponents, Maine has beaten all the New England universities they have played (UVM and UNH). Anderson's major goal is to "get volleyball more exposure on campus."

After a season with very few home matches, Anderson hopes to have more contests on the Orono campus next year, including UMass and UVM.

"Volleyball is a very exciting spectator sport," Anderson said. "We've had games here with 350 attending. They really get involved in it. That's what we need."

Seven of the 12 players on the squad are from Maine, an unusual fact when one considers the level of school volleyball in the state, most of which is on the intramural level.

A meeting is held at the beginning of the school year for those interested in playing on the collegiate level, Anderson said.

"Kids that are interested in playing will seek you out," she said. "Experience helps, but the most important thing is a high degree of motor skill. It can be developed."

"One of the best players I've ever coached never even saw volleyball before she came here. She became one of the best

players, not only here, but in New England.

"For the first two weeks of practice and tryouts, we look for the girls who handle themselves the best. We work on the basics—passing, serving, spiking. The last week it's narrowed down to 18, then the final 12 are chosen.

"This team is the most complete squad I've ever had. I have 12 players I can put in anytime and not worry about weakening the team. The players really complement each other. I've never had the pleasure of such a strong bench before."

Barb Cummings and Wendy Farrington, at 6' 1" and 6' 2" respectively, would seem to be an obvious strength for the Black Bears.

"It's intimidating for an opposing team to be facing that height across the net," Anderson said. "But I have short players who handle the ball very well. One of our setters, Linda Scibilia, was an MVP in high school, and she's 5' 5".

"Setters in volleyball are like quarterbacks in football. They set up the offense and pass the ball," said Anderson.

"You have to build your strengths. Of course everyone wants to copy the Oriental style of play with their fast high-powered offense. The term power volleyball refers to speed. That's what we try to play, but tailored to our group. We have our offenses and defenses set up to exploit our strengths and hopefully hide our weaknesses."

The season will come to a close this weekend with the state tournament, which begins tonight at 5:30 p.m.

In the opener UMPI takes on Husson and UMF challenges UMM. The second round begins at 6:30 p.m. and pairs UMO with Unity and Bates with USM.

The host Black Bears have won the state title five years in a row before UMPI dethroned them a year ago.



Spike The women volleyballers will try to recapture the state title this weekend, that they lost to UMPI in 1977 (Photo by Bill Mason).

Skaters seek second win tomorrow at St. Thomas

by Stacy Viles

The UMO hockey team takes to the ice in New Brunswick this Saturday against St. Thomas and hopes it can keep up a winning pace.

Last year St. Thomas was in a junior B league and won the championship with a 13-7 record. The team is in the process of re-entering the Atlantic Intercollegiate League.

St. Thomas took a leave of absence in 1976 because, from an "athletic point of view, we weren't being as competitive as possible," said head coach Rev. Paul McGrattan.

They have a 1-4 record, with the win coming over New Castle, a team in the senior league in New Brunswick.

They suffered defeats at the hands of the universities of New Brunswick, Acadia, and Mt. Allison.

Maine defeated both UNB and Acadia last year with scores of 6-4, 8-6, and 7-5, 7-5.

Against Mt. Allison last weekend, Maine skinned by with one win, in which center Gary Conn scored all five goals, and a tie. Conn scored the tying goal in the last six seconds of the game.

"Knowing how close we came with the win and the tie," said coach Jack Semler, "we're going up there more cautious and more prepared."

Semler not only had great praise for Conn, his top scorer last season, but also for the Kent Lannan, John Tortorella, Jon Leach line saying that they "really hustled. They were an inspiration for the rest of the team."

"We're looking forward to it," said McGrattan of the upcoming contest. "We lost a couple of games by just one goal. We're quite optimistic, and we hope to pull an upset. They (UMO) will be strong. We're skating against a team with intercollegiate experience, and we're just getting our feet wet. That's putting it nicely—we hope to clobber you."

Sports Shorts

Kelly honored

Black Bear defensive lineman Jay Kelly was an honorable mention pick on this week's Yankee Conference weekly All-Stars for his outstanding performance against the powerful Delaware Blue Hens. Kelly, a 6'3" 226 senior from Randolph, Mass., had perhaps his finest game in a Maine uniform last Saturday as he was in on eight tackles, recovered two Blue Hen fumbles, blocked an extra point attempt and also blocked Delaware's only field goal try.

Hoop squad to hold second scrimmage

Skip Chappelle's Maine Black Bears will hold their second intra-squad scrimmage of the pre-season tomorrow at 9:45 a.m. in Memorial Gymnasium. The Bears will break up into blue and gold squads with the following players in preparation for their season opener, just two weeks away at Providence College. The Friars open this Monday at home against the touring Yugoslavian National Team.

Blue Squad

Tom Brown
Bob McLaughlin
Gary Speed
Clay Gunn
Roger Lapham
Kevin Nelson

Gold Squad

Sammy Towns
Rick Boucher
Jim Mercer
Dave Wyman
Rufus Harris
John Joyce

Maine foes dominate Lambert poll

This week's Lambert Cup ratings add even more fuel to the fire for the argument over Maine being out of their class with the teams they face in football. Six of the top ten schools in the Lambert balloting play the Black Bears as Lehigh, Rhode Island, Massachusetts and Delaware are ranked one through four with Boston University and New Hampshire coming in seventh and ninth respectively.

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Struggling Bears to battle defending national champions in home finale

by Greg Betts

The fans in attendance at Alumni Field this Saturday are in for quite a show as the defending national football champions ramble into Orono to take on the Maine Black Bears.

No, Dan Devine and the Fighting Irish aren't flying up for the weekend from South Bend, but the prospects aren't much better for Jack Bicknell and squad as Lehigh University will play Maine in the final home contest of the season.

The Engineers were 12-2 a year ago when they defeated Jacksonville State 33-0 in the Pioneer Bowl to capture the 1977 Division II national title. ABC-Television Div. II Coach of the Year John Whitehead has 11 starters returning from last year's powerhouse, and the picture continues to be bright in Bethlehem, Pa. as the Engineers have a 7-2 season record and are ranked number one in this week's Lambert Cup standings and fifth in the Div. IAA national rankings.

With all these impressive credentials, and along with the fact that Lehigh defeated Delaware 27-17 earlier this year, Jack Bicknell doesn't believe they're quite the team the Blue Hens are.

"My coaches and I feel Lehigh isn't as fast as Delaware, not even in the same ball park from a speed standpoint," said Bicknell. "They just aren't as intimidating as Delaware is. Lehigh is extremely physical though and a very big football team, and they're pushing to get into the playoffs again this year. So obviously it's very critical that they play well Saturday."

"Since C.W. Post gave them a tough game last week-end and a real scare, that's not good from our standpoint. Their coaches have probably been reminding them of that close call all this week."

The Engineers run a wing-T offense, similar to that of Delaware's, which gave Maine fits last week. Bicknell said their quarterback Rich Andres "is not a bad one." Andres throws the ball fairly well and really likes to run, evidenced by his 277 yards rushing this year, second highest on the club. The 5'11" 175 junior was a backup last year to Mike Rieker, who was drafted in the sixth round by the New Orleans Saints.

Andres has completed 46 percent of his passes for 1,139 yards and 10 TDs, with his primary receiver being All-American split end Steve Kreider.

A legitimate pro prospect with 4.5 speed and "an uncanny knack for losing defenders in the end zone," Kreider rewrote the Lehigh record books last year with 53 catches for 1,181 yards and 12 TDs. This year the 6'3" 195 senior has been keyed on by opposing defenses resulting in a drop in his statistics for this year, with 36 receptions for 592 yards and seven scores.

Rugged fullback Mike Ford leads a hard-running backfield with 344 yards. With an NFL size offensive line in front of them, Ford along with Pete Deluca and Joe Rabuck, has been running over and around people all season long.

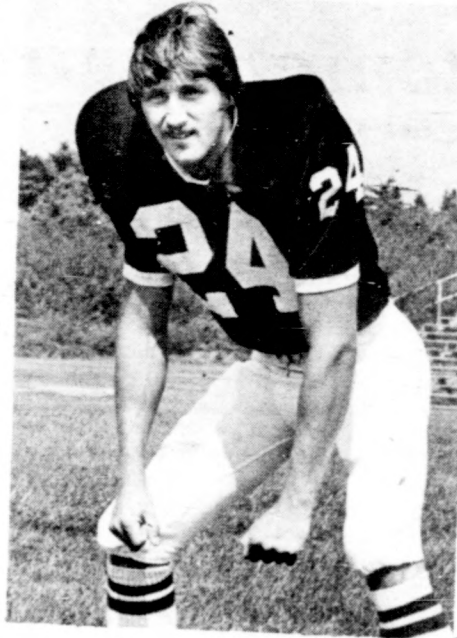
Unlike Maine, who has been devastated

by injuries this year, Lehigh has been fortunate not to lose any key personnel this season.

This week's injury report sees the Bears still without noseguard Tom Keahon. Offensive guard Mike Wesko (hyper extended elbow) and tight end Dave Higgins (ankle) were injured during the week in practice and both are questionable for Saturday. Joe Lipinski (ankle) and linebacker Steve Vermette (shoulder)—out for the past five weeks) are both listed as probable.

Saturday's game will be the last home appearance in a Black Bear uniform for such familiar names as Keating, Leroy, Kelly, Marquis, Hodgson, Cosgrove and Harrison, just to name a few, and this may be a factor in the home team's performance.

"Since this is the seniors' last home game, I'm looking for a great effort," said Bicknell. "When you play a National Champion, you look at it as an opportunity to do something special. There would be no better time than now for our kids to come up with a super upset."



Steve Wood

The veteran Black Bear could finish as the top punter in the conference as he sports a 36.5 yard per kick average just behind league leader Sean Weeks of BU with a 36.7 yard mark.



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Libra (Sept. 22-Oct. 21)	1-212-956-5090	Scorpio (Oct. 22-Nov. 21)	1-212-956-5090
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Engineer offense

SE	Steve Kreider	6-3	195	Sr.
LT	Chris Malica	6-2	230	Sr.
LG	Jim Marlbacher	6-1	230	Jr.
C	Rick Adams	6-4	240	Sr.
RG	Matt Seasholtz	6-2	220	Sr.
RT	Dave Marione	6-4	245	Jr.
TE	Dave Rarig	6-3	215	Jr.
QB	Rich Andres	5-11	175	Jr.
LH	Pete Deluca	6-0	205	Jr.
RH	Matt Ricketson	5-10	180	Sr.
FB	Mike Ford	6-2	200	Jr.

Engineer defense

LE	John Butkus	6-5	225	Jr.
LT	Eric Yaszemski	6-1	235	Jr.
RT	Eric Merrill	6-4	245	Sr.
RE	Mike Crowe	6-1	235	Soph.
LB	Bruce Rarig	6-2	215	Soph.
LB	Bill Bradley	6-1	225	Sr.
LB	Jim McCormick	6-2	220	Jr.
DHB	Dale Viochee	5-11	185	Sr.
DHB	Andy Robinson	5-11	185	Sr.
SS	Carl Reese	6-1	195	Sr.
FS	Kleith Conley	6-1	190	Soph.

Lehigh results (7-2)

Lehigh 23	Westchester 20	Home
Lehigh 17	Slippery Rock 0	Away
Lehigh 38	Colgate 7	Home
Pennsylvania 21	Lehigh 13	Away
Lehigh 27	Delaware 17	Home
Lehigh 27	Davidson 21	Home
Lehigh 14	UMI 10	Away
Bucknell 13	Lehigh 6	Home
Lehigh 24	C.W. Post 22	Home

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