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Half House Setting
First 1900 tickets sold have "Party Pit"
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I kept getting requests to do a "Top Ten Reasons Why Valentine's Day Sucks," but figured it was too jaded and unoriginal even for me. Besides, when thinking about it I kept recollecting Dwight Yoakam lyrics and listening to Dwight always makes me thorny. When I get thorny I start thinking about beer and when I drink beer, I forget all about the Top Ten. Besides love is a pendulum—and it's simply timing that dictates whether or not love swings to your side when Valentine's Day rolls around. It would be unfair to condemn the holiday on bad sense of timing alone. Still, I know there are people out there who have made poor choices and still need advice about their relationships. To those seemingly condemned I dedicate this week's Top Ten. Remember ladies, you can also use most of these ideas on the lost in your life.

Top Ten ways to let her know it's not working out

by ASENCION RAMIREZ
OPINION EDITOR

10. Egg and toilet paper her car.
9. Offer to take her to the state penitentiary to get a tattoo.
8. Call her and ask her if her roommate is busy Friday night.
7. Take her out to dinner and try to pick up on the waitress.
6. Tell her she makes you think about beer and pornography.
5. Kidnap her prized Paddington Bear and donate it to ASBSU.
4. Send her a same-sex stripper.
3. When giving each other pet names insist on calling her "Susan."
2. Tell her you want to have a baby. When she says she's not ready tell her, "This isn't about us! I want to have a baby!" and pat your beer belly. Tell her, "It's not me, it's you!"
1. Tell her, "It's not me, it's you!"

P.S. "Susan," it's not me, it's you.

Jonny ponders the universe?

Spinning out of control I inadvertently crashed landed into a question for which I had long had only the answer. Will the states of our unrest reveal our missing question and materialize our inherent truths?

Higher Education by LISA GOETZMAN

"You'll never see anyone come out of Drizd, what do you think they do in there all day?"
Racists in Nampa brought up on charges, but it’s the quiet ones you have to watch out for

by ASENCIION RAMIREZ
OPINION EDITOR

Last Wednesday, charges were filed against six Nampa men accused of violating the civil rights of several Nampa Hispanics, including two young boys. It was reported that the accused took pleasure in chasing the children up and down the streets of their neighborhood. If convicted, the men face tens of thousands of dollars in fines and up to ten years in prison.

But will convictions serve to change attitudes in the Treasure Valley?

Truthfully, the most vicious acts of discrimination are subtle and more detrimental than insults and threats. The most dangerous obstacles Idaho faces are unchanging, anachronistic attitudes. Unfortunately, changes in attitude cannot be legislated and unless certain admissions are made, improvements in the area of race relations will be long in coming. These admissions are not secrets kept privy for theorists and self-anointed spokesmen of the people. They are, one must admit, difficult to accept, but all the same they are necessary if the dream Dr. King and others envisioned is to come true.

It starts in the schools

It is becoming more and more apparent that with the growing complexity of today’s economy, parents are increasingly absent from their children’s lives. The role schools play in educating this state’s future citizens remains extremely important.

However, schools in Idaho appear content to treat Hispanic and other minority students like second-class citizens, carrying out a pervasive, silent discrimination. Nationally, the dropout rate for Hispanics is one in five, and Nampa schools do worse than that. A 1995 study by BSU professor Dr. Richard Baker revealed that Nampa schools suffer from a 67% dropout rate. Elsewhere across the state other districts squeeze out Hispanics, shaking those students up as failures, unredeemable and trouble-makers. Rather than face their own shortcomings, districts instead choose to blame the student.

Granted Nampa school’s have taken steps to rectify the problem— including hiring an outside consultant—but the message has been sent, “The establishment can treat Hispanics as underserving of basic human rights.” This failure will take a long time to rectify.

BSE slander suit comes up just BS

by BRANDON NOIDA
COLUMNIST

There are certain items that never seem to get scarce in America: food, bad television programs, b.s. and trials, especially those last two. Judging from the last few years, the American specialty seems celebrity trials. What I find interesting about this trend is that if a celebrity doesn’t happen to be on trial that week, we as a people find a legal proceeding over some volatile issue and turn its participants into celebrities—self-fulfilling fame, as it were.

Fortunately, in this time of presidential sex-capades and a Winter Olympics plagued by time zones, we have a new persona in court already. As many of you are undoubtedly aware, Oprah Winfrey has been sued for slander by a conglomeration of cattlemen and ranchers’ associations. Witnesses sit under the microscope as we speak, testifying this or denying that, and who can blame them? Ms. Winfrey is being charged with the simple statement of a talk show host.

According to my handy Webster’s dictionary, slander is defined as “the utterance of a falsehood that damages one’s reputation.” Where this suit can fail, and probably will is in proving the first part of that definition. Oprah did not say, “Don’t eat beef, or your brain will turn to goo.” She did not recommend that everyone go vegetarian, or even that people should cut back on their Big Mac intake. She simply said that she wouldn’t eat hamburgers any more. The suit is presently focusing more on the comments of Howard Lyman. From what I have seen about them, the worst that vegetarian activists could be accused of is jumping to conclusions and/or faulty logic.

At heart, this is a fight about spin. After all, Oprah has never made any claims to ironbound accuracy, nor should she. Hers is a talk show, devoted to opinions and discussion, and in no way should it be mistaken for a news program. Statements made on her show should, in the absence of factual material backing, be considered with a grain of salt. The assorted grove of plaintiffs levying this case against her seems to be doing so out of frustration that their spin-meisters have been unable to contradict the simple statements of a talk show host.

Call it what you will. I’m feeling rather optimistic at the moment, so I’ll hail it as a backhanded tribute to the American system. After all, in essence, the cattlemen are complaining that their combined economic might—all their money and ad campaigns—have been damaged by one person. This person is a black woman who rose from poverty to achieve a level of power over which most politicians turn green when contemplating. The power of free speech is a wonderful thing to behold.

Did somebody say McDonald’s?
How's your approval rating lately?

by DAMON HUNZER
COLUMNIST

I've become increasingly tired of hearing about how popular President Clinton is, despite the endless accusations surrounding him. The further he distances himself from the American people, the more I appreciate the people who stand up and say, "No, not necessarily. It's not possible to be a moron in spite of the public's support. Just look at Kenny G. And if everybody in ancient Greece decided the legend of Poseidon was true, does that mean a bunch of formerly mythological gods would suddenly live in a palace beneath the sea? Perhaps, but I doubt it, because ocean property is too expensive for people who make their living by summoning statues to life. So why do we mindlessly ask people if they believe the legend of the goddess Libertine is true?

I mean, if Bill Clinton committed perjury, Congress has the constitutional duty to fire him. But people don't perform their duties any more without checking in with the public. A few days ago, I received a letter and a survey from something called the Center for American Values. According to them, this is my "best chance to play a key role in removing Bill Clinton and Albert Gore from office." After I fill out the opinion poll, it will be delivered to Congress, whereupon our representatives will say, "Holy crap! Damon Hunzeker died in Texas on April 20, 2000, due for execution in Florida on March 30. In safeguarding women rights right and necessary? "Historically we've defined being civilized as being protective of women, because men are aggressive and women aren't made that way," states Phyllis Schlafly, president of the Eagle Forum, a traditionalist policy group. Society has definitely changed. Anyone who commits murder is not civilized, and death by a pickax sounds pretty aggressive to me. Someone needs to explain this to Mrs. Schlafly.

So after these enlightening facts, does a woman's life deserve special treatment? I'm glad Karla Tucker was spared because of her sex. She committed the crime; equality should realize and accept equal consequences. The public was divided, but the U.S. Supreme Court and Texas Gov. George Bush did not intervene.

Although the percentage of women on death row is low, two more female murderers face lethal injection in Texas since the Civil War. Although women account for 13 percent of murder arrests nationwide, by the end of last year only one woman had been executed since the death penalty was reinstated in 1976, compared to 400 men. Forever, women have been shuffling for equality, but where the death penalty is concerned women are far from equal to men.

What do these percentages suggest? Some would say we live in a society that protects women. From this viewpoint, I agree. If a woman commits a crime, as did Tucker, she shouldn't be treated any differently than a man who has committed the same act. The public was divided, but the U.S. Supreme Court and Texas Gov. George Bush did not intervene.

Although the percentage of women on death row is low, two more female murderers face lethal injection soon: Erica Shepard, 24, set to die in Texas on April 20, 2000, due for execution in Florida on March 30. In safeguarding women rights right and necessary? "Historically we've defined being civilized as being protective of women, because men are aggressive and women aren't made that way," states Phyllis Schlafly, president of the Eagle Forum, a traditionalist policy group. Society has definitely changed. Anyone who commits murder is not civilized, and death by a pickax sounds pretty aggressive to me. Someone needs to explain this to Mrs. Schlafly.

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BU to sponsor national eating disorder screening program

Boise State University will join hundreds of colleges across the country in the second annual National Eating Disorders Screening Program during Eating Disorders Awareness Week Feb. 23-28.

The BSU counseling and athletic departments are co-sponsoring a free program from noon to 4 p.m. Feb. 25-26 at the Wellness Stop in the BSU Student Union Building.

For more information call screening coordinator Carol Pangburn at 385-3089.

OELA moves meetings to Wednesdays

The Organization de Estudiantes Latino-Americanos (OELA) has moved its meetings to Wednesdays at 5:30 p.m. in the Student Union Building. This week the club is having a pizza party.

Members are also looking for people to help with Cinco de Mayo. Call 385-4643 for more information.

University reports largest spring enrollment in history

Boise State University's growth continues this spring when the school enrolled 15,384 students, the most ever for a spring semester and a three percent increase over last spring.

Enrollment typically drops during the spring, but this year BSU was up 83 short of enrolling as many students as it did last fall.

The spring enrollment total is 382 students more than a year ago and 1,011 more than two years ago.

Boise State's enrollment has increased in a variety of areas, from full-time freshman to full-time graduate students, said Mark Wheeler, dean of enrollment services.

"This is the third consecutive semester we have had a record enrollment. A more stable enrollment from fall to spring leads to the kind of managed growth we want," said Wheeler.

Compared to last spring, undergraduate enrollment increased 2.1 percent and graduate enrollment increased 7.7 percent.

Of BSU attendees this spring, 12,072 are undergraduates; 2,589 graduate students; and 723 enrolled in applied technology programs.

Japanese culture and business featured at annual fair

Business and culture will be on display at the third annual Japan Fair set for 1-5 p.m., Sat. Feb. 21 in the Boise State Student Union Lookout Room.

The consulate general of Japan in Portland, Ore. is sponsoring the fair, and will feature a "panel discussion at 1:20 p.m. on how Idaho firms can conduct business in Japan.

Other events include demonstrations of Japanese dance, flower arrangements, a tea ceremony and aesthetic principles in art.

The event is free and open to the public. For more information, contact the BSU anthropology department at 385-3023.

Funding available for child abuse/neglect prevention programs

The Idaho Children's Trust Fund provides grant applications for public or non-profit child abuse and neglect prevention programs. The maximum grant award for the 1998-99 funding cycle equals $5,000.

Completed paperwork must be returned to the Trust Fund by April 15, 1998.

Applications may be requested by:
- mail (P.O. Box 2015, Boise, ID 83701)
- fax (208-386-9995)
- or phone (208-386-9317)

The Idaho Children's Trust Fund has supported child abuse and neglect prevention efforts around the state since 1985.

Local grant funding comes from individual donations, most from a voluntary line item of the Idaho state income tax form. All contributions to the Trust Fund are tax-deductible.

Colombo to perform benefit concert

Colombo will perform at the Union Block Building Friday, Feb. 20 for a benefit concert, raising funds for the Owyhee Canyonlands Coalition.

Colombo's diverse musical influences range from classical to jazz to folk. The group's newest release, Stomp, showcases four of the band's songwriters and recently reached number six on Rocket Magazine's Northwest Top 20 list.

The concert is open to all ages and tickets are available at the Record Exchange for $12. The show begins at 9 p.m.

The Owyhee Canyonlands Coalition is a group of conservationists and sportmen striving to protect the high desert in southwestern Idaho from the damage caused by Air Force training maneuvers.

For more information on the Coalition, call 343-8153.

English department calls for writing submissions

by SHAWN GROSSMAN SPECIAL TO THE AMBIER

The William Anderson Writing Awards competition for original works of fiction is open to all Boise State University students interested in early prizes and the opportunity to gain recognition for their work.

Stephanie Cox with the English department says local author Anderson created the competition to "encourage, stimulate and support young writers in our community."

Entries must be previously

bucket continued on next page
The first annual ASBSU Bear Drive brought in a variety of stuffed animals last week, an event marking the end of the student government’s first community service project of 1998.

Senators urged students to donate bears to needy children at the Boys and Girls Club of Ada County, the Valley Crisis Center in Nampa and the Ronald McDonald House in St. Luke’s Hospital. A Boise for help. Stores including Toys R Us, K-Mart, Hobby Town USA, Toy Crafters World, A Children’s Store and Rite-Aid donated bears, and Albertson’s provided the drive with a $50 dollar gift certificate.

Farrugia also recognized the Scottish American Club and Pre-Medical Majors Club for their help, as well as other student groups.

Organizers placed several boxes around BSU for toy donations. Due to the success of the event this year, Farrugia says that “it will definitely happen again.”

In more senate news, Farrugia announced her intentions to hold a student forum addressing the issue of overload fees. A date has not yet been set.

Senator members also looked at legislation last week. Bill No. 17 was sent to ASBSU President T.J. Thomson for signature. The bill requests that some ASBSU funds go toward prize money for the Diana Lamm Bone Marrow Drive.

Bill No. 18 was amended to give the Music Educators only $300 for their national conference. And Bill No. 19 asks the senate to dedicate $1,000 to the Physical Education Majors Club for the upcoming American Alliance for Health, Physical Education, Recreation, and Dance National Convention.

The Biology Club plans to hold a bone marrow drive in her honor. Frank Pagan, a club member, describes the late professor whose teaching methods produced “a lot of doctors because Lamm... had a very nice touch... she was a very caring individual.”

Friday, Feb. 20 from 10 a.m.-2 p.m. in the Brick/Boyington Rooms of the Student Union, medical personnel will draw blood for placement into a nationwide database.

Pagan says the event is actually a Bone Marrow Registration Drive. He explains that sponsors will extract blood and send samples in for matching. If a volunteer’s blood is found suitable for a cancer patient, medical personnel will ask them to consider donating bone marrow.

Pagan recounts the story of a woman who contributed some of her marrow to a four-year-old cancer patient some years ago, and the child lived. Later, her parents had another child, who also suffered from cancer. They asked the woman to again give away some marrow, this time for the second child. She did, both children are alive, and the family considers the woman their best friend.

“You’re giving someone a chance at life again.”

Marrow drive tests people for matching genetic material
club sponsors event in recognition of deceased BSU professor

Boise State University chemistry professor Diana Lamm died last year of cancer, and now the Biology Club plans to hold a bone marrow drive in her honor. Frank Pagan, a club member, describes the late professor whose teaching methods produced “a lot of doctors because Lamm... had a very nice touch... she was a very caring individual.”

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“You’re giving someone a chance at life again.”
Drug and alcohol policy provides

Quick access to powerful narcotics can pose a challenge for some drug addicts, but for an estimated ten percent of chemically-dependent nurses, the next high sits as close as the nearest medicine cabinet.

In an effort to address potential substance abuse within the medical profession, Boise State University’s nursing program implemented the campus’ first department drug and alcohol policy last fall.

The Policy and Procedure for Chemically Impaired Student Nurses establishes a course of action for student nurses seeking help for their drug problems. Under the new measure, nursing majors facing that obstacle will receive a helping hand from administrative and teaching faculty when they decide to kick their habit.

Two years ago, several BSU nursing students approached the university’s Student Affairs Committee for a clear, comprehensive procedure for nursing faculty when dealing with drug and/or alcohol problems facing their majors.

For the next year nursing professors Cindy Clark and Carmen Adams wrote various drafts of the Policy and Procedure for Chemically Impaired Student Nurses. They consulted frequently with students, faculty, university officials and the State Board of Nursing to develop a strong, effective process for dealing with addicted student nurses.

After lengthy debate, student nurses now have a clear understanding of department drug and alcohol policy, and treatment resources should they want help overcoming their addictions.

"The purpose of the policy is certainly to insure client safety, but it is to benefit students," Clark says. According to recent research, about ten percent of American Registered and Licensed Practical Nurses are chemically dependent. Clark points out that the number of drug-addicted nurses is comparable to drug use by the general US population, but the accessibility to drugs on the job and intensity of the work mean it is crucial to address drug abuse early on in the medical profession.

"Chemical dependence [within the nursing profession] is not tremendously high. But because of access to narcotics, because of stress... those are indicators to say that we want to reduce substance abuse as much as we can," Clark explains.

When nursing majors face a chemical addiction, the new policy assures faculty assistance for those seeking rehabilitation, without the risk of suspension or expulsion from the nursing program.

"The message really is one of concern for the students and the patients they serve," Clark says.

Future RNs and LPNs who seek support from staff for drug or alcohol dependence will be referred to a list of area counselors and programs specializing in chemical addiction. Faculty members who suspect a student’s chemical abuse can also refer them to a counselor. If deemed chemically dependent, students will be required to complete a rehabilitation program, and record of the chemical addiction will be documented in their academic file.

If any concern persisted about the slapping of a scarlet letter in drug-dependent nurses’ files, Clark says students voiced no objection, and she personally would hire a nurse in spite of a history of drug addiction. "I have heard some employers say they appreciate that kind of honesty," Clark comments.

The policy, she says, isn’t an attempt to police students, but should a chemically dependent nursing major fail to complete a rehabilitation program, be or she risks possible suspension and/or expulsion from the nursing program. The policy’s guidelines resulted from...
If you have Genital Warts
(the fastest growing sexually transmitted disease)

ask your doctor about...

a patient-applied treatment for genital warts.

Please see accompanying brief summary of patient information.

Most local skin reactions are mild to moderate and include erythema, erosion, flaking, edema, scabbing and induration at the wart site.

Most common application-site reactions were itching (26%), burning (16%), and pain (4%) at the wart site.

3M Pharmaceuticals
Professors may fight bitterly over "dinner and a movie"

by KELLY WELLINGTON TALL
NEWS EDITOR

SU faculty and staff have voiced mixed reactions to Governor PhilBart's proposed five percent salary increase for all state employees. Under the governor's plan, approximately half the raise would be distributed across the board equally, with the remainder set aside as "merit pay," to be awarded at the discretion of supervising administrators.

Method behind the madness

Lindsay Nethern, Communication Director for the governor, explains that Bart "is trying to reward people for doing superior work."

However, state workers argue that lawmakers deprived them of a salary increase last year. The legislature defended itself by saying it needed to pay for flood cleanup in eastern and northern Idaho. Now, workers claim the state is two years behind in funding a cost of living increase, and the state expects them to accept a two percent raise as sufficient.

The bill, Senate Concurrent Resolution No. 122, says the legislation "adopts the Governor's FY 1999 CEC [Change in Employee Compensation] recommendation of 5%. This recommendation would increase the pay line by 2% and distribute the balance on a merit basis."

Something meritorious this way comes

Boise State University employees bold under three headings: classified, professional and faculty. If the bill passes, administrators would boost classified staff to a new minimum base salary by increasing their pay by two percent. A two percent raise for classified staff united on one principle: the system needs improvement.

Dr. Harry White, interim and Associate Dean of the College of Business, describes the faculty pay increase process as one that "may

Those recommendations then go from the dean to Jones for final approval. Jones explains that this year's merit increases would not constitute a one-time raise.

"This is an adjustment to the base salaries. These are ongoing funds until the next time the legislature sees fit to change the funding," he says.

The winter of our discontent

So far, says Jones, the Senate has approved the five percent CEC bill. It passed its third reading in the House last Wednesday, and Friday, Feb. 13, it was well on its way to the governor's desk.

Jones acknowledges discontent among university employees when it comes to pay raises. Without a one-year last, many feel Idaho lawmakers overlook the need to keep up with the cost of living, as well as providing incentives for excellent work. Jones says state SBO officials have told the legislature about the serious need to address employee salaries. Even the State Board of Education considers the issue one of its highest priorities.

"The challenge of the legislature is to find dollars to keep pace with the need," Jones points out.

He says that BSU's location in Idaho's largest metropolitan area means there are plenty of jobs outside the state realm. With salaries on the rise, people can find higher-paying careers in Boise without forfeiting their standard of living.

Therefore, due to declining employee retention, Jones states that "we are grateful for any help the legislature can provide."

From each according to his ability to each according to his need

When it comes to determining merit increases, most Boise State faculty stand united on one principle: the system needs improvement.

Dr. Harry White, Interim and Associate Dean of the College of Business, describes the faculty pay increase process as one that "may

He says he understands that Idaho's government deals with fiscal problems, but comments that "it's just not included in the system to reward outstanding faculty members."

White says the state legislature "must increase salaries for outstanding faculty to do their best and reward them for their efforts."

"If you don't have a carrot dangling in front of you, you have a problem," he says. "And they wonder why they're having trouble keeping state employees."

"It's deja vu all over again"

Educator professor Dr. Norma Sadler agrees, saying that one reason for high employee turnover results from the legislature's treatment of pay and gender equity. Sadler says Boise State last year for back pay and damages, claiming that her male counterparts had been earning more than she since her arrival on campus in 1973.

"The suit is currently going through pre-trial motions, but after proceedings last year, the jury did award Sadler $74,000. She now awaits the judge's ruling on the possibility of

is more out of line than an assistant professor's."

"Our full professors are further removed from the national average," he says.

This happens when universities search for new professors, often those just graduating from school. To attract fresh, quality instructors, Barrs, university officials must offer a salary equal to the national average, or job seekers will bypass Boise State for better-paying positions.

He comments that it would take a large amount of money to equalize long-time professors' salaries with those of new instructors, but he would like to see it happen because veteran professors "have literally given a lifetime to the university."

Overall, Barrs says, if people were to track faculty salaries in Idaho's higher education institutions, they would find that pay has lagged far behind the cost of living. And especially with the raise last year, Barrs says he has seen "a tragic impact on people's morale" because the state has provided them with little to work their hardest.

Just when you thought it was safe to go home...

I

The merit increase proposal for state employees does not only affect professors. Students will pay, as well. If lawmakers pass the bill, Boise State students living on campus can look forward to a three- to four percent hike in their housing costs.

Dr. Richard McKinnon, Director of Student Residential Life, says fees will go up because the state does not allot any tax dollars to SRL. Therefore, since all employees in his department work under Idaho law, they will receive a five percent total salary raise, which McKinnon will have to make up for through higher housing costs.

Boise State president has translated into about $40,000 McKinnon says he must come up with via student payments. He says SRL has not implemented a housing cost increase for four years.

Students will also see a rise in Fine Host prices. McKinnon says he expects to pay an

pay, but merit gives us the ability to do base adjustments."

She explains that if professors receive outside offers, or there is evidence of department downsizing, administrators can allow more money to their staff.

And Raatz says University of Wisconsin officials have covered those bases when it comes to issues of equality by conducting extensive studies into gender equity.

Administrators require that males and females average out at the budget level. "Women have to receive at least the average merit as men," she says.

Overall, Raatz, "we haven't heard of morale problems" because of merit pay.

Rocking the boat...down on the farm

et as at Boise State, says Dr. Ed McKluskie, Professor of Communication. Morale does not present a "visible discontent," he says, "but faculty have been kept down on the farm for so long, so to speak, that nobody expects much anymore."

McKluskie has his own axe to grind with the university merit system. Last year he received the distinction of appointment as a Fulbright scholar, and took a semester away from Boise State to teach in Vienna. He says most people consider this a prestigious award, but BSU officials "didn't see that as meritorious... it's really quite flicker."

He adds that he would like to see the merit system turn away from political correctness. He says he would start believing in merit if administrators would award it to people who "rock the boat" with their research and teaching.

But the game is rigged, says McKluskie, and professors who follow the rules and conduct themselves properly correct research will be seen by the university as deserving.

That which is politically popular tends to be valued," he comments.

McKluskie continues, pointing out that different administrators award merit pay inconsistently. Standards change every time a
sified staff means "that will cost us a half percent of that five percent." The second, one-and-a-half percent for distribution among classified personnel such as physical plant employees.

Jones explains that the recommended five percent raise and one-and-a-half percent increase means classified employees must receive a two percent raise. "When the whole system is moved up two percent, anyone at the minimum must be moved up two percent to reach the new minimum," he says. This means that any classified staff above the minimum does not have to qualify for an increase.

Professional staff, meanwhile, also receive five percent raises. Jones says that some amount comes off the top of that allotment to bring professional staff up to the new minimum salary as well. The rest is intended for distribution according to university guidelines.

Those guidelines, however, have yet to be determined. If lawmakers pass the bill, university officials will then have to set them. Finally, faculty are not governed by a minimum pay line, but Jones says the university must pay for promotions out of CEC money. The university has a contract with the CEC for about two-thirds of a percent, but Jones leaves it at 4.8 percent for merit increases.

**Staff proposes provost disposes**

Three employee groups help determine distribution of funds: the Association of Classified Employees, the Professional Staff Senate and the Faculty Senate. Jones says each will make recommendations to the central administration for preference in fund distribution.

Once the administration has heard those suggestions, it sets guidelines for awarding merit increases.

If "will allocate funds to the various departments according to the recommendation of the academic deans,..." says Jones. The deans of academic colleges..."will allocate funds to the offices according to the guidelines," says Jones. It will ultimately rest with the provost, who will then merit warrants merit increases.

"Once a department chair's has a pool of funds and distributes them..." warns Jones.

**Staff generates plans for new campus buildings**

money for merit, and that merit gets built into the base pay.

One of Sadler's concerns includes the need for an across-the-board standard of living wage increase of five percent. "They started off with five percent this year in the legislature," she comments. "I'm sure it doesn't keep us up with inflation, but that sounded better than no raise last year." Sadler emphasizes that a merit increase does not equal the insincere pay increase of that person's base over the year, she says. She adds that the gap in pay between men and women at Boise State, as well as among older and younger professors, points to problems in the evaluation system.

"If the same people are doing the evaluating..." says Sadler. "We need to see a system of discrimination that's fair. The legislature and the university have to look at gender and age discrimination," says Sadler.

Sadler takes allegations of systemic discrimination further when discussing the university's current system of female professors.

"There's a pattern of systemic discrimination against women in the College of Education, that pattern seems to be more the case for non-international," she says. "Non-efforts are being made to make salaries equitable among women and men."

Dr. Robert Barr, Dean of the College of Education, refers to Sadler's statement.

"We've got a pretty careful way to approach merit increases," he says.

That approach is called regression analysis. Barr describes this as a new policy implemented in response to the need for gender equity, and one that serves as a highly objective statistical tool.

Using the same categories for each faculty member undergoing evaluation, such as age, rank, gender, salary, years on the job and degree, information is fed into a computer to determine merit increases.

Barr says he feels confident about the method's accuracy because "the gender issue does not influence the salary on regression analysis very much."

College of Education administrators also have a difficult time deciding who deserves a merit increase, according to Barr. He says most people in college "run a real good race," and that determining which professors are top is a little better "than others place a challenge.

Barr also addresses the salary disparity between older and younger professors at BSU. If a professor has been here 25 years, he says, chances are good that person's salary is about $30,000 per year for food, totaling about a 2.9 percent increase in food costs. However, despite his personal life, Dr. Richard McKinnon fears he will have to raise dorm rates three to four percent, and food rates may rise by as much as three percent. "It's a balancing act between how much can I rent and still keep my buildings full," he says.

**An enlightened state: Wisconsin**

About two years ago, lawmakers for the state of Wisconsin voted to raise merit increase pay for state employees. Carla Raatz, Human Resources Director for the University of Wisconsin Madison Campus, says Wisconsin legislators have typically approved merit pay.

"We've had a merit concept for years..." says Raatz. "For faculty and academic staff, for faculty there's a peer review, and decisions are made at the department level," says Raatz.

The legislators' last order of business, according to McKinnon, ought to be equity pay.

"We've never had a full commitment to equity pay on this campus," he asserts.

However, he says he does agree with the College of Education's approach to equity pay through regression analysis, calling it an objective method.
Drive Me a must see for theater fans

by ERICA HILL
ARTS WRITER

S everal faculty members from Boise State University's theater department, along with some alumni, took their acting talents to Boise's newest under-ground drama venue last weekend. The Baccharus Cabaret, located on Main Street in downtown Boise, hosted a new play by a Boise native who is making a name for herself in the national drama community. Twenty year-old Maria Dahavana Headley wrote Drive Me one of six full-length plays she has successfully created. BSU drama instructor and voice coach Ann Klautsch played the central role in Drive Me, along with drama professor Phil Attkisson. Boise native Matthew Clark directed the play, which presented a chronologically-jumbled allegory about the life of a 40-something housewife who suddenly realizes that the past 28 years of her life and marriage have been a sham.

Clark's experience as a producer and performer brought this excellent script to life. He created the Boise Contemporary Theater by combining an excellent stage manager, great design and impeccable actors and actresses with a winning script, Clark has created a masterpiece. The play introduces us to a family of five living in a dinky western town. Ann Klautsch plays "Mom," also known as "Mona," the center of action for the play. Phil Attkisson plays "Scott," also known as the nice husband who doesn't quite have life, marriage and fatherhood figured out. Together, they have three kids: Gerst, the oldest, played by Ashley Martell Fulton; Em, the middle child, acted by Sara Bruner; and Waylon, a role carried by Nick Garcia. The script follows no logical time sequence. The plot shifts back and forth, from present to past. Subheadings were projected on to a backdrop with descriptive phrases to give a sense of what was happening. Even though the plot moves back and forth, it was somehow easy to see exactly what was going on in Mona's life as a teenager, a mother, and a wife.

Mona was a dreamer. She believed that if only she could reach the ocean to hear the waves, everything else would fall into place. At 17 she decided to "go out and see things," packed up her bags and headed out to hitchhike on the freeway. After hours of waving cars on the road, she met a woman named Charlotte who wants to show Mona that deserves more than just a comfortable marriage. Mona, although unfaithful, has found a new lover in Charlotte's advances and realizes that she is pregnant and realizes that she will be written out of the job. Gerst also approachs mid-age and her oldest goes out to pursue a career as an actress in Los Angeles, landing a job as a soap star. In one scene, Gerst talks to her mother on the phone. She feels distraught because the producers have given her character cancer, which may mean that she will be written out of the job. Gerst also discovers she is pregnant and realizes she may turn out like her mother, completely dependent on anyone who will lend a hand. The play then follows many of the roles mothers must play while teaching their children about life. Mona enlightens her girls about their reproductive organs using hand puppets, talks to her son about the possibility he may be homosexual, and reassures Gerst that even though she left her husband, everything will be okay.

Mona's role as a parent is not the only hat she wears in life. A fully sexual being, she is not being satisfied by her supposedly "nice husband." One scene shows Mona buying a dildo with the name of "Massive Mambo." In the porn shop she meets a lesbian named Charlotte who wants to show Mona that deserves more than just a comfortable marriage. Mona, although unfaithful, has found a new lover in Charlotte's advances and realizes that she is pregnant and realizes that she will be written out of the job. Gerst also

bsu vocalists jazz it up

by ERICA HILL
ARTS WRITER

The Boise State Vocal Jazz Festival kicked off its seventh annual performance this weekend, accompanied by several special guest artists. Teresa Fraser, the Director of Vocal Jazz at Northeastern State University Oklahoma, joined Kristen Korb from Montana, who has played with greats such as Bobby Shew and Ed Shaunessey. Also featured were Christine Salerno, who has worked with James Moody and released two CD's, and Jennifer Scott, active on the Canadian jazz scene.

The BSU Vocal Jazz Ensemble was split into two groups this year, one a mixed group of nine singers and the other an all-female quartet. The Ensemble is posed entirely of BSU students who perform both on and off campus. They were selected to play at the Idaho Music Educators Association Inservice Conference and at the Lionel Hampton Jazz Festival and the UNC/Gleeley Jazz Festival in Colorado. Dr. James Jirak, Assistant Professor of Choral Music, directs the group, which meets three times a week. Jirak has served as a member of the music department for four years and was previously a conductor of the 1994 Idaho All-State Vocal Jazz Choir.

The ensemble plans to perform in downtown Boise, with Slide Hampton of the Billy Mitchell Quintet on April 8, and with the Michael Brecker Quartet at the BSU Big Band on April 9. The ensemble will also take the stage on April 10 in the BSU Pavilion, along with the Gene Harris Quartet. Tickets go on sale March 3 at Select-A-Seat. For more information call 385-1203.

WEDNESDAY, FEBRUARY 18, 1998
And the Oscar nominees are...

WEDNESDAY, FEBRUARY 18, 1998

by MARK TAYLOR

The 1997 Academy Award nominees were recently announced, to my great pleasure.
You see, I take more than a passing interest in the event. Some people bet at the racetrack; others wager on the Superbowl. Me? I play the Oscars every year. Like most betting sports, there are methods of determining probable outcomes. They range from the approach and my success rate reflects it.

One has to understand that the awards are not determined by the audiences who watch the films. They are selected by Hollywood insiders and sometimes that means one’s good graces in the establishment bear far greater weight than the quality of one’s work.

Unlike last year’s independent film lovefest, the majority of the 1997 nominees come from major studios.

Not all categories are listed below. I just picked the ones people don’t channel surf through. The predictions I made do not reflect my personal tastes. They represent the outcome I expect on March 23.


My prediction: "Titanic." There’s no way the Academy is going to overlook the frontier of technology. Nuff said.


My prediction: Jack Nicholson. A darling of the Academy anyway, it doesn’t hurt his chances by "As Good As It Gets" being his best movie in years, if not decades.


My prediction: Tough one. The smart money is on Helena Bonham Carter, but Helen Hunt could take it.


My prediction: I am most uncertain on this one. I would love to see Burt Reynolds get the nod, but against Oscar gets Hopkins and Williams, the odds don’t look good. For the record, I claim Robin Williams.

SUPPORTING ACTRESS: Kim Basinger, "L.A. Confidential;" Joan Cusack, "In & Out;" Minnie Driver, "Good Will Hunting;" Julianne Moore, "Boogie Nights;" Gloria Stuart, "Titanic;"

My prediction: Joan Cusack. She was funny.

DIRECTOR: Peter Cattaneo, "The Full Monty;" Gus Van Sant, "Good Will Hunting;" Curtis Hanson, "L.A. Confidential;" Atom Egoyan, "The Sweet Hereafter;" James Cameron, "Titanic;"

My prediction: James Cameron. "Titanic" was a huge gamble and most of it rode on his shoulders. The Oscar loves to reward those who persevere in the face of adversity. Trust me on this one.


My prediction: If you haven’t heard of any of these movies, you’re not alone. When picking foreign films, always look for the most prestigious title. "Secrets of the Heart" gets it hands down. In other years, a good rule, as when the Czech Republic has a nomination, never bet against them. Sage advice.

SCREENPLAY (written directly for the film): Mark Andrus and James L. Brooks, "As Good As It Gets;" Woody Allen, "Deconstructing Harry;" Simon Beaufoy, "The Full Monty;"

My prediction: In this case the process of elimination applies. Anderson won’t get it because he is a rookie. Allen won’t get it because of his contempt for the Academy. No-show antics has pissed them off too many times. Among those still standing, I point to Andrus and Brooks, for no other reason than their names sound like a publishing house.

For those who wish to pick against me, I can be contacted at: cinemabsu@aol.com.

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Amateur film makers prepare...

by MARY DOHERTY

Amateur & Independent Editor

But the last of 1997's own video production. Next year, Dead Eight Productions will host an amateur film and video festival on Friday, April 16 at 7:00 p.m. in the SUB SPECT center. Dead Eight is currently accepting entries to be judged for the festival.

The festival is open to all college and high school students, provided they pay the following registration fees:

$10 entry fee per category. Each film or video entered.

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Demands for women's roles gets results for BSU theater

by AUTUMN HAYNES
ARTS WRITER

1998 seems the year of the BSU actress. The theatre department has heard your cries for equality on stage, ladies. And they have answered these demands with not one, but two all-female productions this semester. Fefu and Her Friends features eight of BSU’s best-of-the-best, including Amber Hartley as Fefu, with friends Teresa Uhlenkott, Jennifer Stockwell, Elizabeth Kenning, Mary Allen, Heather B. Israel, Missy Thatcher, and Colleen Sullivan.

The award winning Fefu and Her Friends, by Maria Irene Fornes, presents a unique story about eight women who come together to rehearse for a fund-raiser presentation. However, their real purpose is to find strength and beauty in each other. If this sounds like another chick show, don’t judge a play by its title. The 1953 show celebrates humanity.

Director Anne Hoste chose Fefu because, “It speaks to the human experience.” While there are no explosions or fist fights, men can relate to the strength and wisdom all eight characters possess (as well as the guns and occasional water snacks) that accompany the hour and forty-five minute show).

In the opening scenes Fefu appears in the element who has held these eight women together through the years. But as we meet each character and gain an understanding of their individual personalities, we discover that their friendship underlies Fefu’s strength. Cindy’s motherly charm (Uhlenkott), Christina’s defensiveness (Stockwell), Julia’s fear and desperation (Kenning), Emma’s spunk and charisma (Allen), Paula’s struggle (Israel), Sue’s joyfulness (Thatcher), Cecilia’s intellect (Sullivan), and Fefu’s struggle to find the delight in life paint the perfect picture of collective humanity.

The intimacy of the show requires a close audience. Seating is limited to 100 seats. Audience members will sit on stage next to the actors. During Act Two, spectators will travel in small groups to various areas of the SPEC center in order to observe personal confrontations among characters. Act Three brings the group back together for a shocking conclusion. Hoste warns that the ending will keep theatre goers guessing. But that is exactly what she anticipates it will do. “I hope the audience will make the time to go out after the performance.. and talk about what they saw... This show should provoke discussion.”

FefuandHerFriends opens in the SPEC center Feb. 28th with shows March 1 and 9, and 9. Tickets are available at the BSU box office or at the door. For more information contact the theatre department office.

Calendar

by MARY GOMERT
ARTS DEPARTMENT OFFICE

Wednesday, February 18
Blues Bouquet - Sarah Storm
Tom Creamy - Rebecca Scott Decision
J.T. Trau’s Loubi: EZ Leider
Neurotic Whiskey Town and Danielle Howie (in Pilot Exchange)
Morrison Center Main Hall
Preservation Hall Jazz Band (8:00)
People’s: Rubberneck

Thursday, February 19
Blues Bouquet - Tasha Tyler
Adams Center Recital Hall: Guitania
Adams Center Main Hall: Guitania
Fabio Zanin (7:30)
Blues Bouquet - Hoochie Coochie Men
Morrison Center Recital Hall: Idaho

Friday, February 20
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2. Student loan repayment
3. Part-time Income

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Performing Arts Coordinator (Deadline March 1, 1998)

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Aries: (Mar. 21—Apr. 19) Conforming to rules is one way to become a better person, but you may miss out on the enticing side of life.

Taurus: (Apr. 20—May 20) If you have any marshmallow cream left over make your honey nobake s'mores—don't giggle when you serve them.

Gemini: (May 21—Jun 21) The next time you have a boring lecture amuse yourself by drawing icons along the edge of your notes. Studies suggest that these scribbles will help you retain the knowledge you need to perform well on exams.

Cancer: (Jun 22—Jul 22) Man has always dreamed of flying free like the birds. You probably just want to do it to get back at Lenny Cravaski.

Leo: (Jul 23—Aug. 22) In the pizza that is life don't be the mushroom topping.

Virgo: (Aug. 23—Sept. 22) The light at the end of the tunnel is a neon "Closed" sign.

Libra: (Sept. 23—Oct. 22) Never mix these three things— baby oil, Ultra Glide, and Twister.

Scorpio: (Oct. 23—Nov. 21) If you go to the Taco Bell drive-through make sure you check everything in your bag or you may be (Chihuahus) unpleasantly surprised.

Sagittarius: (Nov. 22—Dec. 21) Buckle down now to perform well in your school work. Kinkiness is the spice of life.

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The BSU Tennis team started its season last weekend. The team's first weekend of action resulted in a 6-3 loss to Rice University Saturday and a 5-4 win over Minnesota on Sunday.

Above, Pia-Lena Andersmack serves a backhand to her Rice opponent.

Martin anchors gymnastics team

With comments like "She's a dream, consistent and strong" and "she's solid, has incredible technique and never gives up" flying out of the coach's mouth, it's no wonder Kelly Martin soars on beam and bars.

Martin, a 5'1" junior on the Boise State University gymnastics team, once competed in the all-around, but a knee injury sustained in a car accident, and a dislocated elbow suffered during her sophomore year, hamper her abilities on floor and vault. Instead, she sticks with what she does best, nailing performance after performance on her favorite events.

The men's team is off to a promising start for Martin, who posted a 9.75 on beam and a 9.825 on bars against San Jose State and Seattle Pacific. Although not in the beam lineup for the Cal State-Fullerton meet February 8, an injury suffered by teammate Johanna Evans forced Martin, who was nursing a sore ankle herself, to compete on beam with no warmup. Bill Steinhach, assistant coach and enthusiastic motivator for the team says, "You can always count on Martin." Martin's personal goals for the year are to remain injury-free and, through a lot of hard work, find herself and the team at the nationals in Los Angeles come April.

Last year Martin scored a career best of 9.475 on vault, 9.6 on floor and 37.8 all-around. Martin chose to redshirt her freshman year after the first meet due to knee problems. Now that Martin is up to full speed and injury-free, Tina Bird, the squad's chief choreographer, writes harder routines because Martin seems willing to do more than is asked of her and is always looking for a challenge.

The younger sister of Bronco gymnastics alum, Jennifer Martin, she never felt pressure to live up to her sister's performance at BSU. Instead, she looks to her sister as a positive influence. She choose to come to BSU because she liked Sam Sandmire and the community. Martin, who works closely with Bird and Steinhach on beam and bars, is quick to point out that they are great coaches and very supportive.

Martin comes from Chicago, where she was raised in an athletic family. When seven years old she and her sister were playing out front in the yard when a neighbor, a gymnastics coach, saw her potential and talent. Martin competed at the elite level through high school while training at the Illinois Gymnastic Institute under Todd Gardner. In 1993 she was the US Classic Bars Champion. Years of gymnastics have added up and she graciously thanks her mother and father for their emotional and financial support. She fondly remembers the trips to and from the club every day, an hour away from home.

As a Health Promotion major, Martin hopes to find a job in the health field and stay in the Boise area when she graduates. She is currently an Academic All-American holding a 3.5 GPA. In her free time Martin enjoys hanging out with her friends, watching movies and reading.
The clock is ticking on the Boise State men’s basketball season and the buzzer seems about to go off. There’s no time to hit the snooze button anymore, no time to make excuses, no time to nap. If Boise State wants to make the league tournament then it’s time to wake up.

The Broncos lost two crucial games on the road last weekend, dropping them into fifth place in the eastern division. A 73-52 thrashing by New Mexico State and a pitiful 71-66 loss to last place North Texas might have all but pulled the plug on the rest of the season.

North Texas, which hasn’t ever beaten an eastern division opponent before BSU, held off a late Bronco surge to secure the victory.

Down by only seven with just two minutes gone in the second half, Boise State hit a turning point. Trever Tillman blocked a shot of UNT’s Chuck Thrash and was then called for a technical after taunting him. Minutes later BSU fell to down by 15 with fewer than ten minutes left in the game.

The Broncos must like facing adversity because that’s when they play their best. After a 17-2 run the score was tied at 64. Free throws the rest of the way formed the key for UNT, as the Eagles completed six in a row and held on for the win.

The Broncos lost two crucial games on the road last weekend, losing by 12 here in Boise and by 21 in Las Cruces, New Mexico. BSU took a pounding from the New Mexico State Aggies. After being beaten by twelve here in Boise a week earlier, the Aggies were happy to return the favor. They just did it a little bit worse, by 21. It was a game that Boise State never really got into.

BSU, which only shot 32% from the field, was led by Tolman with sixteen points. He was the only Bronco in double figures.

The losses for the Broncos were their fourth and fifth road defeats in a row. They have now lost eight out of the last nine away from the Pavilion. Is it the water?

If Boise State found out anything from this troubling road swing it was this: as Roberto Bergersen goes, so go the Broncos. He notched only five points against NMSU and managed only six against UNT. He usually grabs that many points ten minutes into the first half. Though Tolman seems to have finally broken out of his shooting slump, the weight still rests on Bergersen’s shoulders. If he’s off, it’s tough for BSU to win if there’s not enough support from the rest of the team. So far, there hasn’t been.

Boise State plays host to Utah State this weekend in a must-win game for the Broncos. Actually, every game from here on out boils down to a must-win situation. There’s no time for excuses.

Women Broncos ruling east

The Boise State women’s basketball team came away with a huge 85-60 victory over the Nevada Wolfpack in Reno on Sunday, to take sole possession of first place in the Big West eastern division.

BSU played one of its best games of the season, shooting well and making Steam, crisp passes. “It was a great team effort all the way around,” said coach Trisha Stevens.

The Broncos were led by Tonya Gray with 22 points. She also tied a school record by going 12-for-12 from the free throw line. Stephanie Block added 14 points and three rebounds, and Kim Bridges tossed in 13 points and eight rebounds of her own. Katie Lewis added 14 points and three assists.

The Lady B’s shot 57% from the field and out-rebounded the Wolfpack 36-29.

The right to first place in the division now rests solely with the Broncos and what they do the rest of the season. If they can win their final three games, they will keep first place by virtue of a tiebreaker with Idaho. Coach Stevens points out though, “We’re nowhere near thinking about a Big West championship right now.”

Up next for Boise State is New Mexico State, next Sunday in the Pavilion. Game time is set for 2:00 p.m.
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Professors continued

"Get out, and get me some money too" - Billie Holliday

O n the other hand, Dr. Phil Eastman, Dean of the College of Arts and Sciences, praises Boise State's merit system.

"I believe that the more flexibility managers are given to manage, the better off we all are," he says. "At the same time, I think it was extremely unfortunate that state employees got no increase last year."

Eastman says Idaho lawmakers have traditionally kept higher education employees at lower salaries than their colleagues at the national level. He comments that he can offer no solution to the problem, but perhaps an explanation.

"Part of the problem is that we have very few people in the state for the number of institutions that we have to support," says Eastman. But on the bright side, he continues, "we're not as bad off as Montana. Montana has few people, too."

Eastman wishes this year's merit increase could have been higher, especially since state employees received no raise last year.

"But I am happy," he says. "You know, one could sit around and think about politics, but I think the president does that and the provost does that... I think they're doing everything they can. Besides, the legislature has a tough job because they have to look at our needs and everybody else's."

Clearly, at this stage deans and faculty seem to disagree. Given the relatively small amount of money involved, it will be interesting to see if the potential friction is worth the actual amount of merit increases faculty members stand to receive.

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Join the BSU Ambassadors!

Hurry! The Application Deadline is Friday, February 20, 1998.

The BSU Ambassadors is a group of outstanding men and women students selected to represent the student body and assist with various university activities with the public.

Candidates must:
- Be free to attend bi-weekly meetings.
- Commit to providing 10 hours of service a month.
- Maintain a minimum cumulative grade point average of 2.5.
- Have completed one year at BSU before the 1998-99 academic year.

Applications must be submitted to Bob Sturino, Office of Student Services, 6-124, by 5:00 PM on February 20, 1998.

The Arbiter is seeking applications for the positions of editor and business manager.

You can either have an glamorous job in 1998-99 if you are a full-time paying student and have a minimum of 2.25 cumulative grade point average at the time of selection and throughout your glorious reign.

Applications by both positions should include a cover letter, at least two letters of recommendation and at least three references. In addition, candidates should submit a brief resume (two pages), from publishers, editors and journalists who have published work that are available to the public. The editor and business manager must have a minimum of two years experience in similar positions.

The editor and business manager must have at least two years experience in the newspaper business. Technical skills include experience in page making, editing and production. The writer and business manager should have experience in writing and editing. Experience in financial management is also important.

Applications must be received by 5:00 PM on February 20, 1998.

Applications can be obtained from the publisher at the BSU Office of Student Services, 6-124, Boise State University, Idaho 83725-1000.