

the jambar

youngstown state university

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(Photo by Neil S. Yutkin)

THIS UNTITLED WOOD SCULPTURE is on special exhibit at Butler Art Institute for the following two weeks. The sculpture was done by the late James O'Dell, an engineer with no previous art experience. It was carved from a 23 inch elm log. There will be a free tour Saturday, July 7 of the Indian Portrait display.

Job discrimination defined; Youngstown viewed as fair

by Jeff Schoch

Reflecting back on past experiences, Thomas Augustine, from the U.S. Labor Department, spoke about employment discrimination against women and minorities Thursday evening as part of a two-day affirmative action seminar.

Speaking to about 40 people, Augustine, who is the regional director of the Bureau of Apprenticeship and Training, geared his talk to this year's seminar theme, "Realities of 1979-80." The seminar was sponsored by the Affirmative Action Committee and Affirmative Action Office of YSU.

Augustine identified three phases in the history of job discrimination: "no action," "negative action," and "affirmative action."

In the 'no action' phase, discrimination was legal. "Some people regarded it as a legal right," Augustine said. He explained that "the prescription for handling 'negative action' was to

outlaw discrimination and cope with the violations complaint by complaint."

He added that while phases one and two still persist, phase three—affirmative action—is now thought to be the favored policy. In this phase, according to Augustine, the employer "takes deliberate steps to prevent and remove patterns of practice which are discriminatory."

The speaker said that affirmative action was unheard of 20 years ago. The practice of hiring and promoting on the basis of race was common, he said. "Purposeful people had always declared their goals, set timetables and worked to achieve them. To exhibit private initiative and prudent planning is a honored virtue. We just hadn't learned to apply it to discrimination and employment." He cited Youngstown as being one of the first to use fair employment practices.

Working on the conscience of business leaders, Augustine said

that promoters of affirmative action campaigned to get people to put a note on their monthly statements to the department stores saying, "We favor the hiring of Negro sales clerks."

"We found business leaders who believed that ability should be recognized and we came down
(Cont. on page 3)



Thomas Augustine

Strikes bring some delays

Numerous campus construction projects now underway

by Yvonne Stephan

The sight of construction workers and equipment has become quite familiar at YSU this summer as work continues on numerous campus construction projects.

The health, physical education and all-sports complex is expected to be completed in the fall of 1980, said Edmund Salata, dean of administrative affairs.

Major earthwork on the complex was completed in the fall of 1978. The foundation and underground utility work which began in the spring took longer than expected because of an iron workers' and plumbers' strike. Still, Salata hopes completion will be in late August.

Bids will be taken July 10 on the balance of the work. This will include the stadium building, syn-

thetic turf playing field, eight-lane, all-weather track and 10 regulation tennis courts, Salata explained.

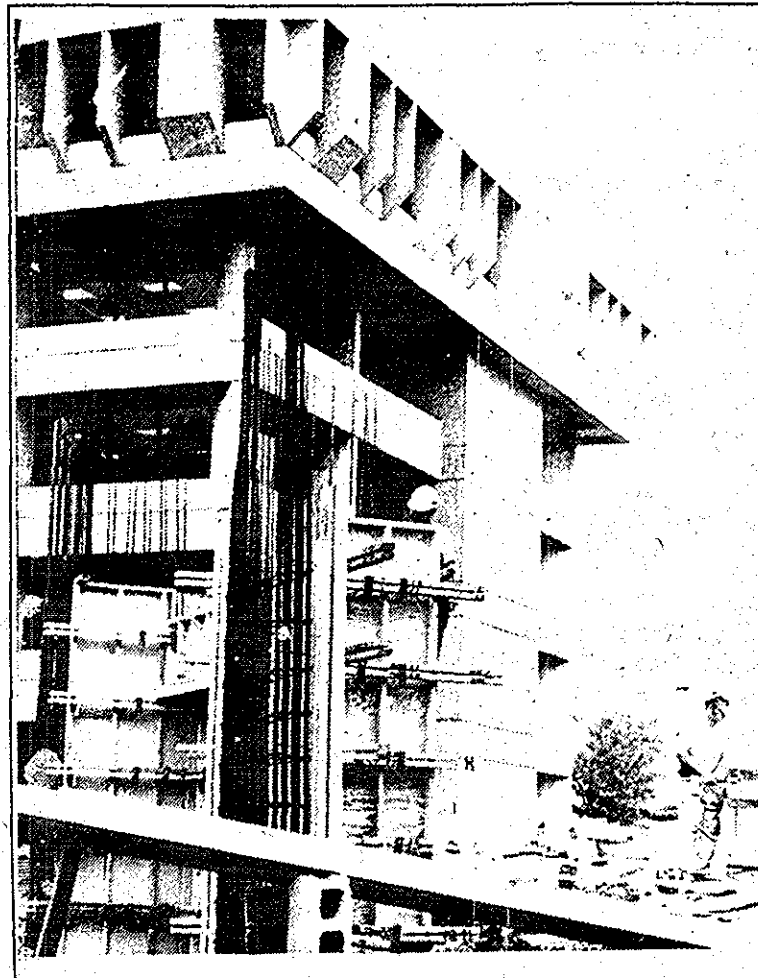
Although the actual, final cost of the all-sports complex is not definite, Salata reported that the community raised \$3 million for the stadium and all-weather synthetic field. The remaining funds will come from the state and YSU.

The Wick Avenue pedestrian bridge was to be completed in September, but truckers' and iron workers' strikes have delayed completion until November. The funds used in the project are from both YSU and the state.

The chemical storage building on the southwest corner of Ward Beecher will safely store chemicals and is due to be completed in late fall. Funding will come directly from the state, said Salata.

Traffic controls, sound sensing devices for security reasons, and landscaping will be completed in September to add the finishing touch to the 2,150-space parking deck on Wick Avenue, Salata added.

On campus, the vapor lights
(Cont. on pg. 4)



CONSTRUCTION ON THE pedestrian bridge between Maag library and the Wick Ave. deck is progressing quickly. (Photo by Chris Pruitt)

YSU faculty accepts 9.25 per cent hike

by Barbara Janesh

Faculty members of the YSU chapter of the Ohio Education Association (YSU-OEA) voted by a ratio of 3 to 1 in favor of a 9.25 percent across the board pay increase for each of the next two years, according to Dr. David Robinson, president of the organization.

Ballets, recieved by mail because many faculty members are not on campus during the summer months, were tallied Monday afternoon.

The vote was 186 to 65 in favor of the agreement reached

two weeks ago by members of the bargaining teams for the YSU-OEA and the University.

Although the YSU-OEA is the exclusive bargaining agent for the nearly 400 full-service faculty members employed on campus, only members of the YSU-OEA or those paying a fee for negotiating services were permitted to vote.

The recently ratified agreement calls for the 9.25 percent salary increase to be subject to minimum and maximum salary limits for each of the four teaching ranks.
(Cont. on pg. 4)

editorial campus shorts

Tuition hike

Education is often regarded as the "great equalizer." Theoretically, the more years you spend in the class room, the greater your wage earning potential, regardless of your background. However, if rising college expenses continue to go unchecked, fewer and fewer people will be able to take advantage of this "great equalizer" and the hope for personal improvement will diminish.

YSU trustees have recently raised the instructional fee by \$20 per quarter. This hike in itself is not all that monumental, but when you start adding up all the increases that have appeared on YSU student's bills over the past three years, it begins to look more significant.

A freshman entering YSU in the fall of 1976 paid \$241 per quarter for instruction, general and parking fees. By the time that person is a graduating senior in 1980, the cost will have risen to \$305 for the same fees, assuming of course, that there are no additional hikes.

Once again, this might not seem all that unbearable, but when you stop and consider that the 1976 freshman was figuring a yearly college budget of \$723 (this is excluding books, transportation, room and board, food), that same person as a senior in 1980 has to pay \$915 for their last year at YSU. The student is paying 26 per cent more for the same services.

The explanation for these increases is, of course, inflation.

The YSU Board of Trustees certainly can not be expected to control inflation, but they can learn to make compensations for it to allow for inevitable increases in operating expenses.

For example, some colleges across the country have adopted the idea of a guaranteed tuition. Here, the student's full time fee is set when the student is a freshman, and it is guaranteed not to rise. Any increases necessary are passed on to the next year's group of incoming freshmen, whose tuition also remains stationary, but at the new level.

Certainly, the idea is not perfect. It does seem unfair that freshman would be paying more than seniors for the same education, and if inflation should reverse itself (and if a piece of Skylab should fall on Kilcawley Center) the purpose of guaranteed tuition would be self-defeating.

However, it does have the advantage of relieving students of the burden of the uncertainty of their economic, and perhaps academic future.

Faculty Lot Closed
The faculty/staff parking lot identified as F-3, entrance and exit off Bryson Street, will be closed beginning July 2, 1979, for improvements. It will not be available for use the remainder of the summer.

Position Available as Church Youth Director
Hubbard Presbyterian Church is seeking youth director to work 2:30 - 5:30 p.m., Wednesday and 7:30 - 10:30 p.m., Sunday. The position will open in September and the salary is negotiable. Persons interested should call the church at 534-9721 and ask for Beverly.

Book Sale Sponsored by Cooperative Campus Ministry
Cooperative Campus Ministry of YSU will sponsor "TEXTUAL TRAFFICKING" (aka: book sale) on two consecutive days: 11 a.m. - 6 p.m., Tuesday, July 17; and 11 a.m. - 9 p.m., Wednesday, July 18. The sale will be held in the Fellowship Hall (lower level) of First Christian Church, corner of Wick and Spring. Flat prices on books will be 25 cents for all hardbacks and 10 cents for all paperback. For further information or to make donations of books, call 743-0439.

Upcoming YSU Summer Theatre Event
YSU's Spotlight Theatre and Kilcawley Center will jointly present the Noel Coward Play *Design for Living* on the weekends of July 20 and 21, 27 and 28, in Kilcawley's Ohio Room. The show will be a dinner theatre presentation and will be staged in the round. The Coward play is about a love triangle and is pure entertainment. More details will be forthcoming in future *Jambar* issues.

Try Outs for "Happy Ending"
Student director Debora Jackson has scheduled tryouts for the one act play "Happy Ending" for 7 p.m., Thursday, July 5 in Bliss Hall's Experimental Theatre. The script calls for two black females and two black males.

Affirmative Action groups host workshops, speeches on campus

by Robin Bair

The Affirmative Action Office, in conjunction with the Affirmative Action Committee, recently sponsored a seminar entitled

Key speakers for the seminar included Thomas Augustine, Regional Director of the Bureau of Apprenticeship and Training (U.S. Department of Labor), and Dr. Max J. Lerner, Vice-Chancellor for Two Year Campuses Ohio Board of Regents.

"Reality of 1979-80" on the YSU campus.

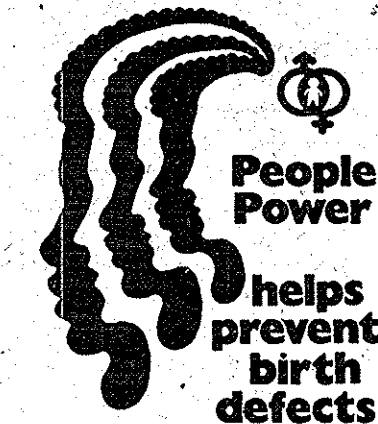
Director of the Affirmative Action Council, Hugh A. Frost, noted the excellent response to the seminar as its chief source of success.

A crowd of 75 to 100 gathered for the workshops and Frost cited this number as surprising since the seminar was held at a peak vacation time.

Frost also commended what he termed "excellent coverage and publicity on the part of television and newspaper media."

Although the workshops were originally designated for minority participation, those that took part originated from a wide variety of

areas, including bank tellers, social businesses and industrial personnel.



March of Dimes

SECURITY REPORT

Open Door-Cushwa June 26

While on routine patrol, at approximately 3:20 a.m., an officer discovered the southwest door in Cushwa Building ajar. The officer made inquiries and he learned that an employee of Youngstown Window Cleaning company had left via that door. The supervisor was informed that one of his employees had breached security several times in the past two weeks.

Parking Tickets-June 26

During late afternoon while on foot patrol, a security officer issued parking tickets to two vehicles parked illegally in the handicapped lot behind Jones Hall.

Theft-June 27

A man came into one of the food services in Kilcawley Center to buy a cup of coffee. He handed the cashier a \$10 bill and asked for change. By the time he was finished he had cheated her out of \$10. A similar incident occurred at another food service in Kilcawley where the flim-flammer got away with \$20.

Theft-June 28

A student parked his car at 9 a.m. in the Wick avenue parking deck and returned at 12:30 p.m. to discover the four hubcaps missing from his tires.

Arrest-June 29

YSU parking lot attendant stated that he was coming on

duty at the Lincoln deck when he saw a red chrysler traveling east on Arlington. The auto was traveling at about 40 miles per hour and made no attempt to stop hitting the cement pillars. He ended up on campus between the Arts and Science Building and Kilcawley Center Bookstore. The officer added that had there been any students in the area, they could have been seriously injured.

Upon further investigation, officers discovered an open bottle of liquor in the front seat of the auto. The driver was arrested and taken downtown for a breathalyzer test. The car was towed and is being held until release from the security office.

Jambar
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Any stories, campus shorts, letters or other material written for *The Jambar* are subject to editing and may or may not be published at the discretion of the editor.



DALEY WORKS ON preliminary sections of stained glass panels for new medical office building. (Photos by Jay Borck)

Senior art student commissioned to create stained glass window

by Anita Joy Castronovo

Suzanne Daley, senior art student in the College of Fine and Performing Arts, has received an \$1100 commission to create a large stained glass window for the entrance of a new medical office building.

The window will be displayed at the offices of Drs. Chiu and Lambert on Starr Center Drive in Canfield. The project will take estimated six months to complete.

According to Daley, her design was chosen over the 13 other submissions because of its innovative approach which is unique to the Youngstown area. The design concept is one which is widely used on the east and west coasts, and involves geometric German modern design with vertical, horizontal and organic or curved lines.

Kent Edwards, designer for K. Anthony Hayek & Associates, architects for the building, stated that Daley's design was the best use of the qualities of the space available in the building. It utilized the prevalent southern

light and natural spacial characteristics of the building.

Edwards, a former art student in college, realized the infrequent opportunities in which artists are able to display their work before the public. Thus, the monetary commission was made available to YSU art students.

The window is comprised of five large and unevenly spaced panels of stained glass. The separate panels are made of basic natural, original materials of primarily greens and blues which are alternated with a clear flash glass which diffuses light. The five panels are bordered by wood and the design is continuous from panel to panel.

The window was planned to compliment many live plants which will be placed in the lobby. The center of the glass wall, into which the panels will be placed, is the main entrance to the building with access from the parking lot.

"This is the first time I have been able to work on such a large piece of stained glass," Daley said. "It is an exciting and challenging prospect," she added.

Daley, age 22 and a native of Warren, has a two-year diploma in respiratory therapy. She worked in that profession for one year

before returning to school for a four-year degree in art.

"Commissions such as this are very rare," stated Daley. "I have heard of very few such opportunities since I've been at YSU," she concluded.

In addition to the design project, Daley has received an urban internship from the political science department. She will work at Ford Nature Center in Mill Creek Park for 15 hours a week creating nature displays for the museum. She received a full scholarship from the Youngstown Educational Foundation.

David Johnson named

Kilcawley announces new assistant

by Rosanne Cellitti

"Through involvement with individual students on the campus, professionals in the union or activities field can greatly affect the lives of their constituents," states David E. Johnson, the newly elected Assistant Director of Programs of Kilcawley Center.

Starting his new position on July 16 and formerly from Grandview, Missouri, Johnson will make his home in the Youngstown vicinity.

Johnson held similar employment in 1977 at Avila College in

Kansas City. As the first program director, he advised the Student Union Board (with its five subcommittees), student publications, campus clubs and organizations, and managed the games room and the campus print shop. Johnson holds a B.A. in English and master's in education with a specialty in counseling and guidance.

Since last summer, director of Kilcawley Center, Phil Hirsch and others have been looking for a replacement for Kevin Fahey's vacant position.

Johnson believes that the education which takes place in student activities, "is, in many ways, the most important learning which will occur during one's college career and will have the most bearing on a person's present and future life." According to Johnson, meeting this challenge is the greatest reward possible from a career in the student activities field.



THE CLOSE DETAIL OF working with stained glass presents a challenge to Daley. (Photo by Jay Borck)

Bliss art exhibit to feature Ohio landmarks; Seeks to educate public about monuments

by Anita Joy Castronovo

An art exhibit entitled "The Public Monument: and its Audience" will be held on July 7 through August 4, sponsored by the Union National Bank in cooperation with the Ohio Arts Council.

The exhibit will be displayed in the Bliss Hall Gallery area leading from the main first floor lobby. It will be free and open to the public during the hours of 8 a.m. to 10 p.m. daily.

Included in the exhibit will be large photographs of public monuments, bridges, and war memorials particularly those located in Ohio. There will be models of the more famous memorials.

"This exhibit is intended to help the public to better understand the nature of public monuments, and to see what has been done with public monuments in other cities," said Dr. Louis Zona, chairman, art department. The display is also intended to

stimulate reflection by the public on the dual image of the public monument as a work of art and as a commemorative object of a historical event.

According to Zona, "Union National Bank has been devoted to the visual arts in the Youngstown area for many years. The bank has assisted in many

YSU art activities, and has supported student and faculty art shows in every way."

The exhibit is circulated by the Ohio Foundation for the Arts, Inc. and is supported by members and funds from the Ohio Arts Council and the National Endowment for the Arts.

Augustine

(Cont. from pg. 1)

hard on the argument that able Negro workers could be a real asset. Our slogan was 'fair employment is good business.'"

Augustine recalled that in 1957 President Truman appointed a committee on government contracts to study the problems of employment discrimination. The committee found that the discrimination clause that

appeared in the contracts had been almost forgotten. The committee concluded that the clause was not enforced.

Augustine said that the slow pace of dissolving the discriminatory employment problem irked several people. He said that Julius Thomas, industrial relations director of the

(Cont. on page 4)

DANA NEWS

The Dana School of Music has scheduled three evening performances in the Bliss Recital Hall during the month of July.

Soprano Linda Shaw, who received her Bachelor's and Master's degrees from YSU, will perform at 7:30 p.m. on Monday, July 16. Shaw is currently a Maryland resident and is working toward her doctoral degree.

The Dana Faculty Woodwind Quintet is slated for Monday, July 23. They will be assisted by Marcellene Hawk.

The final July recital is scheduled for Monday, July 30. It will feature violinist Bernhard Goldschmidt, along with flutist Walter Mayhall, and Marcellene Hawk at the keyboard. Goldschmidt performs with the Cleveland Orchestra.

Both the quintet and the Goldschmidt recitals will begin at 8:00 p.m. All three recitals are in Bliss Recital Hall, and are free and open to the public.

Delores Fitzer, a limited-service faculty member for seventeen years in the piano department, died the morning of June 18, 1979. She was an admired teacher and performer and her absence will be felt by not only those in the Dana School of Music, but in the community as a whole.

Beeghly facilities open for students

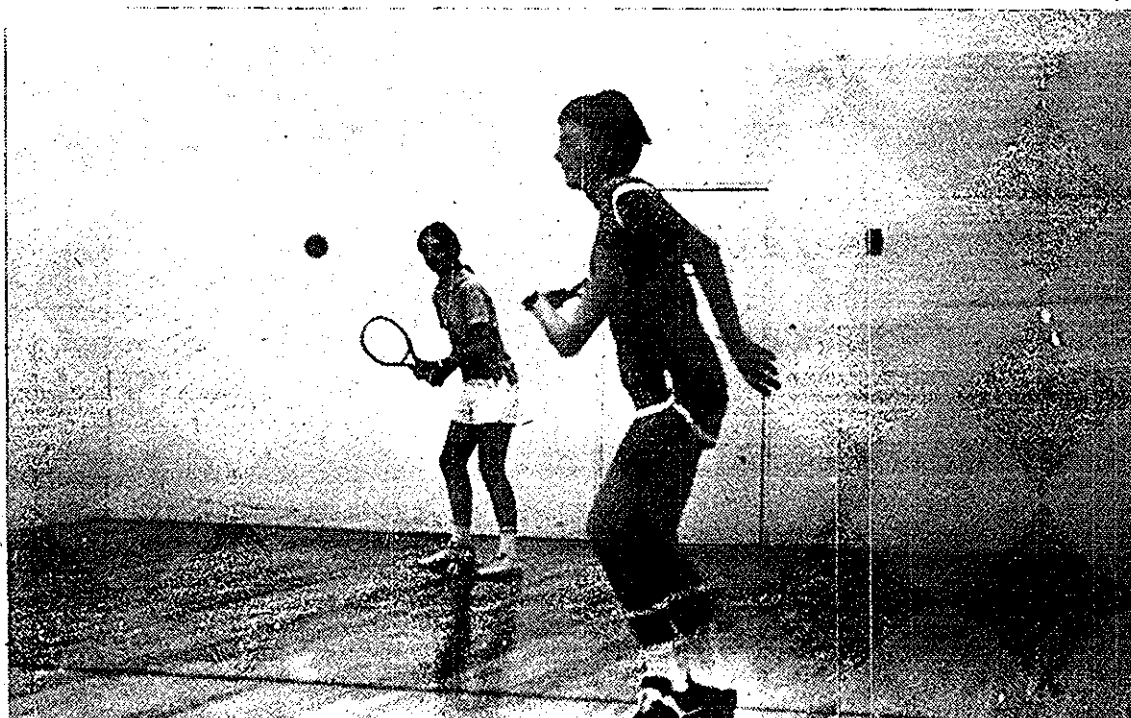
As the fall quarter approaches, the anticipation is mounting for the sports program to begin, but in the meantime sports-related activities are open to all YSU students, free of charge.

Swimming and racquetball are two of the sports offered to YSU students through Beeghly Center.

The swimming facility in Beeghly is open to students and faculty noon to 2 p.m. through Friday.

Racquetball, which has become a very popular sport, can be played 8-10 a.m. Monday and Wednesday, noon to 4 p.m. on Tuesday and Thursday, and 8-5 p.m. on Friday.

Students must reserve the racquetball courts 24 hours in advance, and unlike the students in the racquetball classes, must furnish the racquet ball. The YSU ID is required for use of the court.



ON THE BEEGLY RACQUETBALL COURTS, two swinging singles release classroom stress. (Photo by Chris Pruitt)

Augustine

(Cont. from pg. 3) Urban League has taken on the assignment of integrating the Negro one by one."

A black attorney, Sadie Alexander, who was a member of Truman's committee on government contracts said, according to Augustine, "You people who are supposed to be integrating Negroes had better hurry up or they'll do it themselves."

Augustine said that blacks were able to step up to semi-skilled jobs because of the critical shortage of production workers during World War II combined with popular clack pressure. Alexander's

statement became a reality when later in the fifties the Negroes in fact, integrated themselves.

In response to a recent survey, employers identified the lack of quality minority applicants as the major problem with hiring minorities, Augustine said. The Urban League and other community organizations provide outreach programs "to inform women and minorities to avail themselves of the opportunities which affirmative action has opened up."

Augustine said that as a result of the women's movement, women now are given access to fair employment and occupy

more than 60 percent of the more than three million new jobs created between 1977-78. Overall the women occupy 42 per cent of the work force.

Making reference to the recent Weber case in the Supreme Court, Augustine said that "the case was not advanced to amplify the opportunities which affirmative action has created. It seems to me that since the history of the movement shows that popular demands and the pressure and awareness must always be present if action is going to occur, that we have to go out and create our support," he stated.

(Cont. from pg. 1)

In addition, the agreement provides the University with the option, subject to YSU-OEA approval, of paying the faculty members employee contribution to the state retirement system for 1980-1981, in lieu of the pay increase for that year.

Approximately 60 faculty members attended a special meeting of the YSU-OEA last Thursday to voice their opinions of the tentative agreement. The group passed a resolution, 27 to 23, calling for a letter to be sent to faculty members urging them to reject the proposed agreement.

According to a letter from Robinson accompanying a copy of the resolution sent to the faculty, the major objections to the settlement were the maximum salary restrictions at rank, which will prevent 49 faculty members from receiving the full-percentage increase.

Negotiation teams have been meeting since early April, when according to the terms of a 1977 four-year contract agreement between the University and the YSU-OEA, the two groups could meet to negotiate salary terms for 1979-80 and 1980-81.

A tentative settlement was reached on June 15 and ballots were then mailed to faculty members. The vote tallied on Monday concludes the faculty's role in the ratification process.

Construction

(Cont. from pg. 1) were converted to high pressure sodium which gives sixty per cent more light and consumes less power by about \$2 a unit per day.

Later this summer, 80 to 100 light fixtures will be added to light up the dark areas on campus. In addition, accent lighting will be put around the trees to not

only improve lighting but allow the landscape to be enjoyed at night.

YSU is improving the underground wiring and control systems to make the lighting "more dependable and reliable" so there will be less circuit failure, Salata reported. Completion will be in the fall.

Additional fixtures, accent

lighting and underground wiring will cost about \$140,000, which will be funded by YSU fees, reported Salata.

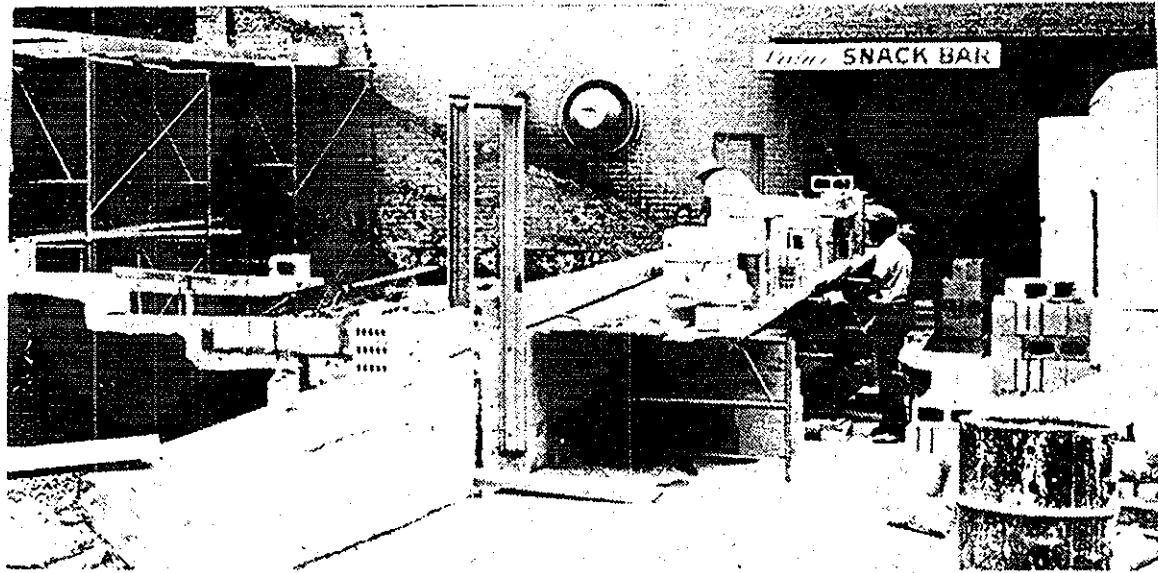
Fire damaged Rayen Hall is being restored by the Rayen Trustees. When the building, which is leased by YSU, is restored, YSU and the Rayen Trustees will mutually cancel the lease which was to run through

the year 2015. According to Salata, YSU no longer needs Rayen Hall and the Board of Education is considering using the building.

The Jambar office which is now in Rayen Hall will move to Kilcawley Center the first part of September, said Salata.

Improvements and removal of architectural barriers to allow the handicapped better access to the buildings include constructing ramps; lowering elevator buttons and drinking fountains; and improving toilet facilities. Funding will come from the state.

The third phase of Kilcawley is being planned, including an additional 40,000 square feet for service facilities and quiet areas. The construction, which will begin sometime in 1982, is to be funded by student fees.



ADJACENT TO WARD BEECHER, a chemical storage building is being constructed on the Lincoln Avenue side. (Photo by Chris Pruitt)

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MAHONING WOMEN'S CENTER: Ob/Gyn staffed; free pregnancy testing, pregnancy termination, supportive counseling in all matters regarding women's health and well being; Youngstown - call 746-2906. (20M1CH)