

• Employee  
spotlight  
• Coming  
this week

Inside  
**Oregon**



UNIVERSITY OF OREGON

•Calendar •Send to a friend •Letters •Print •Archives •UO home page

This issue: April 12, 2004

[PERS Members Reminded of Break-in-Service Issues](#)

[OUS Hires Yunker as Executive Vice Chancellor/COO](#)

[2004-2005 Serials Review Deadlines Approaching](#)

[Women's Sports Symposium Set April 23](#)

[Workshop Connects Vendors and Buyers](#)

[Announcements and Briefs...](#)

[Our People](#)

## PERS Members Reminded of Break-in-Service Issues

Like most employees covered by the Public Employees Retirement System (PERS), Helen Stoop wants to be sure that no employees considering taking unpaid leaves of absence inadvertently incur breaks in service that could adversely affect their retirement benefits.

Stoop, the Human Resources Benefits administrator, sent a memo this spring to all PERS members on campus, reminding them that they will lose their current status as PERS members for future employment if they have a break in service.

"Only unpaid leave causes a break in service," she points out. "Paid leave such as vacation, holiday, sick, jury duty, military duty, sabbatical and other authorized leave during which you are paid does not cause a break in service."

In general, if you are on unpaid leave from your job for a period of six full consecutive months, you will have a break in service, and future retirement benefits will be earned under the OPSRP, Stoop says. However, there are some exceptions:

- Employees taking career development leave or family and medical leave under the federal or Oregon law do not have a break in service unless they are off for 12 full consecutive months.
- Military leave does not count as a break in service as long as employees are reemployed within the time limits set by law after completing military service.
- Legislative service has no limit so it does not count as a

## Slavich Is Top Graduate Psychology Researcher in U.S.



George M. Slavich

For George M. Slavich, this year's Memorial Day weekend will be an especially memorable occasion for him.

During the May 27-30 national convention of the American Psychological Society (APS) in Chicago, the Psychology GTF will be honored as the first recipient of the Psi Chi/APS Albert Bandura Graduate Research Award. Named after an eminent psychologist and Stanford University professor, the award honors the nation's best research performed by a graduate

student in the field of psychology.

Slavich, who earned a master's degree in clinical psychology in 2002 from Oregon, won the top prize for his paper, "The Role of Life Stress in the Activation of Dysfunctional Attitudes in Depression."

"Depression is very common, but not well understood," Slavich says. "In particular, we're still unclear about precisely how life stress and cognitive vulnerability interact to produce this disorder. In the present project, we aimed to clarify this question."

Slavich found that individuals who experienced severe life stress prior to the onset of depression exhibited significantly more dysfunctional attitudes about themselves, others and their futures than did their no-stress counterparts. This is an important finding,

break in service.

A PERS Tier One or Tier Two member who has a break in service will retain PERS membership prior to the break, but will be enrolled in the new Oregon Public Service Retirement Plan (ORSRP) after the break. Members will not lose PERS benefits earned prior to the break, which means at retirement, members who have had a break in service will receive both a PERS and an OPSRP retirement benefit.

Earlier this year, the PERS board adopted permanent administrative rules governing breaks in service, especially as they affect the special employment circumstances of nine-month, academic-year employees.

For more information about various break-in-service provisions, including specific requirements that must be met to ensure a break in service does not occur, see the Q&A posted at [hr.uoregon.edu/benefits/svcbreakqa.html](http://hr.uoregon.edu/benefits/svcbreakqa.html). The Q&A is also available as a PDF document at [hr.uoregon.edu/benefits/svcbreakqa.pdf](http://hr.uoregon.edu/benefits/svcbreakqa.pdf).

"Faculty members can ignore question 24 because sabbatical leaves are paid, and therefore, do not count as a break in service," Stoops points out.

For general information about the OPSRP benefits, go to [hr.uoregon.edu/benefits/OPSRPsum.html](http://hr.uoregon.edu/benefits/OPSRPsum.html). A PDF version is available at [hr.uoregon.edu/benefits/OPSRPsum.pdf](http://hr.uoregon.edu/benefits/OPSRPsum.pdf).

If you have questions not answered at either of these sites, call Stoops, 6-2967, or the Human Resources Benefits office, 6-3085. You also can call PERS staff toll-free at 1 (888) 320-7377.

## OUS Hires Yunker as Executive Vice Chancellor/COO



The State Board of Higher Education formally announced April 8 that they have retained R. Jon Yunker to serve as chief operations officer and executive vice chancellor for the Oregon University System.

Yunker, who retired in 2000 as director of the Department of Administrative Services (DAS) for the State of Oregon, will lead OUS efforts to evaluate and improve current business operations. He will serve in a half-time

he says, because it suggests that dysfunctional attitudes are not simply a symptom of depression and moreover, that such attitudes are activated by severe stress.

To be considered for the award, students were required to submit a 12-page manuscript describing the research they conducted. The papers were then peer reviewed and judged by a panel of readers who were blind to the authors' names and institutional affiliations.

"I'm deeply honored to receive this award because it celebrates the many important contributions of my intellectual role model, Albert Bandura," Slavich says. "I also realize, though, that much more work needs to be done to understand how depression develops and is maintained."

As the award's first winner, Slavich will receive an all-expense paid trip to the APS national convention, where he will receive the award; a three-year membership in APS including subscriptions to all APS journals; and two engraved plaques, one awarded to Slavich and a second awarded to the Department of Psychology, as an ongoing tribute to his achievement.

Originally from Santa Clara, Calif., Slavich is currently a Ph.D. student in clinical psychology at Oregon where his faculty mentor is Scott Monroe, Psychology. Slavich completed undergraduate and graduate coursework at Stanford University, earning a bachelor's degree with honors in psychology in 2000, as well as master's degrees in personality psychology in 2001 and in communication in 2001.

Since 1996, Slavich has been investigating the roles that life stress, cognitive biases and physiological and neurobiological factors play in the genesis and maintenance of depression. While at Stanford from 1996-2001, he also spent time researching the intergenerational transmission of psychopathology, information-processing biases in depression, and early episodes of mood and anxiety disorders in adolescence.

Beyond research, Slavich is interested in developing forums that promote student involvement in psychology. In 2001, he founded the Stanford Undergraduate Psychology Conference and, in 2002, he developed and chaired the first-ever student council for the Western Psychological Association (WPA). At the age of 25, he is also the youngest person ever to serve on the WPA board of directors.

Slavich has received numerous awards for distinguished scholarship, research, teaching and service. Most recently, readers of the Oregon Daily Emerald student newspaper voted him the 2003 Graduate Teaching Fellow of the Year.

Psi Chi, founded in 1929, is the national honor society for undergraduate and graduate men and women who are making the study of psychology one of their major interests.

The APS, founded in 1988, is a 13,500-member national professional organization that advances scientific psychology.

Bandura, the David Starr Jordan Professor of Social Science in

R. Jon Yunker capacity until the board determines the realigned structure of the Chancellor's Office and brings in new leadership.

"We are very pleased that Jon agreed to lead the Chancellor's Office through this period of transition," said Board President Neil Goldschmidt. "His understanding of the legislative budget process and the workings of state government will help us present a stronger budget in the next session, more aligned with the priorities of the governor and legislature, and the needs of Oregon students."

Yunker will fill the leadership gap left following the resignation of Chancellor Richard Jarvis, announced and accepted "with regret" on April 1 by the board. Jarvis' resignation is effective June 30.

A key aspect of Yunker's charge is to work with the board to implement a new vision for the administration of higher education within Oregon.



Richard Jarvis

Additionally, he has been asked to help integrate the OUS budget with the Executive Branch budget, and to coordinate the budget presentation in a way that will satisfy the needs of the Legislative Fiscal Office and the Ways and Means Committee. This will include preparing and submitting to the board an annual operating budget for all institutions, departments and activities of the board.

Prior to his retirement in 2000, Yunker served as DAS director beginning in 1995, overseeing and coordinating state government's administrative operations, including statewide budgeting and personnel and labor relations. Previous positions with the state include DAS deputy director and budget and management division administrator beginning in 1980.

## 2004-2005 Serials Review Deadlines Approaching

By the middle of May, faculty and other library patrons will know which serial subscriptions have survived the latest round of budget cutting. The target is to reduce 2004-2005 expenditures for serials by \$200,000 as a way to combat the spiraling cost of journals and other periodicals.

"As serials costs rise each year--inflating by 8 percent to 10 percent in 2003-2004 and likely to follow that same sharp increase next year, the UO Libraries' overall budget--even at an average annual augment between 3.5 and 5 percent--eventually cannot cover such

Psychology at Stanford since 1974, is known for his seminal work in the areas of modeling, social cognition and self-efficacy. In a recently published ranking of the 20th century's 100 most eminent psychologists, Bandura was first among living psychologists and fourth after B.F. Skinner, Jean Piaget and Sigmund Freud.

## Our People

### IN THE SPOTLIGHT

**Ralph Salisbury**, English emeritus, has received a Fulbright Senior Specialists grant in U.S. Studies--Literature. He will use the two- to six-week grant at the University of Education Freiburg and at Carl-Schurz-Haus of the German-American Institute, Freiburg. Created to complement the traditional Fulbright Scholar Program, the Senior Specialists Program aims to increase the number of faculty and professionals who have the opportunity to go abroad on a Fulbright by offering a shorter assignment than the two months to an academic year typically associated with the traditional program.

**Warren Ginsberg**, English, will receive the 2003-04 Distinguished Professorship from Arts and Sciences during "A Medievalist's Miscellany," a free public conference, or gathering, at 4 p.m. on Tuesday, April 20, in the Gerlinger Alumni Lounge. A celebrated medievalist noted for his engaging style of discussing topics even in large lecture courses, Ginsberg will read and discuss his favorite poetic passages. He will explore the "once" and "future" in medieval texts and demonstrate how he teaches two poems in relationship to one another through a comparative reading of Boccaccio and Chaucer. The award honors the continuing excellence of Ginsberg's teaching and research. A question-and-answer session and a reception will follow the presentation.

**Massimo Lollini**, Romance Languages, received the Stella della Solidarietà Italiana and the honorary title of "commendatore" for his support of Italian culture, from Francesco Sciortino, consul general of Italy in San Francisco. Lollini's award was bestowed April 9 during an afternoon of Italian music, poetry and celebration that also featured Italian music for solo violoncello barocco by **Marc Vanscheeuwijek**, Music; poems by and after Francesca Petrarca, born 700 years ago, by various UO faculty members; and presentations by honored guests Anna Maria Lelli, director of the Italian Cultural Institute in San Francisco, and Vincenzo Colombo, director of the Italian Tourism Board in Los Angeles. **Juan Eppe**, Romance Languages acting head during spring term, and **Regina Psaki**, Romance Languages, offered remarks.

**Steven Pologe**, Music, and **Marjorie Woollacott**, Exercise and Movement Science, are recipients of a \$45,000 award from the National Academy of Recording Arts and Sciences. The grant will help Pologe, an accomplished cellist of international renown, and Woollacott, an international authority on human movement and balance as well as a cello student, to provide answers for students struggling to master stringed instruments and professional musicians hoping to avoid repetitive motion injuries. Using the technology to be developed in Woollacott's lab, they aim to capture

yearly increases," says Associate University Librarian Mark Watson, Collections and Access.

In the meantime, faculty, department heads and UO Libraries subject specialists are engaged in a round of give-and-take discussions worthy of the toughest labor negotiator. Since April 5, they have been scrutinizing the proposed list of journals to be cancelled in 2004-05 that is posted at [libweb.uoregon.edu/colldev/review04/](http://libweb.uoregon.edu/colldev/review04/).

"We've asked these people to review the list of titles not only for their own discipline, but also for related disciplines," says Faye Chadwell, Collection Development and Acquisitions head. "A more thorough review of the proposed cancellations ensures that important interdisciplinary or multidisciplinary titles receive fair consideration before they are cut."

She says that departments have the opportunity to review all proposed cuts and "buy back" or save titles proposed for cancellation from another fund line, provided that any necessary off-setting adjustments are made to reach the \$200,000 target level for overall reduction in the UO Libraries serials budget.

Departments are expected to return any revisions or changes to subject specialists or library departmental representative by the end of the day today (**April 12**).

A final list of titles to be cut will be posted for faculty review on **Monday, April 19**. Departments will be expected to complete final negotiations by **Friday, April 23**.

The 2004-2005 serials cancellation project will end **Friday, May 14**.

Library patrons may address questions or concerns to Chadwell, 6-1819, e-mail [chadwellf@darkwing](mailto:chadwellf@darkwing), or to Watson, 6-1896, e-mail [mrwatson@darkwing](mailto:mrwatson@darkwing).

## Women's Sports Symposium Set April 23

Top female executives from the sports industry will gather on Friday, April 23, at the University of Oregon for the Warsaw Sports Marketing Center's 2004 Women in Sports Business Symposium.

Faculty, staff and students, as well as members of the general public, are invited to attend interactive panel discussions on topics related to this year's theme, "Motivate, Inspire, Elevate: The Future of Women in Sports Business." The free sessions are scheduled

the inner workings of movements so quick--and so minute--that they elude the eye even as they delight the ear. The research will involve at least 30 cellists ranging from children to active professionals and may take as long as two years to complete. The findings will be valid for all stringed instruments, according to Pologe.

### IN PRINT/ON DISPLAY

**Chet Bowers**, Environmental Studies adjunct, is the author of *Mindful Conservatism: Rethinking the Ideological and Educational Basis of an Ecologically Sustainable Future*, Rowman & Littlefield Publishers, Fall 2003. He also wrote "The Environmental Ethic Implicit in Three Theories of Evolution" that appeared online in *The Trumpeter*, Vol. 19, No. 3, 2004, pp. 67-86. In addition, Bowers' *Let Them Eat Data: How Computers Affect Education, Cultural Diversity, and the Prospects of Ecological Sustainability*, originally published in 2000 by the University of Georgia Press, has been translated and just published in Japanese.

## This week at the University of Oregon...

Highlights of the many public events and activities on campus are:

- **Les Ballets Africains**, the national ensemble of the Republic of Guinea, gives their only Oregon performance during their Golden Jubilee world tour at 8 p.m. on Tuesday, **April 13**, in the Dougherty Dance Theater on the third floor of Gerlinger Annex. Celebrating the 50th anniversary of the company's creation in 1952, the program showcases a compelling, inimitable blend of traditional dance, music and story telling laced with demonstrations of spectacle, acrobatics, comedy and drama. Universally recognized as Africa's most renowned and accomplished dance company, the 35-member ensemble is famous for rapid-paced, vibrant performances set to pulsating drums. Seating is limited; advance purchase is recommended at the UO Ticket Office in the EMU. For information, browse [dance.uoregon.edu](http://dance.uoregon.edu) or call 6-4133.
- Michael Berenbaum, University of Judaism, delivers the **Lowenberg Family Lecture** on "Holocaust Memory: The Place of the Holocaust in Jewish Memory and in American Public Life" at 7:30 p.m. on Wednesday, **April 14**, in the Knight Library Browsing Room. An adjunct professor of theology, he is director of the university's Sigi Ziering Institute: Exploring the Ethical and Religious Implications of the Holocaust. Author of a number of books, Berenbaum oversaw creation of the U.S. Holocaust Memorial Museum from 1988-93. He co-produced the Oscar- and Emmy Award-winning documentary, "One Survivor Remembers: The Gerda Weissman Klein Story." For information about the free event, go to [darkwing.uoregon.edu/~jdst/](http://darkwing.uoregon.edu/~jdst/) or call 6-5288.
- The 10th annual **Holistic Options in Planet Earth**

from 1-5:30 p.m. in 282 Lillis.

For the first time, the symposium will be webcast live this year. To view the event in its entirety on April 23, go to [www.warsawcenter.com/events/wsbs\\_webcast.htm](http://www.warsawcenter.com/events/wsbs_webcast.htm)

Now in its eighth year, the symposium is an academic forum for current and future professionals interested in the sports industry.



This year's panelists include Sue Levin, chief executive officer of Lucy Activewear; Jolynn Ovington, director of Adidas Women; and Cindy Trames, global director of Nike Bags. Check the symposium web site for updated information.

Register on-line at [www.warsawcenter.com/events/wsbs\\_registration.htm](http://www.warsawcenter.com/events/wsbs_registration.htm). For more information, call 6-3297 or send e-mail to [wsmrec@lcbmail.uoregon.edu](mailto:wsmrec@lcbmail.uoregon.edu).

## Workshop Connects Vendors and Buyers

A free public workshop presented by Business Affairs' Purchasing and Contracting Services aims to help vendors learn how to do business with the University of Oregon and other local government agencies and help government buyers better understand state contract laws.

Purchasing Manager Harriet Merrick says the workshop, scheduled from 9 a.m. to 4 p.m. on Tuesday, April 20, in the EMU Fir Room, will benefit both small- and minority-owned businesses as well as government agencies.

"More qualified local vendors will increase competitiveness and provide agencies with a choice of prices and quality for products and services," she says.

Lydia Muñiz and Sandra Kalin, from the State Office of the Governor Advocate for Minority, Women and Emerging Small Business, will present "Understanding and Broadening Opportunity" during the morning session and "Government Contract Opportunities in Your Own Backyard" in the afternoon.

Following these sessions, attendees can network with the agency representatives.

**Sustainability (HOPES) Eco Design Arts Conference**, organized by Ecological Design Center students, is titled "The Future Isn't What It Used To Be." Set Friday through Sunday, **April 16-18**, in various campus venues, including 206 Lawrence, the event showcases, as keynote speakers, architect Eric Lloyd Wright, landscape architect Edward L. Blake Jr., ecologist and watershed activist Brock Dolman and author and educator Ananya Roy. Featured are hands-on workshops, panel discussions, an environmental art exhibition, student work and a green business and nonprofit expo as well as concurrent kid's HOPES activities. A 24-hour design charrette, focusing on the conceptual and pragmatic potential of a Center for Applied Sustainable Living (a project now underway at the UO), kicks off the conference on April 15. The U.S. Green Building Council will hold an LEED intermediate course on April 16 at the Erb Memorial Union; register separately at [www.usgbc.org](http://www.usgbc.org). Admission is free for UO students, with a moderate fee for others; see the HOPES web site for details. On-line registration began March 8. For information, browse [hopes.uoregon.edu](http://hopes.uoregon.edu) or call 6-3696.

- Indian tabla master Samir Chatterjee and sarengi master Ramesh Misra join the acclaimed Ethos Percussion Group of New York in "Masters of Indian Music," a **Chamber Music Series concert** at 8 p.m. Saturday, **April 17**, in Beall Concert Hall. The program opens with Indian hand-drumming and variations on an Indian raga. Then Chatterjee and Misra offer a selection of North Indian classical music ragas and tablas. Finally, Ethos joins the Indian musicians to close with two pieces written by Chatterjee especially for the Ethos Percussion Group. Tickets on sale at the door. For information, browse [music.uoregon.edu/CMS/index.html](http://music.uoregon.edu/CMS/index.html) or call 6-5678 or 682-5000. This is the second of two Eugene concerts by the Ethos group; the first is at 8 p.m. **April 15** in Beall Hall.

For more about University events, visit the [Calendar of Events](#).

In addition to the university, agency participants include the Oregon Department of Transportation, the Eugene Water & Electric Board, the Oregon University System, Lane Community College and the City of Eugene.

For more information or to register for the workshop, contact Merrick at 6-1255 or by sending e-mail to <[hmerrick@uoregon](mailto:hmerrick@uoregon)>.

## Announcements and Briefs...

### **Frohnmayr, Administrators to Meet with Staff April 13**

This spring's meeting of classified employees with President Dave Frohnmayr and other senior administrators, set from 10-11:30 a.m. on Tuesday, April 13, in the EMU Ballroom, will follow a new format.

Sitting at tables throughout the room will be Vice Presidents John Moseley, Dan Williams, Allan Price, Lorraine Davis, Rich Linton and Anne Leavitt as well as Gregory Vincent, vice provost for institutional equity and diversity. Also dispersed throughout the room will be Classified Staff Training and Development Advisory Committee (CSTDAC) members, as well as Human Resources Director Linda King and Training Coordinator Kathy Cooks.

Arranged by CSTDAC and Human Resources, this spring's meeting will open with harp music by Janet Naylor, English, and a buffet brunch. Then, following brief remarks by Frohnmayr, small-group discussions will follow on various "table topics."

Among possible topics are:

- The changing state board of higher education
- The affect of the wage freeze or other issues or policies on workplace morale
- What your friends and neighbors say to you about the value of the university
- Changes in support and service needs for students
- Suggestions for ways in which we can make the student experience here more successful
- One thing you would change in your workplace and in the university. Why?
- Better ways of expressing appreciation to the classified staff who help us daily in our work
- Areas of university administration about which you wish you had more information.

What's the best way to get that information to the staff?

Employees should get release time from supervisors if they are

attending during work hours. In addition, please call 6-3159 to indicate you are attending--and to ensure that sufficient food is provided; an RSVP is not required to attend.

For information, go to <[darkwing.uoregon.edu/~cstdac/](http://darkwing.uoregon.edu/~cstdac/)>, send e-mail to <[cstdac@darkwing](mailto:cstdac@darkwing)> or call Joyce McCracken, 6-6001, or Dee Rawson, 6-2006.

### **OA Council Nominations Due April 16**

Administrative faculty members are invited to nominate themselves or their colleagues for election to the Officer of Administration Council for the 2004-2005 academic year.

Three council positions are open. Todd Lundgren, International Programs, and Annie Bentz, Student Life, are completing their first two-year terms and are running for re-election. Donna Winitzky, EMU, is completing her second two-year term and therefore is not eligible for re-election. The remaining councilors--Kathy Cannon, Affirmative Action and Equal Opportunity; Chris Loschiavo, Student Life; and Marilyn Reid, English--each have one year remaining on their terms.

Terms of office are two years. All officers of administration are eligible for election to the council, excluding those completing their second two-year terms as council members.

All nominations must include a confirmation from the nominated person indicating willingness to serve in the position if elected.

Submit nominations using the online form at <[darkwing.uoregon.edu/~oa/nominationform.html](http://darkwing.uoregon.edu/~oa/nominationform.html)> or by sending an e-mail or Campus Mail message to any current council member. Names and addresses are listed on the OA website, <[darkwing.uoregon.edu/~oa/](http://darkwing.uoregon.edu/~oa/)>. The deadline is **5 p.m. on Friday, April 16.**

Voting will be conducted online from April 26 through May 7 by logging into Duck Web using the employee identification number and the Personal Access Code (PAC), supplied by Human Resources. A list of nominees and voting instructions will be distributed to all officers of administration using the <oanews> listserv.

### **Swifts Return to Agate April 16, 23**

Somewhat like the much better-known swallows returning to Capistrano, an annual rite of nature will play out on the eastern side of campus later this month.

At 7:30 p.m. on Friday, April 16, and a week later on April 23, birdwatchers of all ages are invited to observe as thousands of Vaux's Swifts enter the Agate Hall chimney to roost for the night.

The birds begin circling about 30 minutes before sunset, which will be around 8 p.m.

"Look for the Audubon banner for this annual spring opportunity, organized by the Lane County Audubon Society, to observe and learn about the returning swarms of swifts," says Maeve Sowles, Facilities Services.

Parking is available on Agate or East 17th or East 18th avenues.

For information, call 485-BIRD (2473) or Sowles, 6-2867.

### **Summer Opportunities Directory Published Online**

The 2004 Directory of Summer Opportunities in Eugene/Springfield for Children and Youth is now available online at <[hr.uoregon.edu/workfamily/summer2004.php](http://hr.uoregon.edu/workfamily/summer2004.php)>.

The directory is compiled annually by Work and Family Services, a program of Human Resources.

"We hope this directory will provide helpful information for your summer planning," says Karen Logvin, Work and Family Services administrator. "To the best of our abilities, the directory reflects accurate information for the listings provided, but each program is independently sponsored, and any changes are beyond the control of Work and Family Services."

Logvin says that her office cannot warrant or recommend one particular program or another. She also says that neither the university nor her office screens any of the program listings.

"The responsibility for screening and selecting programs and services must remain completely with the parents/guardians," she says.

For questions, call 6-2962.

Each issue of Inside Oregon is archived on the web at <http://comm.uoregon.edu/inside/archive.php> . If this issue displays improperly, please go there for the correct version.

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Dates of upcoming issues, with copy and calendar deadlines, are posted at [IO Deadlines](#).

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