

# The Daily Guardian

Volume 41, Number 48

University of California, San Diego

Tuesday, November 25, 1980

## Walshok named as new Extension head

Dr. Mary L. Walshok, associate dean of University Extension here for the past three years, has been named dean of University Extension.

The appointment was announced yesterday by Chancellor Richard Atkinson and Acting Vice Chancellor for Academic Affairs John W. Miles. The appointment is effective Jan. 1, 1981.

Dr. Walshok replaces Dr. Martin N. Chamberlain who will retire after serving as dean for 15 years. Walshok, who holds a PhD in sociology from Indiana University, has been associated with UCSD Extension since 1972 when she was named director of women's programs.

She also served as director of Extension's arts and science programs, as assistant dean for academic programs, and as director on a project on working women that was funded by the National Institute of Mental Health.

"We are delighted to be able to announce the appointment of someone with the background, experience and qualifications of Mary Walshok as the new dean of University Extension," Atkinson said. "Extension will continue to play an important role in the educational opportunities we provide for the community. Under Dr.

Walshok's direction it will be possible to expand and enhance those opportunities."

University Extension is a self-supporting system through which UCSD helps to meet the educational needs of the community by offering courses ranging from those in business and scientific to those in the arts and humanities. Current enrollment is approximately 40,000.

Walshok is an authority on the status of women in the working force and especially the integration of women into blue-collar jobs. She has served as a consultant to the General Motors Corporation, the San Diego Police Department and the US Navy in dealing with the problems associated with the assimilation of women into nontraditional blue-collar jobs. She has written a number of articles and reviews on the roles of working women and a book titled "Invisible Worlds of Work: Women in Skilled and Semi-Skilled Occupations," scheduled to be published by Anchor, Doubleday, in 1981.

She has given public speeches and lectures and served on radio and television talk shows throughout California and the US on women's changing roles, family, **please turn to page 6**

## Report on restructuring administration released

BY JENIFER WARREN  
Associate News Editor

A report advising Chancellor Richard Atkinson on possible changes in the administrative structure here was released here yesterday, suggesting redefinition of areas of responsibility for campus student affairs and academic affairs offices.

The report stems from a committee investigation of the possibility of realignment of the responsibilities of the Vice Chancellors for Student Affairs and Academic Affairs. The investigation was deemed necessary by Atkinson as both positions will be open soon.

The Chancellor does not plan to comment on the report until he has considered input he has solicited from campus administrators, faculty and student groups.

"This report will definitely generate a substantial amount of comment," said Assistant Chancellor Patrick Ledden yesterday. "The committee has been very thorough and has presented four possible reorganizational structures, all of which have strengths and weaknesses."

Ledden added that "the Chancellor may come up with his own proposal after reading the committee's findings," rather than choose

one created by the committee.

The four organizational structures outlined for the two offices range from the status quo, which some committee members feel may be adequate, to a structure reflecting the most extensive shift in responsibilities. The proposals are accompanied by comments for and against each model.

Four basic areas were considered by the committee for transfer of responsibility: academic services, which include the admissions and registrar's offices, recruitment and retention; housing and food services; University Events; and University Extension and summer session.

Ledden believes the admissions and registrar's offices, recruitment and retention and the "direction the Student Affairs Office should take" are the most important things which are in need of change.

"I really don't think having housing and food services where it is under Larry Barrett (Manager of Auxiliary Enterprises) is a major problem," said Ledden, adding that he did not "think moving those services to student affairs would improve the quality of student life."

"I do feel strongly about the proposed move of admissions and registrar to student affairs," Ledden

continued. "Both of those areas must be in an academic office (they are currently under the auspices of the Vice Chancellor of Academic Affairs.)"

"Admissions is a function of the faculty and is interacting with the faculty all the time concerning matters like transcripts, records and classroom size," he said.

Ledden feels that having those two units "any other place would be a mistake, unless of course we could get a Vice Chancellor of Student Affairs with an extensive background as an academician."

While the committee's report includes three proposals that would move OASIS from academic to student affairs, where the program originated "in response to students' perceptions of their own needs," Ledden believes OASIS "is an academic matter" which should remain under academic **please turn to page 6**

### Today's Weather

High clouds and a clear night with a sunny afternoon. The lows will be in the low 40s and the highs in the low 70s. The water temperature is 60 degrees with breakers of three to four feet every 14 seconds.

## Herbenar wins layoff legal battle

*Indemnified for everything short of reinstatement to post in chancellor's office*

BY KATHY HUFFER

When Assistant to the Chancellor Maryann Herbenar received notice of her layoff last spring, it seemed unlikely that her protests would receive little more than cursory attention.

But after more than six months of legal negotiations with university officials, the 12-year UCSD employee, now assistant to the director of business services, has been indemnified for everything short of reinstatement for her former position in the chancellor's office.

And now that her grievance battles have ended, Herbenar says she will try to put the last few months behind her and "lead a normal life."

Herbenar's quiet settlement with the university, reached just over a week ago, absolves the university of her claims that she had been laid off last May with undue process and under sexually discriminating conditions.

The terms of the agreement include an undisclosed but "substantial" amount of money, reinstatement to her former job classification and salary, a seven and a half percent merit increase, guarantee that her position is a full-time staff job, purging of the layoff from her employment records, seniority in her job classification and time off for work-related training.

Herbenar received formal notice of her layoff early last May when then-Chancellor William McElroy requested termination of Herbenar's position, citing "lack of work."

Claiming that her work was necessary, — and in fact, two administrators with similar job titles were brought into the chancellor's office this summer — Herbenar charged that her layoff stemmed from sex discrimination.

Herbenar was the only woman with an administrative job in the chancellor's office at the time of her layoff.

Rather than accept her layoff quietly, Herbenar hired an attorney and filed a grievance with the university in a challenge to what Chancellor Atkinson says was part of the reorganization of his staff.

Although the grievance was filed against McElroy, Atkinson inherited Herbenar's case and agreed to settle after several months of negotiations.

"The chancellor's office was mad that Maryann had grieved," Geraldine Mele, Herbenar's attorney, said recently. "They were shocked that she wouldn't get laid off, go home and knit or something."

According to Herbenar, the chancellor's office stalled grievance proceedings over the summer and through the first part of fall quarter.

"Only when they were pushed against a wall" did Atkinson, who took office in July, and his administrators take the negotiations seriously, Mele claims.

"We went to the press and we were prepared," she says. "They knew that we were serious ... and they began to get **please turn to page 4**



Guardian photo by Phillip Davies

Maryann Herbenar



letters

# Denial of tenure for Tolbert is an anti-Black move

**Editor:**  
Once again the *Guardian's* sensationalist factless style of journalism has undermined legitimate student efforts. This is in reference to the article, (*The Daily Guardian*, Nov. 22). "BSU crowd prompts AS support of Tolbert."

Even the title is misleading. Not only were black students there, but Chicano, Asian and white students were also involved. Why did the *Guardian* fail to mention this? In addition to this, the *Guardian* projected the AS decision as one which gives the Black Students Union support in our quest to get Dr. Tolbert tenure. This is misleading. What the unanimous vote meant was that the AS of UCSD fully and unequivocally demand that Professor Emory Tolbert be given tenure and nothing short of that!

Some mysterious character named "Hill," who was supposed to be speaking on behalf of Tolbert, popped up in the article twice. The strange thing was that there was nobody named "Hill" even at the AS meeting. Is the *Guardian* really serious about reporting student

concerns? I would suggest that the *Guardian* stop trying to follow in the tradition of the *San Diego Union* and try to report more than surface-level details that will always mislead, and get a little more in depth, a little more credible.

Allow me to explain some of the real facts behind the issue. Professor Emory Tolbert of the History Department and the Third World Studies program is coming up for tenure in December. He teaches Third World Studies 7A, African-American History 159A-B, and a colloquium on Marcus Garvey 159Q. Tolbert, who is an authority on Marcus Garvey, recently published a book about the Garveyist movement.

Two years ago, Professor Tolbert came up for tenure review before the History department and was given a "no" recommendation. He was given a two-year extension by the administration, with a main reason being the student support he received. Students wrote letters in support of Tolbert, which the BSU is asking students to do now, and this

had a big impact on the decision. Now, the funny thing about him not receiving tenure is that he has consistently received "outstanding" marks in teaching and community service. His scholarship and research, which the Department deemed "inadequate," have been highly regarded by experts in the field of African-American history and the Marcus Garvey Movement. Let it also be noted that the History Department has no scholars who are qualified to judge Dr. Tolbert's work. There is no legitimate reason why the History Department should not give him tenure.

Another underlying fact in this matter is the importance of giving African-American History permanent status at this university. Black people have a long-standing history which is written in blood, battle and pain. It must be permanent at this university and must even be expanded upon, not taken away from. This is important not only for black students, but for any conscious person seeking to study the truth of history. If Tolbert is denied, there is not another qualified

black professor in this institution that can teach African-American history. And yes, it is necessary to have a black professor teaching this subject, as anything else would be a contradiction. How is someone supposed to teach

something he has not experienced? Ultimately, the denial of tenure for Dr. Tolbert would represent an all-out attack on black people by this university. Let me remind you, this is nothing new: **please turn to page 6**

## What amphitheatre?

**Editor:**  
I believe that our present AS government is hypocritical on their stands on issues. Last year, Carlos Montalvo pushed for the establishment and construction of an amphitheatre on campus. He met opposition from Central Library due to its planned placement below the library. He worked then for finding an alternative spot. He found an alternative spot someplace east of Interstate 5. How was he to know that this site was close to the UCSD chemical dump? This did not stop Carlos, however.

Then his reign in the administration ended, and a new president took over. He soon resigned. Then a new president shoves the amphitheatre plans for a student center hall. This hall will hold 1,000-1,500 for concerts, movies, lectures and other special events. The most important special event it will serve will be that of parties. Yes, due to irresponsibility in the past, organizations have no campus building in which they can throw a major party. Does this represent the students wishes?

The amphitheatre would have assured major concerts at UCSD. The amphitheatre represented hard work of a president dedicated to the wishes of the student body. The current administration represents the interests of the students organizations who are self-centered.

Does the current AS student government represent the interests of the

students? Don't you want to see the amphitheatre built? Places exist where there can be lectures and movies already. The only thing the new student center provides is a party hall. Can any student just throw a party in this new hall? I don't know, but you'll have to ask the administration that's working for you.

Save the amphitheatre!  
**Steve Rosoff**

## A 'trashy' letter

**Editor**  
Whether the printing of the letter, "Unite For Orgasm" (*The Daily Guardian*, Nov. 12), was bad editorial judgement or not is of no concern to me; I found the letter to be quite humorous. However, I feel that I must make clear my feelings about the printing of one of the responses to that letter. In particular, the response that came from Francisco Villa III.

Villa's letter is full of contradictions, illegitimate syllogisms and illogical statements. Whether Villa's letter is a 'hoax' or a completely absurd collection of ideas is of no consequence. The fact is that you, the editors of *The Daily Guardian*, are responsible for what your readers see in the paper. The role of the *Guardian* is not to "protect its readers," as Villa states, but rather to inform them. Any letter that can even **please turn to page 6**



CONGRESSIONAL STROKIN' TIME

### the bottom line

## Blockading post offices—one way to avoid draft

**BY EDWARD WILLIAMS**  
I've been emphasizing a three-point strategy to destroy draft registration. The first point was the demand for opening up the university — its legal and counseling services — to the community. (*Daily Guardian*, Oct. 29). Mass civil disobedience is the second point.

Before getting into a discussion on civil disobedience, the term needs a definition. Civil disobedience (CD for short) means breaking the law with the willingness to take on the full legal and social consequences for the action. This is all that CD means, and there is nothing in this definition which requires that CD be non-violent and passive. In the first anti-nuclear occupations of Seabrook, NH, the participants sat down on the site and went limp when police attempted to move them. This was civil disobedience. In more recent attempts to occupy the construction site of the Seabrook nuke, activists were confronted with chain link fences around the grounds. They chose to attack the fences with grappling hooks and bolt cutters to pull them down in the face of the police guarding them, and this was civil disobedience. If people decide that they only way to stop nukes is by blowing up nuke sites and AEC offices — if they do this and wait for the police to arrest them, then this is also civil disobedience. Again

the law and accepting the consequences of that act.

So CD does not necessarily mean non-violence, and this is a good thing because the debates around non-violence are endless. Given a sit-in or blockade, some people think that anything more than going limp when confronted by the police is not non-violence. Others allow for a measure of resistance to being dragged away — linking arms, group solidarity and the like — within the framework of non-violence. But the great debate, the one that has split the anti-nuke movement back east, is whether destroying property is non-violent. The Clamshell Alliance insists that destroying fences around nuke sites is not non-violent, whereas Clams for Democracy and Coalition for Direct Action at Seabrook contend that it is. We will side-step this debate by stating that the non-violence is a tactical matter, while CD is a strategic matter.

The distinction between strategy and tactics needs to be discussed, but first some further aspects of CD will be considered. Civil Disobedience involves both direct and symbolic action. Direct action is when people act immediately and concretely to change something that affects them, such as blockading the post offices to disrupt, even stop, the draft registration process. People taking

by demonstrating the injustice of a situation they may not succeed in changing immediately. If done individually, CD tends toward symbolic action. If done by a mass of people, CD tends toward direct action.

The strategic necessity for civil disobedience around draft registration has a direct and a symbolic component. Direct action against draft registration demonstrates that participants of draft age are serious about resistance, and that those not of draft age are serious about providing a community of support for resisters. If CD actions are large enough, they may even succeed in temporarily disrupting or shutting down the registration process. However, given the scope of the Selective Service System and the lack of time limits on the upcoming period of registration, CD will have an impact that is overwhelmingly symbolic. To the American people and government, it will demonstrate the determination of a resistance movement with historic links to the Vietnam resistance, yet one that has learned from Vietnam. We've had different experiences and we have different potentials from the anti-war movement of the 60s as illustrated by (1) the current attempt to reinstitute conscription during peacetime, and (2) our potential with peacetime registration for going beyond the "save our ass" argument

causes and intent of draft registration. Without the furor of war to polarize the issue, CD can be taken as part of the debate over draft registration — a warning that says to the state, "this is the first step, just wait until the draft is reinstated or a war manufactured."

San Diego Students for Peace were the catalysts in a successful blockade of the downtown post office on the first Friday of last summer's two weeks of draft registration. The Resistance Center of SDSU would like to organize for more blockades of post offices on Jan. 5, when registration begins for 18-year-olds. Among the variety of tactics available under the strategy of Civil Disobedience — sit-ins, dramatic confrontations — blockades would seem the most tactically correct in maximizing the strategic effectiveness of civil disobedience against draft registration. And, in the same light, non-violent resistance to the police would seem tactically correct in achieving both the direct and symbolic aspects of a CD strategy. So join San Diego Students for Peace and the Resistance Center in blockading the post offices On January 5. We will be having civil disobedience preparation workshops on Dec. 15 at the Che Cafe for UCSD, on Dec. 22 at Scripps Cottage for SDSU, and on Jan. 4 at the Che Cafe again as a final

## ASSOCIATED PRESS NEWS BRIEFS

### Quake death toll rises to over 1,000

**NAPLES, Italy** — The death toll in the earthquake that devastated southern Italy climbed to 1,012 yesterday, officials said, and rescuers combed the rubble for more victims.

A big rescue operation was under way to save people believed still buried under rubble from the Sunday night quake and to aid the several thousand people reported injured.

Officials said rescuers had reported recovering 1,012 bodies, making it the highest earthquake death toll in Italy since 1930 when a quake in the same area claimed 1,400 lives.

"They screamed, oh did they scream. It was worse than hell," said Angela Enza, who was trapped in a Belvano church when the killer earthquake struck during

evening Mass. Searchers had found 59 bodies — half of them children — and reported as many as 100 others missing in the village of 2,200 people nestled in the hills 60 miles east of Naples.

Rescue efforts were hampered by damage to roads and rail lines and by aftershocks that hit every 30 minutes throughout the night, often knocking down buildings damaged by the initial shock.

### Minorities might sue

**SAN DIEGO** — Minority students will sue the state of California if the state requires proficiency tests for high school diplomas as planned, an Assembly

### DOONESBURY



by Garry Trudeau

hearing was told yesterday. "To deny diplomas to high school seniors who were victims of discrimination based on wealth is to deny them equal protection of the law," opponents claimed.

The Class of 1981 is first to face the test. But the legislators were told "preliminary test results indicated that minority students are failing the tests en masse." The state Department of Education recently issued a similar report.

A statement read at the hearing said 89 percent of blacks and 77 percent of the Mexican-Americans at Sequoia Union High School failed the writing portion of the test.

A total of 61 percent of the students passed at the predominantly white Skyline High School in Oakland while 16 percent did well at

minority-dominated Oakland Tech.

### Fast solution not to be seen

**WASHINGTON** — Secretary of State Edmund S. Muskie said yesterday he sees no short-term solution for freeing the American hostages in Iran.

While the Carter administration waits for a new message from Tehran, Muskie said, "Our posture now is that we are holding and circling."

Iran's message, to be delivered through Algerian intermediaries, is in response to U.S. proposals for breaking the deadlock, now in its 55th week.

Muskie, in a brief exchange with reporters at the State Department, indicated he did not expect a yes-or-no reply.

"We know they want some information external to the proposal itself," he said. "We know there are some five lists of information in the request."

### ABC bomber life in prison

**LOS ANGELES** — Alphabet Bomber Muharem Kurbegovic, who once proclaimed himself the Messiah, was sentenced to life in prison yesterday for the 1974 airport bombing murder of three people, but the judge said he would be eligible for parole in less than a year.

"If it was in the court's power to sentence you to life in prison without the possibility of parole I would do so," Superior Court Judge Nancy Watson told the 37-year-old Yugoslav.

**PHOTO SUPPLIES**  
**DARKROOM SUPPLIES**  
**DISCOUNT PRICES**

UCSD Purchase Orders accepted

**BOB DAVIS**  
camera shop

7720 Fay Ave.  
La Jolla  
459-7355

**Student Travel Services**

**Budget Air Fares**  
(one way)

LAX-New York	\$195
LAX-Hong Kong	\$906
LAX-London	\$941
LAX-Amsterdam	\$975
SAN-Frankfurt	\$334
LAX-Madrid	\$356
LAX-Paris	\$384
LAX-Zurich	\$424
LAX-Lagos	\$638

All confirmed reservations. Roundtrip is sometimes cheaper.

**In the Student Center.**  
Phone 452-0630.

**Stanford University School of Education**

Stanford offers a unique graduate program where students earn a teaching credential and MA degree in one year.

**Come hear more about it November 26, Wednesday, at 9 am in the Career Planning and Placement Office, HL 1058.**

**STUDENTS!**

**A CONDO FOR YOU CAN ENRICH YOUR FOLKS!**

Just think how much you and your parents are spending for education — tuition, textbooks and HOUSING. Monthly rent is money out the window and here's a far better investment alternative: your own condominium at Mission Plaza. You can gain tax benefits now, and sell the condo when you graduate. And look what you get for the money! Only **\$56,990**

**YOU AND YOUR FOLKS CAN EARN WHILE YOU LEARN!**

- 5% down buys a 1 or 2 bedroom maintenance-free home with swimming pools
- night-lighted tennis courts • volleyball • therapy spa • an ideal location close to the Stadium, Mission Valley shopping, beaches, and much more!
- Come check it out, talk it over... and start putting your money to work for you!

from **10% Interest\***  
\*Ask your sales representative for details.  
Sales Office & Models Open Daily 10 a.m. to 6 p.m. 10707 San Diego Mission Rd., San Diego, CA 92108 (714) 563-0850

**womancare**

a feminist women's health center

- Self-help
- Well woman
- Pregnancy screening
- abortion up to 16 weeks
- birth control
- childbirth

3686 4th Avenue  
San Diego, CA 92103  
or call: 298-9352

**\$1.00 CO-OP CAB TAXI SERVICE \$1.00**

24 HOUR RADIO DISPATCH

**\$1.00 Discount to the Airport**

**Phone 280-2667**  
"Look for the Silver Cabs"

Reliable "Time Call" Service to Airport  
Station Wagons on Request

present participating driver when entering taxi  
only one coupon per ride

**Skd the High Country**

Ride the Coors Shuttle to Big Bear. The Dan McKinney Company, your Coors distributor, is sponsoring day trips to Big Bear every other Saturday beginning January 17th during the winter quarter. Dates: January 17th, January 31st, February 14th, February 28th, March 14th.

The price will be \$25, which includes: round trip transportation on luxurious coach buses, all day lift ticket, door prizes, free beer for the ride home.

The bus will leave from UCSD approximately 5:30 am on the above dates and will return at about 8:00 pm the same day. Tickets will be sold on campus two weeks prior to each trip. For more information, call your Coors campus representative at 755-4847 and ask for Michael Harth or John Chamberlain. Have a great Christmas break, and remember, **THINK SNOW!** Keep this ad and be eligible for door prize on the first trip.

**Poster and Picture Sale**

quality merchandise at low prices

Sponsored by the Associated Students Internship Office

**REVELLE PLAZA TUESDAY & WEDNESDAY**



# Herbenar's battle for job takes her through legal battle

continued from page 1

embarrassed." But Cynthia Starkovsky, labor/employee relations manager at UCSD and the university's legal representative in Herbenar's grievance proceedings, says that Herbenar was "treated in a most fair and equitable manner in the resolution of her complaints."

Starkovsky laughed at Herbenar's charges that the university tried to stall grievance proceedings, saying that Herbenar's case "was handled like any other grievance charge," and that the university "negotiated in good faith."



Chancellor Richard Atkinson

Herbenar says she encountered numerous obstacles to reaching final settlement. In her grievance, filed June 5, she demanded reinstatement to her former position in addition to settlement conditions that were reached in her recent contract.

While she was never offered back her position in the chancellor's office, in which she had kept the chancellor's calendar and was defined as a "conduit" between the chancellor and the UCSD community, Herbenar was offered a temporary job soon after she challenged her layoff.

"This wasn't even a position," Herbenar claims. "The only job they had offered me was a three-month project under Laura Long (director of business services) to put together a manual."

At the advice of her attorney, Herbenar turned down the offer and continued to demand reinstatement.

Soon afterwards, Starkovsky met with Herbenar and Mele to negotiate a replacement job for Herbenar in accordance with university regulations, which state that laid off employees have preferential status to be offered another position of equal or lower classification and salary.

"She (Starkovsky) started talking about making the project into a job," Mele says. "Then she started asking if any other kind of job were offered, would she (Herbenar) stay?"

During these negotiation last spring, Herbenar sought job replacements at the university on her own. According to the Mele, administrators from the chancellor's office "were making Maryann a hot item that no one would touch."

She cited as one example Herbenar's job-related discussions with the Third College Provost's Office, which were quickly terminated after "McElroy's office became hysterical when they found out."

The day after Herbenar filed grievance against the university, she says she received a call from the personnel office informing her that a replacement job had been created.

"They recommended the job, created, accredited and budgeted the job all in one day," Herbenar says. Although the position meant a demotion in job classification and salary, "it would have looked bad to refuse," Herbenar says.

And with the layoff of Herbenar's position effective at the end of June, Laura Long, business office director, "got Maryann dumped on her," Mele says.

"Laura was very understanding," Mele adds. "She asked her managers to come up

with projects for her (Herbenar). Still, I think Maryann could be called a liability to Laura."

In addition to her attorney's assistance, Herbenar had the support and negotiating aid of UCSD's American Federation of State, County and Municipal Employees (AFSCME) local.

Herbenar — who until last year had been a vocal critic of campus unions — originally had only divided sympathies from AFSCME members, who were skeptical of the "manager" complaints, according to AFSCME representative Patsy Healey. But after reviewing the grievance, the union gave Herbenar their "full support," Healey added.

Herbenar and Mele say they had hoped that with the arrival of Chancellor Atkinson in July that "maybe reason would prevail" and the grievance could be settled quickly.

But Atkinson, who does not take credit for Herbenar's layoff, stalled negotiations and changed his mind several times on whether or not Herbenar had been laid off improperly, according to Herbenar and Mele.

In mid-August, they say, Starkovsky called to say "Atkinson had decided maybe some things were done wrong" and planned to write a letter to Herbenar in this vein.

Just over a week later, Herbenar received Atkinson's letter, which stated, "...I believe you have been treated in a fair and equitable manner..." and urged resolution of Herbenar's grievance without formal proceedings.

"If I'd been mad before, I was furious now," Herbenar says.

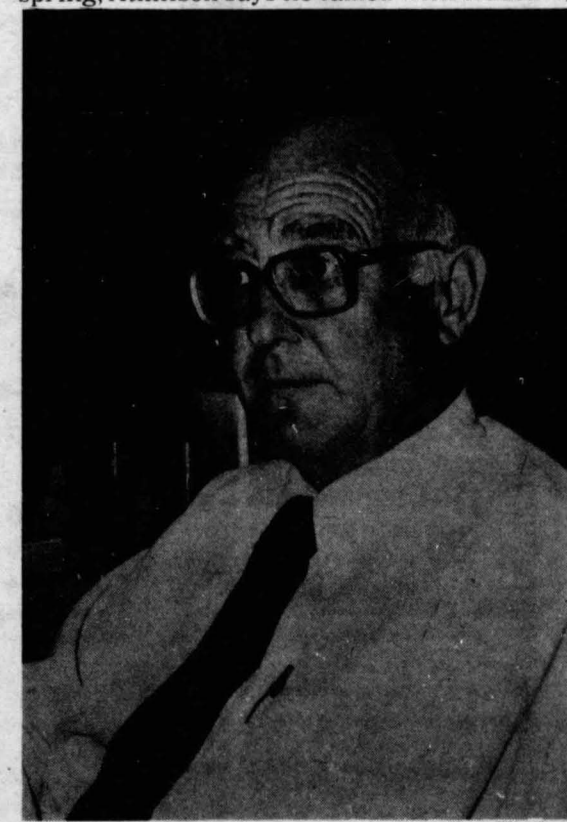
Atkinson he had believed throughout the proceedings that Herbenar "had legitimate complaints" and should be indemnified for her grievance.

"I was really disgusted with the way the university handled the case," Atkinson says of last spring's layoff. "I've said all along that I didn't think she was treated appropriately."

Just how Herbenar's layoff was decided remains unclear. McElroy, who requested and gave formal notice of the layoff, has insisted that he acted at the request of Atkinson.

But Atkinson says he never called for Herbenar's layoff.

During a brief visit to this campus last spring, Atkinson says he talked with students,



Former Chancellor William McElroy

faculty and administrators regarding the structure of the chancellor's office.

"It was clear to me that there were lots of personal conflicts ... and that I wanted to reorganize the chancellor's office," he says.

Atkinson admits he "did not anticipate keeping her (Herbenar) in the chancellor's office."

"But I'd assumed that another position like the position she held here would be found, Atkinson says. "Somehow a layoff notice was issued."

Atkinson adds that he "made it clear" to McElroy last spring that he "wanted it done before I got here," but if McElroy thought he was implicitly requesting Herbenar's layoff, "I certainly don't see it that way."

Starkovsky defends Atkinson's decision to remove Herbenar from the chancellor's office, please turn to page 5

# Herbenar's battle leads concessions

continued from page 4

"The fact that a reorganization has occurred in the chancellor's office is not at all unusual," she says. "That's simply a fact of life. The higher you move up the management structure, the less job security you have."

And if Herbenar's layoff was handled improperly, Starkovsky adds, "I strongly disagree that is right to consider Chancellor Atkinson responsible for problems that occurred in the past."

In October, Herbenar and Mele met with Atkinson's negotiators to discuss the claims Herbenar would make at a formal hearing. "That was really the first time they'd wanted to listen," Herbenar says.

Within several days after this meeting Atkinson called for a reclassification of Herbenar's job status, removal of her layoff from personnel and employment records and several other conditions brought out in the final settlement, Herbenar says.

Still dissatisfied, Herbenar and

Mele continued negotiations that were to lead to a formal hearing. But an offer of cash settlement finally brought proceedings to an informal close Nov. 14.

As part of "release and settlement," Herbenar's cash amount is being kept confidential.

However, Mele says the cash sum will cover Herbenar's legal expenses — which Herbenar estimates to be close to \$9,000 — and "leave her a little change in her pocket."

Atkinson says this amount is only one-sixth of the amount Herbenar first requested.

Despite Herbenar's grievance settlement, she says it will take some time before she can forget the past six months. "Several times I was very demoralized," she says. "It was very, very hard."

"I don't believe I was treated with respect or dignity," she says, explaining that administrators from the chancellor's office tried to "discredit" her throughout the grievance proceedings.

"They kept saying, 'We've already given her what she deserves,'" Mele says. "And they said she had only done the calendar (for McElroy), and said Maryann was trying to make her job sound more important than it was."

This complaint had also emerged last spring, when Herbenar, who had worked for McElroy for over eight years, received her layoff notice in the identical format of a form layoff letter in the university's Policy and Procedure Manual.

Herbenar also claims that because she is a woman, her position was eliminated with "due process" or cause.

According to Herbenar, her layoff came as a complete surprise, both because her position was classified as "permanent" and because Atkinson, who visited UCSD briefly last spring, had commended her work during his stay here.

Meanwhile, Assistant Chancellor Pat Ledden, whose tenure in that position had been scheduled to expire

during the summer, was retained in the chancellor's office with a permanent status.

Bruce Darling, special assistant to the chancellor, was brought in by Atkinson last spring to assist in the chancellor's office, and former UCSD development officer Pat Collum was awarded a one-year stint in the chancellor's office as a staff assistant.

"That is unethical: I couldn't stomach it, I'm sorry," Herbenar says.

According to Mele, the chancellor's office "didn't treat Maryann's case as a personnel matter, but as some kind of very emotional thing, trying to make Maryann feel guilty."

Her grievance success, however, destroys "the myth that women's work doesn't mean anything," says AFSCME's Healey. "In my experiences with grievances, it's (Herbenar's victory) just marvelous."

Herbenar says her experiences with her layoff and grievance "show how management can forget about human beings."

**REVELLE DELI**  
Finals Week Special

only  
**80¢**  
(reg. 95¢)

Ham-Egg-Cheese on a Bun

offer good with this coupon,  
December 1 through December 5

**CHRISTMAS IDEAS?**  
Photos, Prints or Posters make PERFECT GIFTS,  
and framing makes them special!

**The Frame Shoppe...etc**  
4079 Governor Drive, San Diego, CA 92122  
453-7920  
Tuesday thru Saturday, 9:30 am to 5:00 pm

The **\$8** Precision Haircut  
(includes shampoo, conditioner & cut)  
for guys and gals at

**La Jolla CUTTING Company**

Call for appointment.

**737 Pearl St.  
456-1170**

Coupon  
blow dry included with coupon.  
Long hair \$2 extra for blow dry.  
(coupon good Mon-Thurs only)

**Wanted for CASINO NIGHT**

Casino Night will be on Saturday, February 21, 1980. The Campus Recreation Office needs to hire a UCSD student to solicit prizes from local merchants. The job begins as soon as possible and lasts through the end of February.

To apply, check with the Student Employment Office: Job #2206 (\$5.39 per hour)

CAMPUS RECREATION  
Department of Physical Education

**Overseas Automotive Repairs**  
specializing in TOYOTA, DATSUN, VW, OPEL, FIAT, VOLVO, AUDI, HONDA, MG

**STUDENT SERVICE**

We Work Only for Students (student ID required)

15% Student Discount

We also specialize in any kind of electrical problem...and all of our work is guaranteed!

We've been serving students for over two and a half years and they're all happy...let us serve you, too!

5631 La Jolla Blvd (near Birdrock) Call Ricky Mon-Fri 9-6 454-5133

For further info, see our buyer's guide in the Student Directory.

*I love to sit down with a classic.*

**ERLANGER**  
Classic 1893

Brewed with pride in our classic tradition the 100% purity and fine is truly a distinctive product of uncompromised quality.

We use only the classic all natural ingredients to brew Erlanger: two-rowed barley for an unusually rich mellow character; two varieties of a noble wheat, pure yeast and crystal clear water. Erlanger is uncommonly good beer...the absolute finest within.

CONTENTS 12 FL OZ • BEER

©1980, Jos. Schlitz Brewing Company, Milwaukee, WI

**Daypacks to Internal Frame Packs**  
factory outlet

60/40 mountain parka  
\$48.00 (reg. \$85.00)

Nylon Wallets  
\$5.00 (reg. \$6.75)

Drawstring Pants  
\$15.00 (reg. \$22.00)

Rock Climbing Specialists  
full line of hardware & ropes

**PACK FACTORY**  
Mountain Gear Outlet  
755-7662  
143 So. Cedros, Solana Beach (next to Belly Up)



# New extension dean

continued from page 1  
sexuality and work.  
Walshok received a B.A. degree from Pomona College in 1964 and a M.A. degree in sociology from Indiana University in 1966. She served as a research fellow in the Institute for Sex Research and as a teaching associate in the Department of Sociology at Indiana University and as an assistant professor of sociology at California State University, Fullerton before moving to San Diego.  
In 1978, she served as a delegate to the leadership training program for women in higher education administration sponsored by the American Council on Education. She has also served on the advisory board for the Battered Women's Coalition of San

Diego County, the education advisory committee for Planned Parenthood, and the advisory commission on the status of women for the City of San Diego. She currently serves as a member of the mayor's commission on crime control for the City of San Diego.  
Walshok is a member of the American Sociological Association, the Society for the Study of Social Problems, Sociologists for Women in Society and the National University Extension Association.  
She is married to Dr. Marco Walshok, an assistant professor of public administration and urban studies at San Diego State University. They have one son, Colin, age 4.

# Restructuring report

continued from page 1  
authority.  
And Ledden also indicated his belief that recruitment and retention should "be given a chance under (Assistant Vice Chancellor of Academic Affairs) Harold Temmer's scheme," rather than be moved to student affairs as three committee models propose.  
Atkinson's decision of the restructuring of these two

offices will largely determine the type of person sought to administer them, said Ledden.  
The search for a new Vice Chancellor of Student Affairs to replace Richard Armitage next fall and for a new Vice Chancellor of Academic Affairs, a post vacated by Paul Saltman last summer, is expected to begin early next quarter.

# Trashy letters

continued from page 2  
begin to compare the "American Way of Life," a communist conspiracy and beating the Soviets to the moon, to multiple orgasms is

absolute trash — I for one am not interested in reading such trash in this or any other newspaper.  
HUGH RICHARD KOSS

# Turkey Olympics tomorrow

BY LISA SULLIVAN  
Tomorrow at noon the Turkey Olympics will be held on Revelle Plaza. Six live turkeys, each one sponsored by a different student organization, will compete in eight categories.  
Olympic organizers will not reveal the events but it is rumored that the pageantry will be judged upon intelligence, physique, strength, disco style, speed,

loyalty and an inebriation test.  
The turkeys will be paired with trainers Wednesday morning when a local turkey owner transports them to UCSD. The teams will then have half an hour to practice before the Olympics begin. The turkey and its trainer will have matching identification items such as a name tag, hat, medallion, three-piece suit, or whatever they

can come up with.  
Other contest rules prohibit bribery, abuse of turkeys, or use of stimulants in the turkey's body. Trainers must pledge to "love, honor and cherish" their turkey, and must also clean up after them. A final request is to "refrain from mentioning Thanksgiving to any turkey," lest it cause them "extreme emotional stress."

# Iran wants a 'definite response'

ALGIERS, Algeria AP — Iran has requested a further explanation of the US reply to Iran's conditions for the release of the 52 American hostages, informed sources in Algeria said yesterday.  
The sources said an Algerian delegation that delivered the US response to Iran returned from Tehran on Sunday and were to meet today with Algerian Foreign Minister Mohamed Benyahia.

US Embassy in Tehran and its staff on Nov. 4, 1979.  
The Algerians went to Iran Nov. 12 to deliver to US response to the four conditions. Algeria is representing Iran's interests in the United States.  
The Iranian conditions are the release of more than \$8 billion in Iranian assets frozen by US presidential order to insure the payment of American claims against Iran, the cancellation of all such claims, a pledge of US non-interference in Iran, and return to Iran of the fortunes transferred abroad by the late Shah Mohammed Reza Pahlavi and his closest relatives.  
Deputy Secretary of State Warren Christopher went to the North African nation Nov. 10 to deliver the US reply.  
Secretary of State Edmund Muskie said last week that the United States, in its letter delivered in Tehran, accepted the Iranian conditions "in principle." But other US officials said the letter explained the legal obstacles that would have to be overcome in the courts before

three of the demands could be met.  
Iran's official reply was delivered Saturday in Tehran to the Algerians.  
Abdel Karim Gherayeb, leader of the four-member Algerian delegation, said at that time that he was taking the reply back to his country "and we will see what happens next."

Iranian officials said Sunday the US reply was unsatisfactory, and it wanted a "clear and explicit" yes or no, reports from Tehran say.  
It was not known if the Algerian delegation was planning to head to Washington.  
In Washington, State Department spokesman Joe Reap said the US government had received nothing official yet and was still in a "wait-and-see attitude." He said there were no plans yet for anyone to go to Algiers to get the Iranian reply.  
Today is the hostages' 388th in captivity since Islamic militants seized the

Editor's Note — "Hill" was the Vice-chairperson of the BSU, or at least that's how he was identified by others in the BSU.

# Prof. Tolbert needs tenure

continued from page 2  
UCSD has systematically been decreasing the number of black faculty at this university in the past years.  
These are the facts behind the issue and these are the reasons that black people and the AS are demanding that Tolbert be given tenure.

KEN OVERTON  
Chairperson, Black Students Union

# Classifieds

## announcements

Hook, line and sink her then drag her to the Revelle Semi Formal at Sea World on Feb. 28th. (11/25)  
We are looking for people interested in participating as subjects for psychological research studying the relationship between human sexuality and physical exercise. If you are involved in a heterosexual relationship, and you and your partner are interested, please phone Barry Ross, M.S. 272-9390. (11/25)  
How drunk is the RA turkey? Find out at the turkey olympics on 11/26 on Revelle Plaza at noon. (11/26)  
Do you like power? Warren AS rep. spot now open. Apply at Warren Provost office now. Don't dilly-dally! Deadline Jan. 12. (11/25 & 1/5)  
Hawks & Doves - new Neil Young on sale along with many other albums. This week only at Assorted Vinyl. (11/25)  
Bender - look Sharp! Cost plus 50¢ at Assorted Vinyl. (11/25)  
Film and Speaker on Palestine. Come and learn about the plight of the palestinian people. Speaker: A Palestinian poet and author of "The Disinherited", "Poems From Exile" and other works. Fawaz Turki. Movie: The key. Time: Tuesday Nov. 25 7:00 pm. Place HL 1402. Sponsored by the Organization of Arab students. (11/25)  
Got the end of the quarter blues? See live blues at the Pub, Tues. Nov. 25 4-6 pm with Popeye Maupin, formerly with Count Basie and Dizzy Gillespie, and his band. free admission. (11/25)  
Jodi - come get nine hagen - cost plus 50¢ at Assorted Vinyl. (11/25)  
Bring back your suit, bring back your dress, the Revelle Semi Formal is making the press. (11/25)  
Have you ever seen a turkey disco? come to the turkey olympics on Wed. Nov. 26 on Revelle Plaza at noon. (11/26)  
Listen you pups - get your tails over to Assorted Vinyl for our sale or get naked. (11/25)  
Picture and poster sale. Nov 24, 25, 26. Revelle Plaza Do your Christmas shopping! Sponsored by Associated Students Internship Office (11/26)

## personals

To my favorite Martian and her nimble helper. Thanks, (cheers). (11/25)  
Very nice looking guy 26 seeks same for further education. You're looking for the most open kind of friendship. Write: Robert, 2170 Felspar St., San Diego 92109. (11/26)  
M & M - Last night was rough... especially on the turntable. Let's treat ourselves to new albums at Assorted Vinyl. Not even last night can beat cost plus 50¢ — M&M. (11/25)  
Moosehead! I miss you. Just wanted to let you know that I'm always thinking of you. Call me tonight at 11:00 from - my face is not as fat as Jeff's (cuddles). (11/26)

## housing

Roommate wanted. Own room in PB apt. 170 & 10 utilities. Call 455-1401 or 272-3153 furn. on bus line. (11/25)  
Share our old La Jolla International House on Bus near beach. Prefer Faculty. furn. Pat 454-8258. (11/25)

Wanted: ♀ female student to share lg masterbrdm in new condo 1 1/2 mi from UCSD w/pool, jacuzzi, etc \$170/mo plus util. Available Dec. 8 457-3625. (11/26)  
Female roommate wanted for Dec! Furnished condo with swimming pool in front, warm water in winter. Quiet nice surrounding. Near UTC \$120 (including utility) call Christina 455-9439. (11/26)  
Female roommate to share Master Bedroom 10 min from UCSD. No smokers. \$130, available Jan. 1st. Call evenings, Kathy or Lita 455-1950. (11/26)  
Roommates needed! Large 3brdm house in Clairemont, private bath, fireplace, backyard. Rent negotiable. \$150-\$200. Available January 1st Brent 457-3321 eves or early morn. (11/26)  
La Jolla Village condo. 1brd n/loft, fully furnished, washer/dryer, jacuzzi. Sub-let Jan to June. \$400/month. 453-8675 or 293-6480, ask for Wain and keep trying. (11/26)  
Quiet pleasant furnished home available in Jan. Single and double rooms. \$175 plus. No smokers. 452-0475, 275-0146. (11/26)  
Roomate needed M or F to share large master bedroom w/shower in Solana Beach condo. Pool, jacuzzi, sauna, washer/dryer, completely furnished! \$125 month and util. Call 481-7820 eves. Robin, Juri or Marri. (11/26)  
Male roommate needed to share Solana Bch Condo. Pool/jacuzzi, pvt. Bch/furn. \$200/mo. call 481-1531. (11/26)  
For Rent: Furnished master bedroom own bath in luxury condo, 1 1/2 miles from school. Garage, jacuzzi and pool, price neg. 453-0855. (11/26)  
Male roommate wanted to share house on Misison Beach boardwalk. \$140/month plus utilities. 488-3237. (11/26)

Looking for an inexpensive gift? Want to decorate your room? Come to the picture and poster sale. Nov. 24, 25, 26 on Revelle Plaza sponsored by Associated Students Internship Office (11/26)  
77 Pontiac Sunbird, auto, p/s, new radials/shocks 4 cyl., excellent condition, must sell—454-8411. (11/26)  
Marantz 2330 receiver. 130 watts/channel into 8 ohms at 0.07% THD. \$300 or best. 488-3237. (11/25)  
Yamaha Chappy for sale, 3700 mi., good cond., cheap transport. \$300 or best offer. Bob 453-3959. (11/25)  
Rossignol Sunbird skis, 170 cm Nordica Ski Boots x/flow Excit. Cond. Call 481-5009. (11/25)  
1971 Honda 600 Sedan, Good condition, runs well. \$1000/offer. 459-9630. (11/26)  
1972 Pontiac Grand Prix, excellent condition, cruise control, powered windows, etc. Must sell \$950 or offer, 455-1627, ask for Najib. (11/26)  
1975 Fiat 128 sport Coupe. 54,000 miles, new paint, new tires, recent tune up, great condition. \$1700 or best offer. 454-3725, Michel or Catherine. (11/26)  
Hang glider for sale. 18' standard Wills Wing, perfect for beginners. Must sell, will sacrifice for \$150 or best offer. David 270-3575. (11/26)

## wanted

OVERSEAS JOBS — Summer/year round. Europe, S. Amer., Australia, Asia. All fields. \$500-\$1000 monthly. Sightseeing. Free Info Write: UC Box 52-CA 19 Corona Del Mar, CA 92625. (12/3)  
Club Mediterranean, Sailing expeditions! Needed: sports instructors, office personnel, counselors, Europe, Caribbean, worldwide! Summer, Career. Send \$5.95 plus \$1 handling for application, openings. Guide to Cruise World Box 60729, Sacramento, CA 95860. (11/26)  
Music Grad student to give a music 3A final w/Dr. Balzano. Call Bruce x3484, 273-8582. (11/26)

## services

Suzy, formerly of "The Magic Razor," is now cutting hair at "Innovations," behind El Torito. Students welcome. (11/26)

UNWANTED HAIR removed permanently near campus. La Jolla Village Professional Center. 8950 Villa La Jolla Drive, Suite 1160-C, Call for appt. 453-7040. (12/2)  
Typing, fast, accurate. Reasonable rates. Close to school. 271-0383. (11/26)  
Jenny's Home Typing Term papers, thesis, and diss. 225-1449. (11/26)  
Typing, Univ. City. Fast, accurate, reasonable. Call Jane. Days 452-4244, eves. 453-4966. (11/26)  
Mechanic comes to you: tune up, electrical, light mechanical. Guaranteed. Michael 456-1879. (11/25)  
"Good Morning" Creative Gifts for Special People. Handcrafted holiday ideas. 2655 S. Hwy 101, Cardiff, 436-5469. Next to Fish House West. (11/26)

## travel

CIEE Student Travel open M-F 9-5, in the Student Center. CIEE offers: budget flights, int'l student ID cards, railpasses, tours, books, insurance, work and study programs, and much more. 452-0630. (6/5)

## lost and found

Lost wood pendant with heart-shaped shell inlay. \$5.00 reward. Call 481-9758. (11/26)  
Grey Woolrich shirt, grey yoke, snap closures. Lost 21 Nov. 12-1 pm Muir Quad. \$5 reward. Dave 755-1401. (11/26)  
Lost woman's Gray & White tweed blazer. Lost on 11/20 in USB 3020. \$5 reward, Miami 453-7344.  
Lost Sears calculator, in P&L. If found please call Lisa, 755-7126. (11/26)  
Lost in Revelle, key ring 2 ring with a silver plaque joining them. Initials MRB on the plaque. Call 455-0097. Reward. (11/26)


We have a better-than-average bookstore.  
La Jolla Book Shoppe  
5745 La Jolla Blvd.  
Open 10-10  
7 days a week. 454-3054.

**Chinese Language and Cultural Studies**  
CLCS OFFERS:  
Reasonable expenses and travel.  
Concentrated study in Taiwan.  
Extensive course listing.  
Full university credit.  
Accepting applications for all quarters.  
For free pamphlet and counseling:  
Chinese Language and Cultural Studies  
P.O. Box 15563, Long Beach, CA 90815  
Telephone (213) 597-3361

**BAUSCH & LOMB SOFLENS (polymacon)**  
Contact Lenses The leader in softlens science.  
**\$69**  
FREE designer sunglasses, punk rock glasses, Yves. St. Laurent. with your contact lens purchase. \*professional service fees not included  
phone: 566-9900 1 hour service as seen on tv 9855 Erma Rd., Ste. 107 (take La Jolla Village Blvd. to I-15 north to Mira Mesa Blvd west) in the 24 hr. medical center  
Dr. Alan Leventhal, O.D., Inc.  
Dr. Neville Cohen, O.D.

**FREE GIFT\***  
with \$3 purchase  
**General Store Co-op**  
452-3932  
South Side of Student Center  
OPEN:  
Thanksgiving Week Mon-Wed 11-4:30  
Finals Week Mon-Fri 11-4:30  
\*picture bank, dried flowers, decorative fish nets, gas conditioner and more...

Prepare for:  
**MCAT.DAT.LSAT.GMAT**  
**GRE.GRE PSYCH.GRE BIO**  
**PCAT.OCAT.VAT.MAT.SAT**  
**NMB I, II, III.ECFMG.FLEX.VQE**  
**NDB I, II.NPB I.NLE**  
Flexible Programs & Hours  
call for details **270-6810**  
days, evenings or weekends  
For information about the other centers in more than 80 major U.S. cities and abroad.  
**Call toll free: 800-223-1782**  
2180 Garnet, Pacific Beach  
Join our classes now to prepare for exams  
Stanley H. KAPLAN EDUCATIONAL CENTER TEST PREPARATION SPECIALISTS SINCE 1938  
OUR 42nd YEAR  
Classes on Campus

Che Cafe and the Committee for Solidarity with the People of El Salvador present:  
  
authentic El Salvadoran dinner, ethnic music, speakers on repression in El Salvador. **\$3.00 donation requested.** Tickets available at Che Cafe, Food Co-op, General Store, Assorted Vinyl and Groundwork Books.  
**A Benefit for the People of El Salvador**  
Tuesday, November 25, 6:00 pm at Che Cafe  
UCSD has a DENTAL GROUP at the Student Health Center with Student Rates!  
We do EXAMINATIONS and DENTAL WORK and Hygienists are available for cleaning teeth  
MONDAY thru FRIDAY 8:00 am to 4:00 pm phone: 452-2080  
We can do work for spouses, too!  
How long has it been since you've seen a DENTIST?



# La Jolla Village Square

**Mall hours:**  
**Monday thru Friday, 10 am-9 pm**  
**Saturday, 10 am-6 pm**  
**Sunday, 12 noon to 5 pm**

Enjoy the wide variety of foods available in our enclosed mall...

**Only a bike ride away!**  
 (Just south of campus on Villa La Jolla Drive.)

**CHINESE EATING PLACE**  
 "Gourmet Chinese Food With Fast-Food Convenience"

**EAT IT HERE or TAKE IT OUT**

**FREE** Won Ton (5) 98¢ value with entree (from \$2.09 to \$2.99)  
 offer expires 1 December, 1980 coupon

**Hours:**  
 Mon-Fri 10-9  
 Sat 10-6  
 Sun 12-5

Your hostess: Yun-Pi Fletcher, a native of Shanghai.  
 Lower Level, East Side.  
**457-4050**

Pleasurable eatables to take home

**PIRET'S**  
 CHARCUTERIE EXTRAORDINAIRE  
 PATISSERIE • BOULANGERIE

La Jolla Village Square • 455-7955

**FREE!** **FREE!**

**The Swiss Colony**  
 presents  
**Swiss Sandwich Chalet**  
 Free Coke or Coffee with this coupon and a sandwich or salad purchase.

**La Jolla Village Square**  
**452-0430**

**Dinner Special**  
 Monday—Friday starting at 4 pm

**Tostada Bar**

Make your own tostada from our wide selection of fresh, authentic ingredients

**\$2.95**  
 Margaritas \$1.00  
 Michelob on tap 50¢

**Live Entertainment Every Friday Night**

Enjoy the elegance of early California.  
**Orange Tree Restaurant**  
 at the May Co., La Jolla Village Square 455-6064  
 Open Mon-Wed 11:30-7:30, Thurs & Fri 11:30-8:00  
 Sat 11:30-4, Sun 12-4

**Great Gift Ideas!**

**\$895**  
 Ask for GIFT 340

Season's Surprise Christmas Cheer

**SANDWICH ALLEY**

Mall Entrance • Lower Level • 455-7724

FEATURING

- \* KOSHER STYLE SANDWICHES • OPEN SALAD BAR
- \* HOME MADE SOUPS • CHILI • QUICHE AND OUR COMPLETE DELI MENU
- \* COMPLETE "PARTY PLATTER" SERVICE

**1 FREE DELI SALAD & FOUNTAIN BEVERAGE**  
 WITH PURCHASE OF ANY SANDWICH AT REGULAR PRICE  
 GOOD THRU NOV. 30, 1980  
 NOT VALID WITH ANY OTHER SANDWICH COUPON

**INTRODUCTORY OFFER**

**1 Free Elmer's Hot Fudge Sundae**

with purchase of one at regular price \$1.75 value

**GOOD THRU 12/1/80**

Come visit our Old Fashioned Fudge and Ice Cream Parlor,  
 Our Cream and Butter Fudge is Homemade at Elmer's!  
 We are located in the La Jolla Village Square Food Park,  
 at the Mall entrance on the lower level.