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Minority counselor to submit complaint

by Mark Hoffman

The Indian counselor who offered a letter of resignation in May after being placed on professional probation plans to file a grievance with UNL, she said last week.

Karen Buller said she did not plan to withdraw her resignation but will ask that the probation she was placed on be rescinded because she was "unfairly evaluated."

The probation was the result of a routine evaluation by Joe Renteria, coordinator of Special Services for the Office of Minority Affairs. Following the evaluation, Buller was placed on a six-month probation, during which time she was to improve certain aspects of her work.

She then was to be re-evaluated, Renteria said, and a decision would be made about rehiring her. He said it was not a disciplinary probation.

Buller and Renteria have disagreed on the reason she was put on probation.

"He (Renteria) said this is a white man's university and we (Indians) should work harder to get along," Buller said. She said she was evaluated on professional aspects, such as an erratic work schedule, tardiness for meetings and untidy habits in her office.

Buller said an Indian counselor is forced to keep irregular hours to counsel her students. She said many of the meetings she was late for were called on short notice and usually she had something else planned, such as a counseling session, which made her tardy.

Renteria denied telling Buller that UNL is a "white man's university." He also denied that aspects such as an erratic work schedule and tardiness were the basis for placing her on probation. Because evaluations are kept confidential for the sake of the employee, Renteria said he could not disclose what work skills Buller was to improve.

Buller said, "If I didn't act the way he wanted me to, I would have been fired in six months." Renteria said the evaluation form contained the information that the employee was "to be continued."

The evaluation and subsequent resignation stirred anger among some Indian students and an Indian boycott of Minority Affairs was begun. Rick Williams, spokesman for the UNL Council of American Indian Students (CAIS), said Buller was placed on probation for not conforming to white standards.

In a list of demands presented to UNL officials, Indian students ask that the probation be removed from Mrs. Buller's record.

Although discrepancies seem to exist about why Buller was placed on probation, Minority Affairs Director Jimmi Smith and Vice-Chancellor of Student Affairs Ken Bader both have supported the fairness of the evaluation and probation.

Bader, in a July 15 letter to Indian students, said: "Karen's evaluation was based upon expectations as set for in the Position Description that was written during her first year of employment."



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