

Rutford pledges money for Affirmative Action

By Patti Gallagher

The Affirmative Action Office will get \$74,000 from the NU administration, Interim Chancellor Robert Rutford said Thursday.

The money had been deleted from the proposed 1981-82 budget, which goes before the NU Board of Regents for approval today, but Rutford said it will be found from other areas.

"If we don't get a single dime from the Legislature, we are still going to have internal reallocation for Affirmative Action," Rutford said.

The Affirmative Action Office, which finances programs for minorities, women and the handicapped, originally requested \$274,000 for the coming fiscal year. The figure was cut to \$74,000 by the regents in July. Rutford then totally eliminated the money from the proposed budget in early August.

According to Rutford, the amount was not included because the UNL administration already has a commitment to providing the money.

The additional allocation is "something we are going to do whether we get new money or not," Rutford said.

He said the \$74,000 for Affirmative Action was initially included on a list for financing new programs. The list gave the administration's priorities in setting budget requests. The final list, however, excluded programs that are existing and receiving funds.

Rutford explained that the Affirmative Action Office currently has an operating budget of \$74,000. An additional lump sum of \$74,000 also was promised. If that sum was not awarded, he said, the office would continue to operate with its \$74,000 budget.

According to ASUN President Renee Wessels, the chancellor made a verbal agreement with her, and thus the UNL student body, to provide the additional lump sum of \$74,000 to Affirmative Action.

However, the ASUN Senate Wednesday night passed a resolution condemning the cut of the proposed budget.

The resolution stated that the cut carried "a non-existent commitment to affirmative action and equality for all peoples."

According to Wessels, the proposed additional allocation was deleted by Rutford and Vice Chancellor for Academic Affairs Ned Hedges because "they regard it as an item that will not gain a great deal of sympathy from the regents."

Some ASUN members also said the cut might be a violation of federal law mandating affirmative action programs.

But according to the Nebraska Office of Equal Opportunity, federal law orders only that Affirmative Action programs exist and set specific goals appropriate to their constituents.

If those proposed goals are not met, it will not affect federal funding, said Peggy Weeks of the state equal opportunity office.

Weeks said a federal executive order states that all educational institutions that hold federal contracts are required to have an Affirmative Action plan.

The promise of an additional \$74,000 will allow the Affirmative Action Office the possible addition of a staff member, recruitment of minority and women faculty members, and provide more aids for the handicapped, according to director Brad Munn.

Munn said that without the additional money, his office would still exist, but "existing and being able to do the complete job are two different things."

Although his original budget request was for \$200,000 more than is currently budgeted, Munn said the first request was "asking for the hill."

The request would have provided a daycare center, more structural adaptations for the handicapped and additional scholarship money for minority graduate students, he said.

Munn emphasized that the scholarship program needs more support. Because scholarships are not as available to minority graduates, there is an efficient number of minority people to recruit to university positions, he said.



Photo by Tom Gessner

It appears life may have been none too kind recently for Debbie Bernard, 28, a senior life sciences major. She is consoled by Kim Corcoran, 20, also a life sciences major.

Ronstadt to appear at Sports Center

Linda Ronstadt will appear Oct. 25 at the Bob Devaney Sports Center, according to Stuart Kolnick of the University Program Council.

Kolnick said Ronstadt, after finishing her run in New York this summer with the opera "Pirates of Penzance," by Gilbert and Sullivan, will go back on tour in October.

Kolnick said UPC will work as a liaison between the Sports Complex and show promoter's Contemporary Productions Inc. of St. Louis and New West of Kansas City. He said Lincoln radio station KFMQ will be involved in some of the advertising for the Ronstadt concert.

UPC said Contemporary Productions mentioned at Ronstadt's Omaha concert in April, that she might go back on tour in the Midwest later this year.

Kolnick said Ronstadt will be guaranteed \$50,000, plus 75 percent of the gate receipts, after all concert costs were covered. He said seating for the concert will include about 1,400 floor seats and about 10,500 bleacher seats. The Sports Center capacity is about 14,000.

Tickets for the Ronstadt concert will go on sale next week at both Lincoln Brandeis stores and both Nebraska Unions. All tickets will be reserved for \$8, 9 and 10.

Isolation hurts minority professor recruitment

By Doreen Charles

Cultural isolation is a major obstacle blocking the recruitment of minority professors to the university, according to UNL professors from minority groups.

Michael Combs, UNL political science professor, said the absence of a large black community in Lincoln can cause a sense of alienation for the university's black professors.

"There's no sense of community in Lincoln for blacks, no sense of belonging. The job may be attractive, but you need things from the community also," Combs said.

"Being in Lincoln, blacks are mentally, physically, spiritually and culturally isolated."

A shortage of black faculty members on campus adds to the feeling of isolation for black professors, Combs said.

"There's not enough black faculty to relate to. I'm not exactly saying I'm isolated, but I think my stay here would be more pleasant if there were more black faculty."

Community support is important for minority people at the university, the director of the Ethnic Studies department said.

Feel isolated

Ralph Grajeda said people from minority groups may feel isolated because of the large white community in Lincoln. They

may ask about certain "sections of town" when trying to find the black, Hispanic or Native American communities.

He warned that the absence of a community atmosphere for minorities could cause those professors to take jobs elsewhere.

Combs said the university doesn't try hard enough to recruit minorities, assuming people don't want to come to Lincoln. He suggested that the university form a closer relationship with community groups.

"The community organizations shouldn't actually participate in the recruitment process, but it would help if persons were able to meet with their community leaders."

That way, Combs said, community organizations could help reduce the feeling of cultural isolation caused by Lincoln's predominantly white population.

Recruitment committee

Joseph Young, a UNL English instructor, said the university could set up a recruitment committee like it has for football, concentrating on making the university more attractive to minority professors by showing that equal importance is given to everyone on the Lincoln campus.

Young pointed to the isolation of the UNL Culture Center as an example. He recommended expanding the center or building a new one.

Grajeda said the university could work

harder to make all professors feel a part of UNL. In addition to existing organizations that assist with minority issues—the university ombudsman's office and the Affirmative Action committee—more interaction among minority staff members also would help.

Another solution to the problem could be higher salaries for minorities, Young said. This would help minority professors cope with cultural isolation by allowing them mobility to other areas.

"More money could help you create your own community," he said.

Not sensitive

However, offers of large salaries may not be enough to lure minority professors to UNL if administrators are not sensitive to their problems, Webster Robbins, history and philosophy of education professor said.

"People make decisions (concerning minorities) with no knowledge of a minority group at all," he said.

The shortage of minority professors at the university causes more problems than just the absence of an identifiable cultural community. Other difficulties include out-of-class responsibilities and the reactions of non-minority students in Ethnic Studies classes.

Because there is a shortage of minority

professors on campus, Grajeda said more is expected from them both on campus and off campus.

"You're expected to serve on search committees and be faculty advisors for minority organizations. The community has big expectations also," he said, referring to work with community organizations and teaching classes at the penitentiary as examples.

"So much time is taken up doing service work that a professor's research may suffer," he added.

Combs said students with little knowledge of minority groups may respond differently to an Ethnic Studies class than they do to instructors and students in classes they are more familiar with.

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