

**Weather:**

Today, high around 28 with a chance of flurries. Low about 17. Weak winds from the northeast. Temperatures declining for the weekend, with teens expected.

**New film parodies celebrity myths**

Arts and Entertainment, page 9

**Saturday wrestling offers three top-15 ranked teams**

Sports, page 6

# Daily Nebraskan

February 7, 1986

University of Nebraska-Lincoln

Vol. 85 No. 97

## UNL to use \$25,000 fund to attract minority faculty

By Todd von Kampen  
Senior Reporter

A special fund to attract minority faculty members to UNL should help counter the university's image as a "really lily-white" institution, UNL's affirmative action director said Thursday.

Martin Bradley Munn said the \$25,000 fund, if spent properly, could allow UNL to bring in several candidates for each faculty vacancy and take a closer look at qualified minority candidates.

Robert Furgason, vice chancellor for Academic Affairs, set up the fund as part of a drive to encourage search committees to look at more minorities.

Furgason said the money was set aside when UNL administrators were deciding on permanent budget cuts for 1986-87. Despite the \$1 million reduction Furgason said, the minority fund needed to be established.

"We don't think that overnight we'll have 40 Chicanos, blacks or Native Americans on this faculty," Munn said. "But if we can get five or seven or eight or 10, that will be a tremendous increase for this university."

Furgason outlined his plans for recruiting more minority faculty members in a Jan. 31 memorandum to UNL's Academic Deans Council. He said UNL needs to try harder to recruit minorities to improve the high ratio of white faculty members to minorities. The

Daily Nebraskan reported Oct. 10 that 1,062 members of UNL's faculty were white and 70 were black, Hispanic, Native American and Asian.

Several factors contribute to the lack of minority faculty members at UNL, Furgason said. They include:

- Lincoln's small minority population.
- Competition from other institutions who want "minorities of good quality" on their faculties.
- Few vacancies in fields such as teacher education and social sciences, which have a large supply of minority candidates.
- Competition from the private sector. Minorities with doctorates in engineering and computer science, Furgason said, often are more interested in getting a job than they are in teaching.

Furgason said he doesn't think racial discrimination has kept minority faculty members away from UNL. Studies of the extent of discrimination have not singled out UNL, he said.

The \$25,000 fund, Furgason said, could be used to provide travel expenses for minority candidates to come to UNL for interviews. He said the search committees also could announce and advertise vacancies more widely, look for candidates at more schools with high percentages of minority students and offer fellowships for them to come to UNL and work on advanced degrees.

Search committees should be careful to keep job descriptions from being so specific that a large number of candidates would not qualify, Furgason said.

Furgason said use of quotas to ensure hiring of minority faculty members was ruled out by a U.S. Supreme Court ruling in 1978 that banned the use of inflexible quota systems. Munn bristled at the idea that quotas could be used.

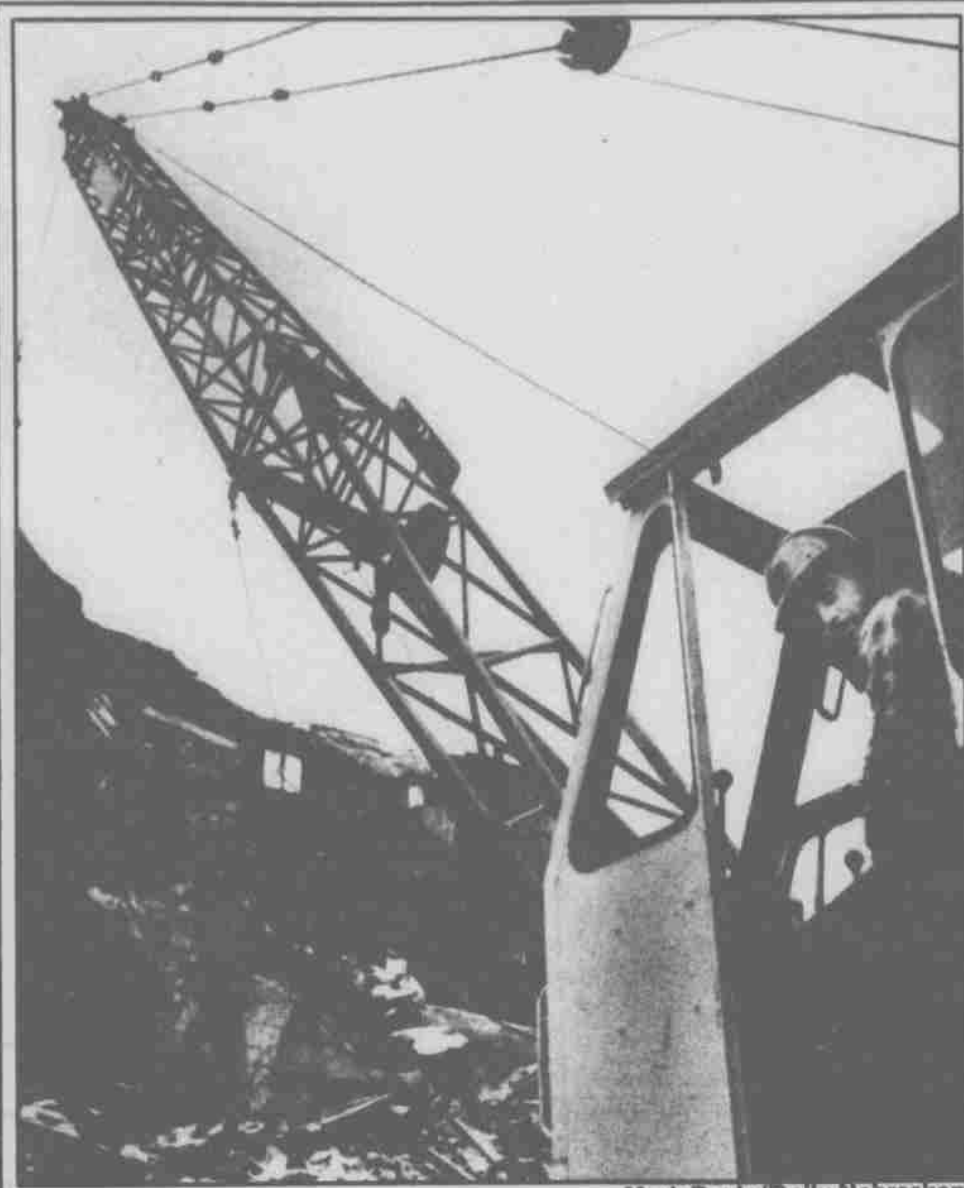
"Quotas are illegal," he said. "They've been illegal since the beginning of time. Some people at this university don't like me because I don't allow quotas."

In the past, Munn said, UNL could afford only to bring in the single most qualified candidate for an interview. The fund, he said, will help UNL take advantage of its central location because it should be able to bring candidates to Lincoln for no more than \$500.

Munn said increasing the number of minority faculty members is important if students are to receive a better picture of life outside UNL.

The Institute of Agriculture and Natural Resources, which oversees the UNL College of Agriculture and related programs, has no similar plan to seek out minority faculty members. But the omission was not intentional, said Alan Moeller, assistant for finance and personnel to institute vice chancellor Roy Arnold.

See **FACULTY** on 8



Mark Davis/Daily Nebraskan

### King of the crane

Francis Seberger of D.E.B. Construction Company in Perry, Iowa, takes a couple of minutes off before refilling the gas tank on the crane. Seberger is in charge of demolishing the former University Publishing building.

"She's a tough one," Seberger said of the building, which has taken almost two weeks to bring down. The company originally had planned to spend a week demolishing the building, Seberger said.

Seberger said he enjoys the job. "I never go home mad," he said.

## ASUN approves budget committee

By Kent Endacott  
Senior Reporter

ASUN senators Wednesday approved a proposal to form an evaluation committee to review budget cuts for 1986-87.

On a unanimous voice vote, ASUN approved an Academic Planning Committee proposal to form an ad hoc budget review committee to hear faculty and student responses on budget cuts within specific areas.

ASUN president Gerard Keating said the committee will involve students in the budgetary process.

"It will give students a chance to give their opinions on cuts," he said. "It's open."

The proposed committee would be composed of APC members and representatives from the UNL Office of Business Affairs and Student Affairs. It also would include two undergraduate and two graduate students.

Faculty Senate president Desmond Wheeler, who negotiated for three hours with the APC on the wording of the document Wednesday, said the document has been amended to the point of acceptability. Wheeler wrote a letter to the committee criticizing the proposal because it did not provide faculty members the opportunity to

testify on proposed cuts within their programs.

In response, the APC amended the document to say: "Every attempt will be made to provide oral testimony from those directly affected by the proposed budget reduction with the time available to the committee."

Wheeler said he is pleased with the proposal and that it is likely to pass at Tuesday's Faculty Senate meeting.

But, he said, the time schedule doesn't give UNL Chancellor Martin Massengale enough time to evaluate the cuts before advancing them to the NU Board of Regents.

After deliberating on the ad hoc committee's report, the APC will report to the Massengale on March 31.

The APC also amended the proposal in response to Wheeler's charge that faculty members wouldn't have adequate access to materials on proposed budget cuts.

Under the original proposal, copies of proposed cuts would be placed on file in the Office of Institutional Research and Planning. The amendment calls for the budget reduction proposals to be filed at a second location open for public access.

All deans and department chairmen whose programs are involved in budget reductions will be notified by Monday.

## Former South African to address apartheid at Model United Nations

By Scott Thien  
Staff Reporter

South African native Donald Woods, noted author and lecturer on apartheid and South African policies, will speak Wednesday at UNL's Model United Nations Conference.

Woods, a former editor-in-chief of the Daily Dispatch, a South African newspaper, is a fifth-generation, white South African banned from South Africa because of his editorial criticisms of the country's governmental policies.

About 400 people are expected to participate in the 19th annual conference, which will be Wednesday through Feb. 15, said Georgia Panos, general secretary. Although most of the participants are UNL students, Panos said, many other groups, including several local high schools and out-of-state colleges, will participate.

The conference is a mock U.N. General Assembly session. Participants choose a country, research its problems, viewpoints and international policies and then represent that country in discussions similar to those of the actual organization. Issues may range from nuclear war and population control to drug traf-

ficking and agricultural development.

"It's a great opportunity for people to learn about the United Nations," Panos said, "and to take a viewpoint different than that of the (United States)."

"All countries have something to say, no matter what the topic or if the issue of discussion involves them directly or not."

Although interest in the UNL conference hit a low four years ago, Panos said support is increasing again because of the November Geneva summit between President Reagan and Soviet leader Mikhail Gorbachev and the rash of terrorist attacks.

Among the more popular countries to be represented at the conference this year are the U.N. Security Council members France, China, the Soviet Union, the United Kingdom and the United States, and non-members Mexico, El Salvador, Canada, Iran and Iraq.

To participate in the conference, Panos said, participants must form a group of three to six delegates before they can request a country.

After they apply, participants are assigned their preferred country and discussion topic, if available, and are given a handbook outlining

conference rules and procedures. Participants also must pay an application fee of \$28 for UNL students and \$38 for nonstudents, Panos said.

About half of the \$10,000 conference is paid for by University Program Council funds. The rest is made up by application fees, donations and admission charges, Panos said. The conference is free to students with UNL identification cards and costs \$2 for the public.

"Our conference is unique because we involve both college and high school students," Panos said, "and also because we're one of the few conferences that is funded by student fees."

Panos also said the United Nations Association will award \$74 and \$100 scholarships to high school and college delegates for outstanding participation in the conference.

The conference is ideal for students because it provides an opportunity to meet people and promote campus involvement, Panos said, and improves speaking skills — a quality employers often look for during interviews.

For more information about the Model United Nations, contact Georgia Panos in the Nebraska Union 200 or 237, or call UPC at 472-2454.