

# Daily Nebraskan

October 10, 1989

University of Nebraska-Lincoln

Vol. 89 No. 31

Tuesday

THE SOWER: Inside Soviet Georgia

WEATHER:

Tuesday, mostly sunny with highs reaching the mid 70s, SE winds 5-10mph. Tuesday night, fair and mild lows 45 - 50. Sunny and warm Wednesday high climbing to 75 - 80.

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## Minority staff grows; UNL officials say university still must hire more

Jerry Guenther  
Senior Reporter

Although the University of Nebraska-Lincoln has added 20 minority personnel in administrative and faculty positions since last year, UNL officials said the university must work harder to hire more minority faculty members.

Martin Bradley Munn, UNL Affirmative Action and Equal Employment Opportunity officer, said census data indicates that 130 of UNL's 727 permanent administrative, faculty and managerial employees are from racial minorities.

Last year, minorities filled 110 of UNL's 1,778 permanent administrative, faculty and managerial employees, he said.

The increase is encouraging, Munn said, but he would like to see UNL hire additional minority faculty members.

UNL hired 25 new minority employees in permanent administrative, faculty and managerial jobs in 1989-90, but lost five permanent minority employees from last year, he said.

In 1988-89, UNL hired 15 new minority employees in permanent administrative, faculty and managerial jobs, he said.

Of the new minority employees hired in permanent administrative, faculty and managerial jobs, Munn said, 14 are Asian, six are Hispanics and five are blacks. No Native Americans were hired into academic and administrative positions this year, he said.

Because colleges and universities throughout the country are demanding more minority faculty members, Munn said, UNL has had difficulty hiring as it desires.

But, he said, faculty salary increases have helped UNL become more competitive with other universities.

Munn said minority faculty members are in short supply because there are shortages of black, Hispanic and Native American graduate students.

This shortage contributes to the national shortage of minority faculty members, Munn said, because most colleges and universities require candidates to have doctoral degrees to teach.

Munn said it is a "crime" that more minority students do not have opportunities to work for doctoral degrees.

"Each university must take an introspection of itself and come up with methods to change its enrollment and graduation rates of blacks, Hispanics and Native American Indians at the graduate levels."

Munn said black students especially have had difficulty achieving an equitable proportion of doctoral degrees.

"That's a disgrace when you consider that the entire civil rights movement, on which affirmative action was basically founded, was the result of our (white) injustice to black Americans," he said.

"And yet it's not Black America who has seen the end result of affirmative action," he said.

Munn said black, Hispanic and Native American students will not be able to earn doctoral degrees until they are given more opportunities to earn their bachelor's degrees first.

"We must change that tide," he said. "All of us, not just the University of Nebraska."

Munn said he believes existing faculty members are partially responsible for getting the demographics changed.

He also said he thinks UNL and other colleges could increase the number of minority faculty candidates by increasing minority instructorships.

With more minority instructorships, Munn said, more minority students could earn doctoral degrees while they assist with teaching.

"You can't hire a black faculty member in the College of Engineering if you don't graduate black (students with) Ph.D.s," he said.

Munn said white and minority students need to be exposed to and interact with each other because they will be working together after graduation.

"Outside of Nebraska, it's not a lily-white world," he said.

Jimmi Smith, director of multicultural affairs, said the increase in minority faculty members is positive, but UNL has not done all it can to get more minority faculty members.

"I believe there are a number of minorities with professional degrees who would like to work for the uni-

See FACULTY on 2



Ike Gardner takes advantage of a warm fall afternoon to tend to his yard Monday. Gardner, 60, said a hump leg keeps him off his feet more than he'd like, but doesn't stop him from watering at least once a week.

## Cultural awareness, recruiting of minorities increases

By Pat Dinslage  
Staff Reporter

A year after UNL's first "Appreciating Cultural Diversity" retreat many of the nearly 100 suggested changes have been accomplished, while others have gone by the wayside, according to some faculty members, staff and students who attended.

Accomplishments include increased awareness of minority concerns, programs on cultural diversity, a plan for recruiting high school minority students and a minority career night, participants said.

Ideas not yet executed include the formation of minority teams to speak to classes, an oral history of racial incidents at UNL and new student mentoring programs, they said.

The second retreat is scheduled for Saturday and Sunday.

Dora Olivares, president of Developing Realistic Educational Activities for Minori-

ties, or DREAM, said one of the most important results of the 1988 retreat was that it "brought a higher level of consciousness about cultural diversity" to the University of Nebraska-Lincoln.

Prior to the retreat, Olivares said, minority issues were a "minority problem."

The retreat promoted the idea that these issues were "everybody's problem," and that majority members also would benefit from the progress, Olivares said.

In addition, DREAM members learned that "not only majority students had to learn about minorities and their concerns, but minorities had to learn about each other," she said.

According to Peg Johnson, interim executive assistant to the vice chancellor for student affairs, the most positive effect of last year's retreat is the increased commitment to progress on minority issues by the 40 faculty members, staff members and students who attended.

Retreat participants have become more active in mentoring and advising minority students, and working with and speaking to various groups on minority issues, she said.

Several programs were aimed at increasing awareness of the cultural diversity at UNL and the issues confronting minorities.

The programs included a series of brown-bag lunch seminars, primarily for Student Affairs Office staff and interested faculty members. The seminars focused on minority issues, racism and discrimination. About 65 to 70 people attended the seminars, Johnson said.

Since the retreat, the Panhellenic Association and Interfraternity Council also have offered programs on cultural diversity. Minority speakers and students have spoken to the fraternities and sororities, Johnson said.

There have been many staff development seminars at UNL, and "a lot more people are conscious of the issues," she said.

According to Larry Routh, director of Ca-

reer Planning and Placement, an increasing number of employers contacting the center are concerned about the lack of minorities graduating from engineering and other technical programs.

"The supply is just not there and the firms that contact us are concerned," Routh said. The placement center is exploring ways to increase minority graduates in these fields, he said.

The center offered the first minority career night in March.

"There tends to be a good marketplace, so college graduates do pretty well . . . It depends on how adaptable a person is to different cultures and environments," he said.

Another concern raised at the retreat was whether UNL was recruiting and hiring enough minorities.

Johnson said the student affairs office has

See MINORITY on 2

## Survey shows drop in percentage of college smokers

By C.J. Schepers  
Staff Reporter

Although results from the 1989 Student Health Survey show that only 10.8 percent of UNL students are smoking cigarettes, college women are puffing ahead of college men, while the number of seniors who smoke drags behind the number of freshman smokers.

A slight drop in percentage of college smokers over the last five years indicates a "pause" in the cigarette-smoking chain, according to Wayne Osgood, co-director of the UNL Bureau of Sociological Research, which conducts the surveys.

In the spring of 1989, 10.8 percent of the students said they smoked, compared to 12.3 percent in 1988, 13.5 percent in 1987, 12.9 percent in 1986, and 13.4 in 1985.

The declines are slight and not significant enough to indicate downward trend in cigarette smoking, Osgood said.

"It's hard to tell," he said.

When broken down by grade levels, twice as many freshmen smoked (14.7 percent) compared to seniors (6.5 percent). The percentage of sophomores smoking was 11.1. For seniors, it was 2.2 percent.

According to Osgood, the significant difference between freshmen and senior smokers could be related to social class differences.

He said freshmen who smoke could be dropping out before they become seniors. Osgood said he doubts that students are kicking the habit, because once they start smoking it's hard to stop.

He said studies have shown that the working class and those with less education smoke more than the middle class and those with a college education.

According to a nationwide study conducted by the University of Michigan, daily smoking among those not attending college rose far above the number of full-time college students smoking. Thirty-two percent of the non-students surveyed in the Michigan study said they smoked, while only 18 percent of college students reported they smoked.

"College students are less likely to be smoking in the first place," Osgood said.

The UNL study reports that 60 percent of the freshmen smokers who were surveyed said they only had been smoking for one or two years.

Greg Barth, information systems manager for the University Health Center and author of the survey, said he views the incoming freshmen smokers as a "target group" for anti-smoking campaigns.

"If we're going to stop smoking, we should get the freshmen just as they come in the door," Barth said.

However, Osgood said campaigns against smoking should

target younger age groups.

"A lot of efforts are aimed at junior high kids," Osgood said. When results for UNL were broken down by sex, more women (11.7 percent) said they smoked than men (9.8 percent).

The Michigan study reports that since 1980, cigarette smoking consistently has been higher among women than men in college.

Osgood said that although more men than women are addicted to other drugs such as marijuana and alcohol, women are beginning to surpass the men when it comes to cigarette smoking.

"That's the general finding -- that the sex difference has been shrinking," he said.

In the UNL survey, when students who smoked five or fewer cigarettes a day were asked if they would be smoking five years from now, 77.8 percent said "probably not," while 22.2 percent said "definitely not."

Of those who said they smoked half a pack a day or more, only 25 percent said that they "probably will" be smoking in five years, while the rest were evenly divided between "probably not" (37.5 percent) and "definitely not" (37.5 percent).

Osgood said the high number of those who indicate they want to quit reflects the typical ambivalence toward cigarette smoking.