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iversity," he said. "But they can't get in."

Smith said white males are responsible for most of the hiring and decision-making at UNL and other institutions.

Colleges and universities throughout the country must generate opportunities for qualified minority students to attend college, he said.

"It's a national problem," he said, "not just a UNL problem."

Smith said UNL should start a network with the government and private corporations to develop a comprehensive strategy to recruit qualified minority students.

Some existing resources that could provide funding include the U.S. Department of Education, the Ford Foundation and the W.K. Kellogg Foundation, he said.

Smith said he thinks UNL, as a land-grant institution, needs to be in greater contact with minority youths in the Lincoln school system.

If minority students in Lincoln know that UNL is concerned about them and is willing to promote and work for cultural diversity, more minority students would include higher education in their futures.

Until UNL hires and promotes based on cultural diversity, Smith said, the university will have problems attracting minority students and faculty.

"Intelligence is not a matter of race," Smith said. "It is a matter of support and circumstance."

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received a minority student recruiting plan, which was developed by the pre-admissions office.

The plan targets different minorities throughout the state and explores ways of reaching them, Johnson said.

Top UNL administrators have become more aware of the need for minority representation and they have hired more minorities in the last year for faculty and staff positions, Johnson said.

College deans, UNL Chancellor Martin Massengale and Vice Chancellor for Student Affairs James Griesen want to hire more minorities and women for top administrative positions, Johnson said.

"I am aware that pressure is being exerted for women and minorities to be considered strongly for such positions," including the position of NU President, Johnson said.

The 1988 retreat has affected faculty members also, according to Jim McShane, Faculty Senate president.

The retreat, and the recent Faculty Senate retreat "heightened consciousness" of minority issues, McShane said. When such issues show up on the agenda, they receive a higher priority because of the increased awareness, he said.

"It provoked me to do what had to be done, but hadn't," McShane said.

The Faculty Senate has taken steps to revive the Human Rights Committee at UNL, which should be decided on this semester.

An ethics statement also is currently under consideration by the Professional Conduct Committee. The ethics statement would say that it is unethical for a faculty member to judge a student's academic work on the grounds of race and sex, he said.

The statement would spell out recourses minority students could take if they are discriminated against academically, he said.

Faculty found guilty of such discrimination could face punishments ranging from reprimands to dismissal, McShane said.

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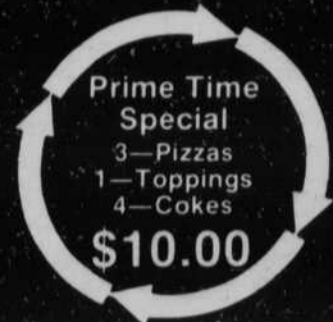


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