

New hiring requirements focus of campus discussion

By **MIKE KLUCK**
Staff Reporter

Alisa Mosley has heard the questions.

How do we deal with you? Do we have to treat you differently because you are black?

For many of Alisa Mosley's students at UNL having her for a professor is their first experience at having a minority as an instructor. For many of those students that happens during their senior year.

"Coming out of this university our students should have received a strong representation of the environment they will be going into," Mosley said.

Mosley is a black UNL teaching assistant working on her doctoral degree in management.

On Tuesday, Mosley was a member of the audience listening to a discussion between Sen. Don Wesley of Lincoln and Lee B. Jones, executive vice president and provost of the University of Nebraska. The discussion was sponsored by African American and African Studies Program at UNL.

Wesley and Jones were discussing a requirement in the state's budget passed this year by the Legislature that requires the university system to meet minority hiring goals or lose more than \$3 million in state funds. The university must make progress reports on its hiring goals each year to the Legislature.

Wesley said he agreed with Mosley, which is why he sponsored the hiring amendment to the budget.

"We're not promoting the idea of gender equity and minority representation just because we feel like it," Wesley said. "There is a rational reason. If we are going to educate students to have the best opportunity in the world, they need to have the exposure to a diverse faculty."

Jones said the university is committed to diversity but foresees problems in trying to meet the Legislature's hiring requirements.

"There are no differences in opinion in terms of where we are trying to go," Jones said. "My concern with the bill, at least in its final form is not with the intent but with the time limit."

The ultimate goal is for the uni-

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SEN. DON WESLEY
Lincoln

versity system to be in the top 50 percent of the university's peer group for hiring women and minorities by the year 2002. But Jones said it takes much longer than that to advance from an associate professor to a full-time professor with tenure.

"We do believe diversity will be best achieved through a collaborative effort on the part of all individuals," he said. "I hope the single hiring of any individual does not signal any trend."

Wesley said he was concerned with the hiring of a white man to fill the executive director of alumni association position. A black man and a white woman both were candidates for the alumni position. Wesley also expressed concern that a white man was being considered for the head coaching position of UNL's women's basketball team.

A report by the University of Nebraska Human Resources Management showed minorities made up 8.4 percent of all professors and instructors on NU's four campuses in 1996. Women instructors constituted 28.2 percent, a 6 percent increase from 1987.

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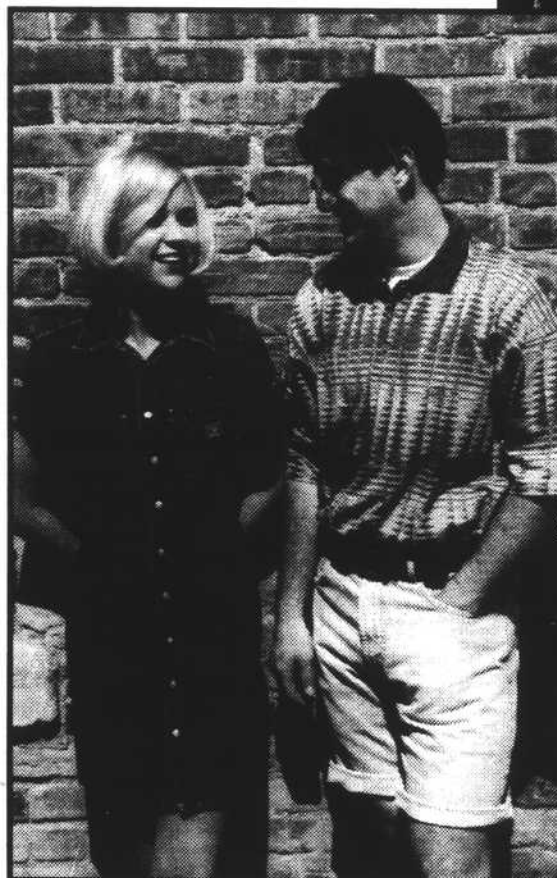
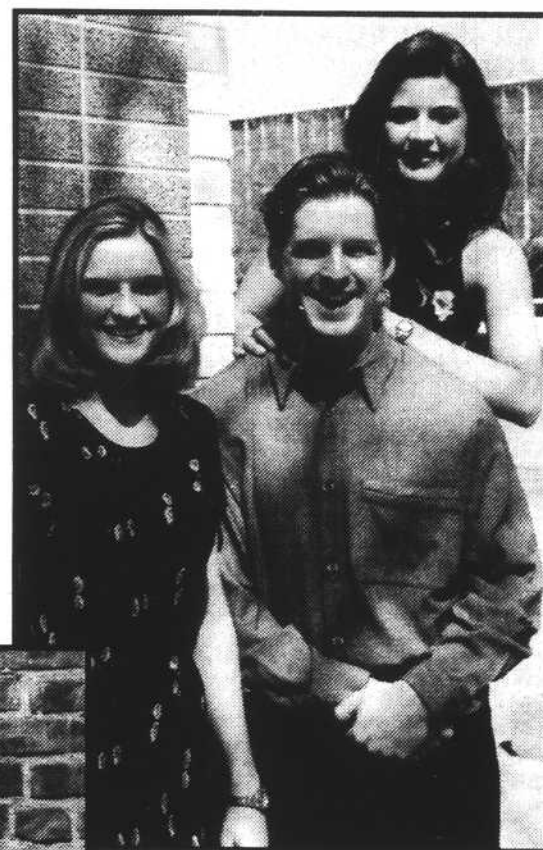
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Summer Edition
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The Daily Nebraskan (USPS 144-080) is published by the UNL Publication Board, Nebraska Union 34, 1400 R St., Lincoln, NE 68588-0448, Monday through Friday during the academic year; weekly during summer sessions.

Readers are encouraged to submit story ideas and comments to the Daily Nebraskan by phoning 472-2588 between 9 a.m. and 5 p.m. Monday through Friday. The public also has access to the Publications Board. For information, contact Travis Brandt, 472-2588.

Subscription price is \$55 for one year. Postmaster: Send address changes to the Daily Nebraskan, P.O. Box 880448, Lincoln, NE 68588-0448. Periodical postage paid at Lincoln, NE.