

# Diversity-plan drafters release second try

BY LINDSAY YOUNG  
Assignment Reporter

Drafters of UNL's diversity plan have engineered a second, more-detailed and inclusive blueprint of the university's diversity initiatives.

The second draft, which is two pages longer than the first, was released for discussion March 18 and can be found on the World Wide Web at <http://www.unl.edu/svcaa/Activities/Diversity2.html>.

The architects of the plan used feedback from forums and people within the university to redesign the plan after many, including the University of Nebraska-Lincoln's committee on Gay/Lesbian/Bisexual/Transgender Concerns, said it was not inclusive of groups such as disabled individuals and homosexuals.

Pat Tetreault, sexuality education coordinator at the University Health Center, said the second draft was more inclusive. She felt this was due, in part, to the feedback her committee was able to give on the plan.

"They are utilizing the nondiscrim-

ination statement as a guiding factor," she said. "I was pleased to see that because that basically incorporates all of the protected groups - all of the groups that have been not necessarily treated equitably."

The name changed from "Diversity Plan and Implementation Initiatives" to "A Plan for Increasing Diversity within the Faculty."

It's a set of goals administrators will follow when hiring to diversify the faculty, and the goals outline ways to retain a diverse faculty.

Evelyn Jacobson, one of the plan's drafters, said the committee wanted to accomplish three things in the second draft:

■ To rename the draft to clarify the focus of the original document.

■ To specify that normal search processes and recruitment processes would be the primary vehicle for change.

■ To stress that retention was an important part of creating a more-diverse faculty.

Jacobson, associate vice chancellor for Academic Affairs, said the second draft focuses primarily on faculty members. A broader plan will cover

recruitment and retention of faculty members, staff members and students; the enriching of curriculum; and campus climate.

According to UNL's Fact Book on the university's Web page, in fall 1997, 469 professors were male and 52 were female. Of associate professors, 303 were male and 116 were female.

Faculty members included both full-time and part-time faculty members and chairmen employed by UNL as of the fall census date and did not include the Nebraska College of Technical Agriculture.

The fact book is compiled by UNL's Institutional Research and Planning department every September based on the personnel payroll from human resources.

The fact book also showed 9.2 percent of the faculty members in fall 1997 were minorities. Minorities included in the statistics are blacks, American Indians, Asians and Hispanics.

The first draft of the plan did not include ways to retain minority and women faculty members, said Chuck van Rossum, assistant director of the Minority Assistance Program in the

"Retention was a big addition because you're not only looking at the front end."

CHUCK VAN ROSSUM  
assistant director of the Minority Assistant Program

office of Multicultural Affairs.

Rossum said he was glad to see the second draft dedicated a section to retention.

"Retention was a big addition because you're not only looking at the front end," he said. "You're looking at the back end - you're retaining."

But, Rossum said, after the nondiscrimination policy of the university was placed under the subhead, "Fostering Understanding of Diversity," those issues aren't looked at again.

"But then we go to spell out the goals," he said. "Did we include all of those groups we say in that first sentence?"

There were a lot of positive changes to the plan, though, Rossum said.

Under the subhead "Recruitment,"

the plan states it will focus outreach and recruiting efforts "on what in affirmative-action language are termed 'underutilized groups'" such as black, American Indian and Latino faculty members and "in some disciplines Asian Americans."

The addition of the phrase, "in some disciplines," although small, is important, Rossum said.

"To me it's very small, but it's very significant because it's a different way of looking at the hiring," Rossum said.

He said some minority groups are congregated in one discipline and not spread out to others.

Tetreault said student, faculty-member and university-group input will continue to be the key to whether the university will achieve the goals outlined in the diversity plan.

## The Edge signs off

BY LINDSAY YOUNG  
Assignment Reporter

Nebraska's favorite sources of commercial alternative rock was yanked from the airwaves Friday at 3 p.m. to make way for classic rock, which started today on the station formerly known as The Edge.

Scott and Pat, The Edge's disc-jockey duo, ended the reign of KDFE-FM (101.9 The Edge) with their song, "Dick," a parody of Meredith Brooks' song, "Bitch." Then the station played REM's "It's the End of the World as We Know It (And I Feel Fine)" repeatedly for hours.

As the two signed off The Edge for good, they told listeners "This isn't a joke." Not long after, the Edge family left the station, and Pat Safford, one-half of Scott and Pat, was one of the few crew members left hanging around.

"It's like part of me is dying," Safford said in a telephone interview Friday.

Mitchell Broadcasting Inc. owns the station, along with at least six others, including Omaha's KQQQ-FM (98.5, Sweet 98). Country music was played on 101.9 before The Edge took over in February 1995.

Marty Riemenschneider, Mitchell Broadcasting Inc. owner, did not return calls to the Daily Nebraskan throughout the weekend.

And reasons for the format switch aren't yet known.

Concerts such as Rockfest and Edgefest may still be held, Safford said, but would be sponsored by other companies.

Listeners weren't happy, Safford said.

"We've had people crying over the phones," Safford said. "The people that love this format are very passionate about it, and it becomes part of them."

Dana Patton, a freshman undeclared major, said he was disappointed because The Edge was the only commercial station that played the newer, less-heard alternative music.

He said there were already too many classic rock stations in Nebraska.

But Matt Connolly, a UNL senior, disagreed.

"There's never enough (classic rock stations)," he said.

Listeners weren't the only people surprised by the change. Safford said he found out about the change Thursday at 3 p.m. - 24 hours before the end of The Edge.

"Talk about a devastating 24 hours," he said.

Safford, who has been at the station for most of its three years, started as an intern in May 1995 and worked his way up. Safford said he plans to leave but does not know where he will find a new job. As far as he knows, he said, there will be a new team of DJs for the station.

"They have been really fair to us," Safford said. "They have offered us other positions in the company. It's very commendable."

Safford said if another alternative rock station wants to jump into the radio pool in Nebraska, it would have no problem gaining an audience.

"There's not another station like it in Nebraska and the Midwest."

### Daily Nebraskan

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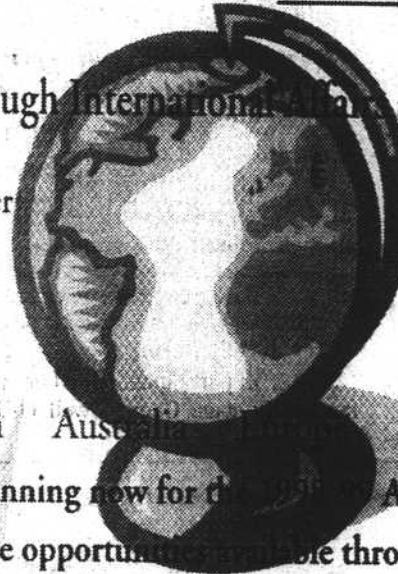
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