

Vote today in SGA elections

Kentucky Kernel

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UK programs recruit, retain black faculty

UK & Blacks
Walking the tightrope

By JULIE ESSELMAN
Senior Staff Writer

In an effort to encourage the hiring of more black faculty, the University has given more than \$500,000 in the last two years to departments for minority professors' first-year salaries.

Since the special fund in the budget of the UK Office of the President was established in 1988-89, \$515,000 has been spent on the incentive program, said Mary Burg, assistant to the chancellor for the Lexington Campus. Around \$200,000 has been set aside for new minority faculty's first-year salaries for next year, said Joan McCauley, assistant vice president for planning and budget.

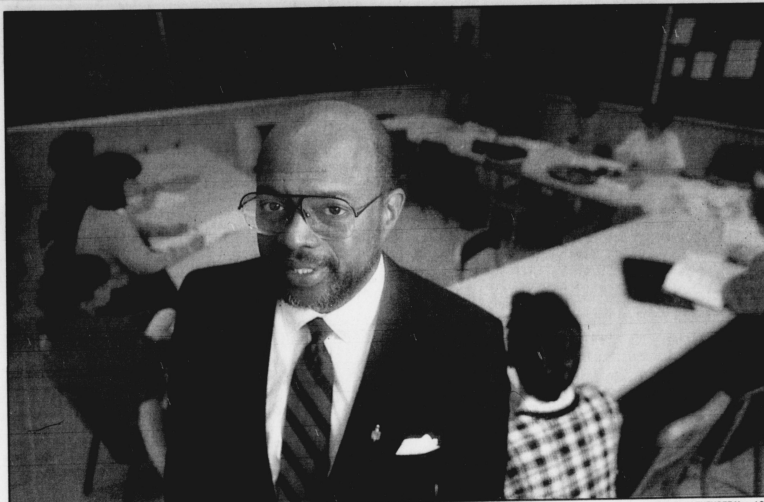
Money the departments save through the fund may be spent on

other necessities.

The program is just one of many examples of the concerted initiative UK is taking to recruit and retain minority faculty. In a significant movement nationwide, colleges are taking similar action to diversify their campuses.

Already UK is showing the fruits of that effort, with the hiring of 10 new black faculty last year, an increase of 55 percent.

See FACULTY, Back page



J. John Harris III was appointed dean of the UK College of Education last summer. Harris, who came from Cleveland State University, is the first black to serve as dean of a UK college.

Graduate School promotes minority enrollment

By KYLE FOSTER
Senior Staff Writer

In an effort to combat low minority enrollment in The Graduate School, UK has implemented a nationwide recruiting program.

The program's goal is to build closer relationships between UK and historically black colleges and universities (HBCUs) that choose

to participate, said Daniel Reedy, dean of The Graduate School.

Historically black schools "have held a long-standing tradition of sending their students on to graduate and professional school — it's a way to break social and economic barriers," Reedy said.

UK is trying to build a relationship with faculty members at the schools so it can recruit graduate

students more directly, he said.

There are 97 black students in UK's graduate program out of a total enrollment of 4,500. This figure represents 3.4 percent of the graduate school's population, Reedy said.

Nationwide, blacks account for 6 percent of the total graduate school population.

Although UK's figure is consid-

erably lower than the national average, Reedy said it is a 14 percent increase over fall 1989 enrollment. Reedy said the increase was a direct result of UK's new recruiting efforts.

The numbers, however, are still too low in all academic areas — including UK undergraduates and faculty, Reedy said.

There are 772 black students en-

rolled at UK this semester, compared with 22,600 non-black students, the majority of which are white.

As of the fall 1990 semester, there were 1,606 full-time faculty at UK. Only 28 are black, making up 1.7 percent of the full-time faculty at UK.

Reedy, who serves on a national task force for graduate schools, at-

tributes UK's low black enrollment to the rising population of minorities in the United States, including Hispanics and Asian-Americans.

"We have a rising population of minority persons who are not becoming a part of higher education and not being mainstreamed into the working force," Reedy said.

See STUDENTS, Page 7

Weather expected to keep turnout low

By CAROLINE SHIVELY
Staff Writer

The weather is expected to have an effect on the voter turnout for Student Government Association elections, said Greg Watkins, Election Board chairman.

"If it's going to rain ... I don't see that the turnout will be too good," Watkins said.

Bad weather also could affect the kind of voter that comes to the polls. If it does rain, as forecasted, "the people that vote will be the people who are the hard supporters of the candidate," he said.

Less voters could also have an impact on the election results. "It's going to be a real close race," Watkins said. "If the weather is bad, there will be less of a turnout and the margin of victory will be smaller."

There will be 10 polling places on main campus and two on the Lexington Community College Campus.

Polling locations were added at LCC East and the College of Education. SGA presidential candidate Keith Clark is from LCC. Speech pathology junior Christa Collins, also running for president, is a College of Education senator.

"I think (the new polling places) would help those particular candidates," Watkins said. "But it will help voter turnout because as soon as they come out of classes, boom, there it is."

See ELECTION, Page 7

Computerized voting machines will replace older machines and are expected to speed up the voting process because votes will be tallied by a computer instead of by hand, Watkins said.

"It will be more convenient for everyone," said Jason Vandiver, last year's Election Board president. "We will find out faster and it will be a lot more reliable."

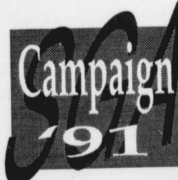
Election results will be reported tomorrow night at 9 in the Student Center Free Speech Area, two hours after the last poll closes.

"Last year it took forever and a day," Vandiver said.

Speed and accuracy are not the only benefits of the new polling machines. "These machines are tamper-proof," Watkins said. "You can't misread anything. (Acting) Dean (of Students David) Stockham will be here as we count the votes, too."

Students may vote for candidates for president, vice president and senator at large, as well as their particular college representatives at the following polling locations:

- Business & Economics College: B & E, Margaret I. King Library, Donovan and Blazer cafeterias and Kirwan-Blanding Complex Commons.
- Agriculture: Agriculture North, King Library, Donovan, Blazer and the Commons.



Voting Places and times

Ag. North 9:00 - 7:00 Agriculture	M.I. King Library 9:00 - 7:00 Agriculture Allied Health Architecture Arts and Sciences Business & Economics Communications Dentistry Education Engineering Fine Arts Graduate School Human and Environmental Sciences Law LCC Library Sciences Medicine Nursing Pharmacy Social Work
Blazer, Commons and Donovan Cafeteria 4:30 - 7:00 Agriculture Arts and Sciences Business & Economics Communications Education Engineering	Nursing 10:00 - 3:00 Allied Health Dentistry Medicine Nursing Pharmacy
Business & Economics 10:00 - 3:00 Business & Economics Human and Environmental Sciences	Student Center 10:00 - 2:00 Arts and Sciences Communications Education Engineering
Law School 10:00 - 3:00 Agriculture Law	
LCC 10:00 - 3:00 and 4:30 - 7:00 LCC	

Lohman endorses Collins

By MARY MADDEN
Assistant News Editor

Saying that her three years experience in student government makes Christa Collins the most qualified of the four Student Government Association presidential candidates, current SGA president Sean Lohman endorsed Collins earlier this week.

SGA presidents in the recent past have worked behind the scenes in

See COLLINS, Page 6

Shaw focuses talk on Creason, war

By KIP BOWMAR
Senior Staff Writer

opening moments of the war were like in Baghdad.

"I turned to look out the window of room No. 906," Shaw said. "Anti-aircraft batteries opened up and started spraying the black sky as if a hand were painting light flashes, yellows, reds, greens, and oranges on this black canvas. Tracers arched skyward and disappeared, burning themselves out."

Shaw, who was in Baghdad on See SHAW, Page 6

Iraqi President Saddam Hussein would have avoided making crucial mistakes by talking to legendary Kentucky journalist Joe Creason, Cable News Network anchor Bernard Shaw said last night.

Delivering the 14th annual Joe Creason lecture on campus, Shaw covered many topics — but centered his speech on Creason, a popular writer for the Louisville Courier-Journal until his death in 1974 — and the gulf crisis.

"Metaphorically, I say to you ladies and gentlemen Saddam Hussein's gravest mistake was having never met, having never talked with Joe Creason," Shaw said to a crowd of more than 1,500 people at the Ous A. Singletary Center for the Arts.

Shaw talked about how Hussein could have learned about the will of the American people by talking and walking with Creason (who Shaw called "Dr. Nuance") in a small town.

"A few minutes with Dr. Nuance and Saddam would have learned the ways of American politics and American journalism," Shaw said. "If he (Hussein) had received truthful information about the people of the United States, the people and the president, he would have known better than to stay and fight."

Shaw said that Creason could have explained to Hussein not to take dissent as a sign of weakness.

He said one of Hussein's problems was nearly all of his information of the West was second hand and the men around him were afraid to tell him when he was wrong.

Shaw also talked about what the

UK TODAY

A campuswide Easter service will be held in the Small Student Center Ballroom at 7:30 p.m. Call Beth Maxedom at 268-2913 for more information.

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SGA ELECTIONS

The following candidates for Student Government Association Senate submitted 50-word statements on why they wanted to be elected an SGA senator to the SGA office. Here is a reprint of their statements.

Candidates for SGA Senate

Amy Adams

Student Government Association is an organization that is meant to effectively represent the student body. I feel that it is important to get involved and make a difference and a strong mark in something you believe strongly in. My ticket can provide a fresh approach to the issues pertaining to the student body, and in return help lead SGA in a new direction.

Amy Adams is a candidate for senator at large.

Jeremy Bates

Through my past and present leadership positions in the organizations I am involved with, I feel I have gained considerable knowledge of the needs of the university and its students. With this experience I will help further the needs of the individual students. As a ticket of Ramanathan, Pepper, Bates, Norton and Vandiver, we have 12 combined years of college experience, which will provide a new direction for Student Government.

Jeremy Bates is a candidate for senator at large.

Richard Chalfant

I am seeking the position of College of Agriculture senator to provide a strong voice in campus issues and to foster relations between the college and the University.

Richard Chalfant is a candidate for College of Agriculture senator.

Duane Crow

As Lexington Community College senator candidate, I would like to represent all student alike.

Some of my concerns are with finding, safe, fair parking, monitoring the new mandatory student (health) insurance law and working to make a drug-free campus.

I will always be available to student concerns. "Equal representation" for all students is and will always remain my first priority.

Duane D. Crowe is a candidate for Lexington Community College senator.

Misha Goetz

The College of Engineering was founded many years ago on the principle of advancing technology and academic achievement.

Not only the structure of this college changed, but also its commitment. A commitment that will continue to grow in a new direction. As a senator, I will be responsive towards this development and work for progress and change.

Misha Rene'e Goetz is a candidate for College of Engineering Senator.

Cynthia Isbell

The success of an organization lies within the enthusiasm and dedication of the people within that organization.

Likewise, the representative of a large number of people must also exemplify those traits.

I am seeking the office of College of Arts & Sciences senator, because I have had great success and enjoyment from past involvement within student government organizations.

Also, I am very excited about SGA's future, and I would like to a part of it.

Cynthia Isbell is a candidate for College of Arts & Sciences senator.

Roger Batsel

My experience as chairman of the Student Government Association Campus Health and Safety Committee gives me a unique perspective on campus safety problems.

By managing the Student Escort program, I have developed a campus safety survey in order to pinpoint problem areas.

This is just one reason Cranston, Porter, Batsel, Jaeger, Elhenicky means "experience and diversity in action."

Roger Batsel is a candidate for senator at large.

Derby Newman

I am deeply concerned about the needs of students in the College of Education. It is my goal to provide students with a representative who will work endlessly at providing them with a voice that will be heard in not only student government but in the University community as well.

My intention is to work closely with education students and the administration of the college to improve communications between the two in hopes of establishing a solid relationship and let their concerns be my concerns.

I offer three years of experience, my dedication to the students and my sincere interest in being a sound voice for the students.

As College of Education senator I will be diligent and responsive to student needs.

Derby Newman is a candidate for College of Education senator.

Kevin Park

Somewhere along the line of SGA, senators have forgotten that they represent the students.

This is why I want to become a voice for the College of Arts & Sciences in the Student Government Association Senate, as well as the University Senate and be as accommodating as possible to their wants and needs.

Kevin Park is a candidate for College of Arts & Sciences senator.

Jill Cranston

As a freshman senator, I take a keen interest in student concerns. I understand the problems associated with class registration and will work to develop a program that would enable students to register by phone with direct access to the computers. This is one reason why the ticket of Cranston, Porter, Batsel, Jaeger and Elhenicky means "experience and diversity in action."

Jill Cranston is a candidate for Senator at Large.

James Stover

I have decided to run for College of Business & Economics senator for a number of reasons, but, mainly, to get involved. I feel that the best way I can get involved, not only in SGA but also with faculty and administration, is by running for this office.

James Stover is a candidate for College of Business & Economics senator.

Stephen Strong

It is said that there is strength in numbers. I believe that the same applies to experience. As a student for the past four years, I have seen many problems arise and I have my own ideas for their solution. Now is the time for the "Strong" choice.

Stephen L. Strong is a candidate for College of Communication senator.

Sean Symson

Being a transfer student to the University, I bring with me a vast assortment of ideas. At my school I was active in student government and bring that experience with me to help create new and fresh ideas at UK. One goal I have is to help better integrate personal computers in the communication curriculum. If chosen, I will try to better represent the College of Communications in the UK community.

Sean M. Symson is a candidate for College of Communications senator.

Candy Smith

The College of Fine Arts needs a strong representative to voice their opinions to the administration, faculty and Student Senate. To be a representative of this group, indeed, takes a great deal of responsibility. Due to past leadership responsibilities, I feel, with enthusiasm and an open mind, I am the person that can meet these needs.

Candy Smith is a candidate for College of Fine Arts senator.

Jay Ingle

All college senators not only serve on the student senate, but also on the University Senate as the only student voice in this faculty dominated body.

I would like to take students' ideas as to both of these governing bodies and make sure that UK remains an institution for students.

Jay Ingle is a candidate for College of Arts & Sciences senator.

Anne Jaeger

My experience as a Special Education major and my involvement in SCEC, SGA Handicapped Concerns Committee and the Student Development Council has strengthened my commitment toward handicapped student service improvement. These are to make (1) handicapped sports seating equally and easily available, and (2) campus buildings more accessible. This is one reason why —Cranston, Porter, Batsel, Jaeger and Elhenicky means "experience and diversity in action!"

Anne Jaeger is a candidate for Senator at Large.

Stephen Keller

I desire the position of Senator at Large because I have the ability to create positive changes in the lives of students in the University community. An admirable senator is one who is sensitive to all viewpoints from all students; thus having a keen student awareness. From my involvement with student government since last August, I have developed such an awareness. Remember, with Stephen Keller as your senator, you will have no empty promises.

Stephen C. Keller II is a candidate for Senator at Large.

David McDowell

The office of UK Student Government Association senator is one of great responsibility. I am seeking the office of SGA senator because I am responsible and I want to make some good changes happen in the UK SGA. When elected I plan to work toward reaching out to the students to let them know SGA is here for them.

David McDowell is a candidate for Senator at Large.

Christopher Porter

Dedication to students is the best quality a senator can have. Working to improve the things that count to you! Two projects I plan to pursue are the extension of student billings hours and terminals during the first three weeks of school, and to regain the students privilege to receive legitimate excuses for health care. These are just two more reasons why Cranston, Porter, Batsel, Jaeger and Elhenicky means "experience and diversity in action."

Christopher A. Porter is a candidate for Senator at Large.

Ashley Norton

I plan to bring new ideas and goals into our stagnate student government.

I also feel that through unbiased student representation, change will occur for the good in SGA.

As a ticket of Ramanathan, Pepper, Bates and Vandiver, we have 12 combined years of college experience, which will provide a new direction for student government.

Ashley Norton is a candidate for Senator at Large.

Evelyn Pepper

I strive to motivate the student body, drive the Student Government Association to its fullest potential, and implement change in a positive effective manner.

I believe these ideas will strengthen SGA and, in turn, the student body. As a ticket of Ramanathan, Pepper, Bates, Norton and Vandiver, we have 12 combined years of college experience which will provide a new direction for student government.

Evelyn Pepper is a candidate for Senator at Large.

Allen Putman

Having served as an SGA Senator for the past three years I have a sound understanding of the Senate and in these CHANGING TIMES Student Government needs experienced leaders such as Putman, Beasley, Davenport, Mussler and Boyd.

If re-elected, I pledge to be a dedicated and concerned student representative with the experience to make necessary changes.

Allen Putman is a candidate for Senator at Large.

Chris Mussler

Throughout the past two years I have served SGA as a senator. I feel that I have been an effective and viable of the senate and I look forward to serving a third term with great anticipation and hope.

For these are changing times which need effective leadership like that of Putnam, Beasley, Davenport, Mussler and Boyd.

Chris Mussler is a candidate for Senator at Large.

Arvind Ramanathan

As a freshman at UK, I feel that I can make a decisive impact on the future of this institution by gaining knowledge in student government and its workings. This, in turn, would better serve my fellow students in the issues that they are concerned with. As a ticket of Ramanathan, Bates, Pepper, Norton and Vandiver, we have 12 years of com-

Joey Smith

I am excited about my decision to run for student government Senator at Large. My ticket and I will work diligently to represent our fellow students. I am not satisfied with the way SGA has been run in the past, and will do everything possible to make sure SGA is headed in a new direction.

Joey Smith is a candidate for Senator at Large.

Kalpana Shanmugham

My name is Kalpana Shanmugham and I am chemistry freshman (pre-medicine) major. I am seeking the position of Senator at Large in order to ensure that the interests of students of all backgrounds are represented equally within the SGA Senate. I will accomplish this goal by promoting student involvement in student government through student awareness.

Kalpana Shanmugham is a candidate for Senator at Large.

Kary VanArsdale

I strongly feel that I could appropriately and effectively represent the student body. If I were granted the position of Senator, there is an infinite number of actions which would benefit UK students. With the enthusiasm and new direction approach of our ticket, this University could reach its full potential.

Kary VanArsdale is a candidate for Senator at Large.

Jason Vandiver

By becoming a senator in student government I hope to expand on ideas that I tried to implement as an executive director. I plan to work closely with the administration and increase campus unity and representation.

As a ticket of Ramanathan, Pepper, Bates, Norton and Vandiver, we have 12 combined years of college experience which will provide a new direction for student government.

Jason Vandiver is a candidate for Senator at Large.

LETTERS

Davenport hard worker

I would like to ask the student body to consider Lea Ann Davenport and her running mates when going to the polls this week.

After just two years at UK, Davenport has compiled one of the most impressive resumes on campus.

She has spent two years representing her fellow students as a senator and has served on four committees, chairing one of them. Davenport has also been very active with her social sorority.

She has served on numerous committees and has been rewarded by her peers for her efforts.

In addition to her extra-curricular activities, Davenport has been able to compile an exceptional scholastic record that few students can match.

Bit I am not suggesting that you vote for Davenport strictly on her past performance.

Rather I suggest that you vote for her strong work ethic, her openness to new ideas and opinions and her dedication to the student body and the campus.

Ashby T. Coram is president of Beta Gamma Sigma Fraternity.

Don't forget to vote in the Student Government Association elections today or tomorrow

VIEWPOINT

Students should be a part of the Crosbie-Sparks administration

By Scott Damron

"Would you buy it again?" is a question often asked of consumers.

As a student, would you buy it again? What I mean by "it" is the University of Kentucky — your education, social involvement, living conditions, and experiences.

The reason I pose this question is that students are consumers of the University of Kentucky, and within the answer to this inquiry lies greater truths which need be uncovered.

Through the answer we could begin to decipher areas of improvement for the University and discover whether the alumni who leave our halls are loyal alumni, sensitive to the University's needs and interests.

Would you give \$35 for a book to the library upon graduation or \$350,000 in future years?

This question is of crucial importance.

A component of the purchasing



SPARKS



CROSBIE

process in which we involve ourselves as students at the University of Kentucky is labeled "the Student Government Association."

In March of each year, we hear the SGA presidential candidates re-

verberate the messages of change and improvement.

"I will make it better for you," the candidates promise.

"Vote for me." Sometimes among the chatter of the candidates,

Crosbie is someone who truly cares about the issues the University is facing ... he is someone who has the determination and inspiration to struggle with the University's problems and emerge victorious.

an individual will distinguish him or herself as something different. Someone who should be noted and listened to.

Scott Crosbie is this candidate. Those who have had the opportunity to converse with Scott know that he is a genuine person.

Someone who truly cares about the issues the University is facing, but more importantly, he is someone who has the determination and inspiration to struggle with the University's problems and emerge victorious.

His running mate, Keith Sparks, is of equal caliber.

As the president and vice president of student government, great things are in store for the University of Kentucky.

Along similar lines the Senate

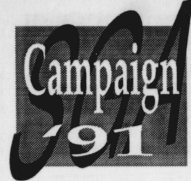
race has heavy implications on our purchasing process. Who should we look to for leadership?

I believe that from a qualified field of candidates, there are many individuals worthy to hold Senate positions.

Among this group is Joey Smith, Kary VanArsdale, David McDowell, and Amy Adams. They are enthusiastic to help the University move in a new direction and assist the Crosbie-Sparks team. I believe they should be given serious consideration.

As a responsible student, take the time to investigate the issues. Call the candidates on the phone.

Put them on the spot, and decide for yourself who is worthy of election into the Student Government Association.



If the voting line seems a bit long, picture the Chinese students who demonstrated so valiantly a short time ago what freedom is about, and how badly they wish to have it.

If you are asked, "Would you buy it again?"

If you have the answer is a resounding, "Yes, I would. I was part of the process."

Scott Damron is a first-year law student.

Crosbie-Sparks campaign full of hypocrisy and devoid of content

By Jay Ingle

I believe, as much as anyone, in a fair and positive campaign for Student Government Association elections, but one presidential ticket has overstepped the bounds of honesty and integrity in its campaign.

I cannot imagine being more offended by a student campaign's blatant misrepresentation and hypocrisy after watching Scott Crosbie and Keith Sparks vie for the top two SGA offices.

The two are running a very negative campaign, stressing an anti-establishment approach. Their campaign seems to be a campaign against SGA President Sean Lohman, rather than one that proves that they are more qualified candidates than Christa Collins, Keith

Clark or Byl Hensley.

Clark and Sparks ask students to look at what SGA has done over the last two years, a question which relates in no direct way to any of the candidates.

Collins and Clark have both served as SGA senators, but neither has had the opportunity or position to influence the organization in a role such as president. Crosbie and Sparks have merely used the fad of criticizing Lohman as a tool for popularity. These two need to step back and realize who their competition really is.

With this strong anti-SGA approach, it seems quite odd that it has been vehemently argued that Keith Sparks has been influential as SGA's Governmental Affairs chairman.

Sure it would have been hard to

step in and organize a powerful lobby effort, but Sparks has done nothing. As a committee chair, I can attest to the fact that he has not attended one Executive Branch meeting all year.

He also claims to have worked with the Board of Student Body Presidents, but according to the minutes, the chairman of that board and the Kernel reporter responsible for covering these meetings, Sparks has continued his lack of responsibility there by not attending one meeting. For a candidate so opposed to SGA, why does Sparks unfoundedly claim his role in SGA as influential?

Scott Crosbie also argues that, as an outsider, he will not be a part of any "petty office politics." This could not be further from the truth. The nature of his campaign has

With this strong anti-SGA approach, it seems quite odd that it has been vehemently argued that Keith Sparks has been influential as SGA's Governmental Affairs chairman.

already created such conflicts. He has not only supported senate tickets, but has played a primary role in forming them. Nine of his 25 steering committee members are running for Senate seats.

These political ties are forming the petty politics of next year's SGA, regardless of who is president. These nine represent eight Greek organizations, and it would not surprise me if this was more than just coincidence. What kind of debt will he owe those people once elected?

When Scott Crosbie was asked,

at the Greek Political Action Committee debate, what quality establishes him as best for the job, Crosbie answered, "Initiative."

The only initiative Crosbie seems to have shown is that of seeking a title to add to his resume. Last year, he and Sparks both ran unsuccessfully for senator at large. Crosbie then signed up for an SGA committee and was placed with Community Affairs, a very active committee.

Crosbie rivals his running mate for lack of work done in SGA last year, as he has done nothing. If Scott Crosbie cares enough about

SGA to want to be its leader, it seems as though he would have shown some "initiative" by getting things done behind the scenes.

The other candidates have all shown initiative — Collins and Clark in SGA, and Hensley in SAB — but Crosbie has not. It seems that "initiative" only means something to Crosbie if he can be president.

I ask you now to step back and analyze what the candidates are saying. If you feel that Crosbie and Sparks truly believe in what they are saying, then you are quite a loyal follower. If not, I would like to thank you for keeping an open mind and realizing the lack of integrity in their campaign.

Jay Ingle is a political science and philosophy sophomore.

Follow your favorite candidate in the Kernel.

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DIVERSIONS

Catalogese

Don't believe a thing you read in the 'UK Class Catalogue'

Now that class registration has rolled around again, many of us are consulting the handy-dandy *UK Class Catalogue* in attempt to find that elusive bunny course to round out our schedule. But that familiar cry of "Gee, that sounds easy — I think I'll take that" all too often turns to a tragic disaster that completely destroys the human spirit.

The dilemma? Well, the utopian escapade in higher learning described in the catalogue's glowing terms and the miserable exercise in mind-numbing tedium you wind up yawning through just aren't the



Toby GIBBS

same animal. The fine UK catalogue, found in local libraries in the fiction section, was written by the friendly folks that compose classified ads in the newspaper real estate section. You know, the ads that might describe a dark, musky cave as a "rustic fixer-upper."

To make registration a little easi-

er, I thought I'd slap together a handy guide to that most elusive of all languages — catalogese. So read through this list of familiar catalogue phrases and the easy-to-understand translations provided. Feel free to jot them down on note pads, clothing or handy body parts.

•**"Viewing of films outside of class is required:"** You'll get three hours of credit for a mere seven hours of classroom work, four of which are spent squinting to read Pakistani subtitles on a projector that hasn't worked properly since Edison put it together in his garage.

•**"Authors such as the following**

are studied:" Authors such as the following are *not* studied at all. Instead, someone with barely enough talent to write a laundry list will be scrutinized until your mind turns into guacamole and you're left bluffing your way through on Cliff's Notes, the book jacket, and notes that the book owner before you wrote in the margins.

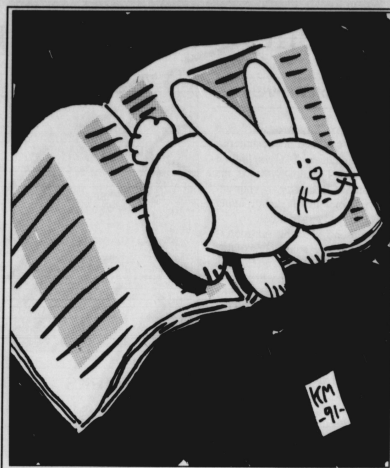
•**"Consent of instructor:"** Fifty zillion forms later, you might get into a class you'll soon regret spending that much time getting into.

•**"Contemporary study:"** The textbook mentions President Eisenhower in the present tense and predicts manned missions to Venus by 1980.

•**"Supervised laboratory work:"** No chance for zany practical jokes involving carbolic acid.

•**"In-depth discussion of literary trends of the era:"** An instructor who somehow knows more about a book than the actual author will enlighten you about how every possible aspect of the poem or story deals with sex, including the preface or the page numbers. "Casey at the Bat?" Not about baseball — it's about a man coming to grips with his impotence and his latent homosexuality. (Just once, I'd like to see a book about a latent heterosexual.)

•**"An introductory course in all phases of:"** Each aspect of the sub-



KENN MINTER/Staff Artist

ject is examined for approximately 11 minutes apiece. After the semester ends, you've learned enough to impress friends while watching "Jeopardy!" but little else.

•**"Study of comedies and tragedies in the ancient world:"** Comedies? Yeah, expect monster laughs here. There's nothing like an ancient Grecian comedian yucking it up about being speared to death by a Spartan. You'll roll on the floor as

those zany Romans throw screaming peasants to ferocious, blood-thirsty lions. You'll chortle until your buttons pop.

•**"Supervised independent study:"** If the course description is a contradiction, the class probably makes even less sense. What could "supervised independence" mean?

See GIBBS, page 5

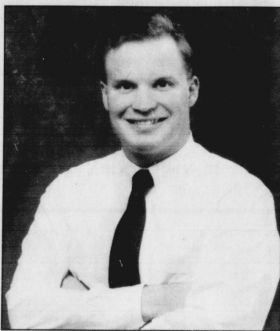
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FROM THE BOOK PUBLISHED BY SIMON AND SCHUSTER

Costner's 'Dances with Wolves' was irresistible to the Academy

By BOB THOMAS
Associated Press

LOS ANGELES — By the time Oscars night finally arrived, success for Kevin Costner and "Dances with Wolves" seemed almost inevitable.

As the Western started to gather up Oscars in the early going, it confirmed what most people had been thinking: "Dances with Wolves" was the kind of movie that Academy voters find irresistible.

Forget those hoodlums of "GoodFellas" and "The Godfather, Part III." Dismiss the appealing fluff of "Ghost" and the heart-rendering "Awakenings."

"Dances with Wolves" offered a sweeping prairie landscape, the noble Indians being driven from it and an authentic American hero battling incredible odds.

Costner, so low-key on screen, embarked on a crap shoot that detractors tried to brand "Kevin's Gate."

To co-produce, direct and star in a Western seemed the ultimate ego trip. "We told you so!" taunted the scoffers when "Dances with Wolves" soared over budget and schedule and Costner was forced to forfeit \$2 million of his salary.

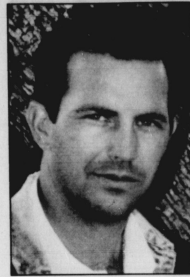
ANALYSIS

Costner capped his triumph Monday night. But he is not the kind of man to gloat. He claimed at a news conference that he never expected to win. "I was never much of an achiever; in high school I never won anything," he said.

Oddly, Costner wasn't able to duplicate Laurence Olivier's feat of directing himself to an Oscar. Maybe being co-producer and director takes a toll on an actor's performance. Or maybe the scenery and the majestic theme were the stars of "Dances with Wolves." The two other acting nominees, Mary McDonnell and Graham Greene, also were overlooked.

Surprises? Kathy Bates seems the only one, though in retrospect the choice is a natural. Her part as the crazed literary fan in "Misery" was so much more flamboyant than the understated performances of leading contenders Anjelica Huston and Joanne Woodward.

Jeremy Irons outshone the other contenders for best actor with his portrait of sleek villainy in "Reverence of Fortune." His and Bates' Oscars are evidence of the voters' discrimination. Neither film was a



COSTNER: "My life is bigger than movies."

runaway hit, nor did they attract rave reviews.

Whoopi Goldberg of "Ghost" and Joe Pesci of "GoodFellas," the winners in the supporting roles, drew hearty applause from the industry crowd.

But the night belonged to Costner, the non-achiever who started in the picture business by sweeping up stages.

"This is not the greatest moment



GOLDBERG: Surprised the oddsmakers with her Oscar.

in my life," he said backstage. "It's one of the greatest. It remains a great moment to me that no one can ever take away. But my life is bigger than movies, my world is bigger than movies."

Having achieved his dream, he indicated that there will be no "Dances with Wolves II."

"I still haven't figured out what happens to them (John Dunbar and his bride) after they go over the hill," he said.

List of 1991 Oscars

Associated Press

LOS ANGELES — Here is a complete list of winners at Monday night's 63rd Annual Academy Awards:

•**PICTURE:** "Dances With Wolves," Kevin Costner and Jim Wilson, producers.

•**ACTOR:** Jeremy Irons, "Reverence of Fortune."

•**ACTRESS:** Kathy Bates, "Misery."

•**SUPPORTING ACTRESS:** Whoopi Goldberg, "Ghost."

•**SUPPORTING ACTOR:** Joe Pesci, "GoodFellas."

•**DIRECTOR:** Kevin Costner, "Dances With Wolves."

•**ORIGINAL SCREENPLAY:** Bruce Joel Rubin, "Ghost."

•**ADAPTED SCREENPLAY:** Michael Blake, "Dances With Wolves."

•**FOREIGN FILM:** "Journey of Hope," Switzerland.

•**FILM EDITING:** Neil Travis, "Dances With Wolves."

•**ART DIRECTION:** Richard Sylbert (Art Direction), Rick Simpson (Set Decoration), "Dick Tracy."

•**CINEMATOGRAPHY:** Dean Semler, "Dances With Wolves."

•**COSTUME DESIGN:** Franca Squarziapino, "Cyrano de Bergerac."

•**DOCUMENTARY FEATURE:** "American Dream," Barbara Kopple and Arthur Cohn, producers.

•**DOCUMENTARY SHORT SUBJECT:** "Days of Waiting," Steven Okazaki, producer.

•**MAKEUP:** John Caglione Jr. and Doug Drexler, "Dick Tracy."

•**MUSIC ORIGINAL SCORE:** John Barry, "Dances With Wolves."

•**MUSIC ORIGINAL SONG:** "Sooner or Later (I Always Get My Man)," music and lyrics by Stephen Sondheim, "Dick Tracy."

•**ANIMATED SHORT FILM:** "Creature Comforts," Nick Park, producer.

•**LIVE ACTION SHORT FILM:** "The Lunch Date," Adam Davison, producer.

•**SOUND:** Russell Williams II, Jeffrey Perkins, Bill W. Benton and Greg Watkins, "Dances With Wolves."

•**SOUND EFFECTS EDITING:** Cecilia Hall and George Watters II, "The Hunt for Red October."

Awards announced in advance:
•**HONORARY OSCAR:** Myrta Loy.

•**HONORARY OSCAR:** Sophia Loren.

•**IRVING J. THALBERG AWARD:** Producers Richard Zakem and David Brown.

•**SPECIAL ACHIEVEMENT FOR SPECIAL EFFECTS:** "Total Recall."

•**ACADEMY AWARD OF MERIT:** Eastman Kodak Co., for a new film technology.

•**GORDON SAWYER TECHNICAL ACHIEVEMENT AWARD:** Stefan Kudelski, for development of first self-contained movie sound recorder.

Oscar telecast a fitting tribute to 100 years of film

By JERRY BUCK
Associated Press

LOS ANGELES — The Oscar telecast on ABC produced two miracles — a sweep for a movie virtually nobody wanted to make and a show that itself deserved an award. It was quite simply the best Academy Awards in memory.

The 63rd annual show Monday night celebrated 100 years of movies, and what a celebration. It was a skillful commemoration of the old and acclaim for the new — especially "Dances With Wolves,"

TELEVISION REVIEW

which took home seven Oscars.

The opening production number — often an awards-show pitfall — was marvelous. Last year's show didn't even have an opening number, probably in reaction to the Snow White debacle of 1989, and it was boring.

Producer Gilbert Cates also was in charge of the 1990 show, but he and host Billy Crystal got it right

this year.

Crystal was funny and absolutely on target. Even when he missed he had a comeback: "The audience is shooting down my jokes with Patriot missiles."

At three hours and 25 minutes, the show was too long. But who's counting when you're having fun?

A special thanks to Joe Pesci, winner as best supporting actor in "GoodFellas," for the night's shortest thank you.

Thanks, too, to Michael Blake, the winning screenwriter of "Dances With Wolves," for bringing up Doris Leadercharge to translate his acceptance speech into Lakota.

The opening, live from Paris, recreated the first public exhibition of a motion picture in France a century ago. The scene quickly switched back to Los Angeles, and choreographer Debbie Allen had performers jumping off and onto the silver



CRYSTAL: The jokes keep coming

screen in a perfect and inspired blend of movies and live action.

The Myrna Loy and Sophia Loren tributes with their poignant film montages were deftly handled.

It was a show that remembered that the Academy Awards ceremony, after all, is about movies. It's not an excuse to put on a variety show with bloated production numbers.

So, if Hollywood's the land of sequels, then the 1991 Oscars show deserves one next year.

Gibbs

Continued from page 4

You do your own work on your own, but a professor follows you around to make sure you do it right? "How's it going?" the professor says as he pops his head up out of some shrubbery or sails by on a scooter.

There are other considerations. Will the instructor let you eat in the classroom? (I won't be satisfied until I can barbecue in the classroom.) Are the chairs comfortable? What do those phones at the front of each room in Whitehall Classroom Building do? Why is the campus ratio of students to

pencil sharpeners approximately 600 to 1? Admittedly, I'm getting off the subject of the UK Catalogue, but these are questions for which I crave answers.

But the catalogue is my main gripe. Reading it is always good for laughs, if nothing else. So get your new copy, chuckle over it with friends and rely on something else to pick your classes. Ask a friend, flip a coin or pick course numbers at random using dice. You'll be better served.

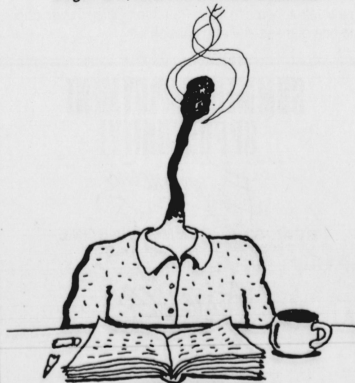
Senior Staff Writer Toby Gibbs is a journalism senior and a Kernel columnist.

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Shaw

Continued from page 1

Jan. 16 with two other CNN reporters in a hotel room when coalition forces began bombing, joked about his first comments on the air when he noticed what was happening outside.

"Something is happening," he said, shaking his head in disbelief, which brought laughter from the crowd.

Shaw offered advice to student journalists eager to pursue a career like Shaw's.

"As you move in the direction you choose, please do so with eyes, mind and heart opened wide," Shaw said.

"Journalism is a walk on the plank ... It is hard work, dangerous work, sometimes. Reporters are

sometimes kidnapped and sometimes they are killed."

He also said that a journalist doesn't have to report from an exotic location to be credible.

"You don't have to have worked in Beijing or Baghdad to be a good and respected reporter," Shaw said. "Don't equate distance with depth."

On the night of the Creason lecture about 20 journalism school scholarship winners were honored before the keynote speech.

Additionally, three new members were inducted into the Kentucky Journalism Hall of Fame.

After the speech Shaw fielded questions from the audience.

He said he felt "chilled" that the American people supported the U.S. military's censorship of the press.

He defended colleague Peter Arnett, who was accused in some circles of being a mouthpiece of the Iraqi government, and felt the media wasn't excessively biased.



SHAW COMES TO UK: CNN anchor Bernard Shaw (above) spoke to media before delivering the 14th Joe Creason lecture last night.

Three journalists honored at lecture

Staff reports

When Sam Abell was a student at UK in the mid-1960s, there was no photojournalism program at the school.

That didn't stop him, however, from becoming one of the nation's leading photographers.

Last night, the 1969 UK graduate — and two other rcknown journalists with Kentucky ties — was announced as an inductee into the Kentucky Journalism Hall of Fame.

Livingston Taylor, a Frankfort bureau reporter for The Louisville Courier-Journal from 1964-87, and Barry Bingham Jr., editor and publisher of The Courier-Journal and The Louisville Times from 1971-86, were also named as 1991 honorees.

Taylor and Abell attended induction ceremonies. Bingham Jr., was out of town.

Abell was a staff photographer for the Kentucky Kernel and was editor of the Kentuckian yearbook.

As UK assistant professor Steve Dozier phrased it when introducing him, Abell "roamed our Kentucky turf" for about six years before "roaming the country and the world" for National Geographic.

Abell, who graduated in 1969, spoke to about 40 people in the Gre-

han Journalism Building yesterday morning, encouraging prospective journalists to get involved in student publications.

He also showed slides depicting a portion of the thousands of frames he has taken in his career and answered questions from students.

He told prospective photojournalists that great shots are inside everybody, "it's just a matter of working them out."

In 1990, Eastman Kodak and Thomason-Grant published a retrospective monograph of his photographs titled "Stay This Moment."



ABELL



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Due to an error, Isuzu and TWA were mentioned in a sweepstakes as part of a Monday, March 25 IBM ad. IBM is not sponsoring a sweepstakes promotion. We regret the error.

Collins

Continued from page 1

campaigns without making public endorsements. However because he feels so strongly that Collins is the best candidate, Lohman thought it was important for him to make a said.

"I think that Christa offers the breath of fresh air that people want and need in student government," he said. "She hasn't sat and stagnat-

ed in student government for the past few years, but she hasn't simply confined herself to other organizations either, like other candidates have."

Her active participation in student government gives her an advantage over the other candidates, Lohman said.

"She knows how the organization is run. She knows what needs to be done in student government," he said. "She hasn't sat and stagnat-

Election

Continued from page 1

•Law: Law Building and King Library.

•Medicine, Pharmacy, Dentistry, Nursing and Allied Health: Nursing Building (6th floor) and King Library.

•Graduate School and Library Sciences: King Library.

•Engineering: King Library, Stu-

dent Center, Donovan, Blazer and the Commons.

•Architecture: King Library.

•Fine Arts: King Library.

•Human and Environmental Sciences: B & E and King Library.

•Social Work: King Library.

•Arts and Sciences: King Library, Student Center, Donovan, Blazer and the Commons.

•Communications: King Library, Student Center, Donovan, Blazer and the Commons.

•Lexington Community College: LCC, LCC East and King Library.

POLITICAL SCIENCE DEPARTMENT COLLEGE OF ARTS AND SCIENCES

The Political Science Department will hold advising sessions for all students who declare Political Science their major during the pre-registration period, or who are interested in changing their major to Political Science, on Thursday, March 28, 1:30 - 3:00 p.m. and Thursday, April 4, 1:30 - 3:00 p.m., in room 1605 Patterson Office Tower. These sessions are for new majors who have special problems that need to be discussed. Please have a copy of your most recent transcript when you come to one of these advising sessions. For further information on course requirements or a copy of the department's newsletter, come to 1615 Patterson Office Tower prior to one of these advising sessions.

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Students

Continued from page 1

Some people argue that the United States is replacing Hispanic Americans, Asian-Americans, and African-Americans with international students who earn degrees at U.S. institutions and stay to work in the United States, Keady said.

Lauretta Byars, acting vice chancellor for Minority Affairs, said UK has difficulty recruiting black students and faculty because it does not appear to be hospitable to the black community.

Byars said that the college community sees UK as hostile to blacks by connecting isolated, unrelated incidents.

"UK is most noted for its basketball program, yet it was one of the last in the SEC to integrate its program," she said.

"Many college-age students have parents who remember the case Lyman T. Johnson brought against UK (in 1949) for refusing to accept him into the graduate program. He won the case and became the first black UK graduate student, but people remember that kind of prejudice."

"They also remember former Kentucky Governor A.B. 'Happy' Chandler's racial epithet regarding blacks, spoken at a 1988 UK Board of Trustees committee meeting."

But Byars said that she didn't see UK as now being hostile to blacks.

"I don't see (UK) as a hostile community and many people in the UK community are trying to overcome this image," she said.

As part of UK's effort to build relations with historically black institutions, the school hosts an annual conference on the recruitment and retention of minorities in education, as well as sponsoring seminars presented by UK faculty.

Ernest J. Middleton, associate dean of the UK graduate school, presented a seminar concerning UK graduate programs and financial support for minorities in late January at Hampton Institute in Hampton, VA.

"If UK is going to be a viable institution, it is going to have to be representative of multicultural and multiethnic society," Middleton said.

Middleton has detailed UK's minority recruitment for graduate and professional programs in a paper titled "Identifying and Eliminating Impediments to Minority Recruitment into Graduate and Professional Programs: The University of Kentucky's Approach."

"If we seriously expect to address

the impediments to access to graduate education for Black Americans ... recruitment and retention programs must be accompanied by financial incentives." Middleton wrote in the paper.

Middleton reported that in 1989 and earlier years, The Graduate School committed \$165,000, or 18 percent of its available fellowship budget, to minority students.

For the 1991-92 academic year, more than \$345,000 has been allocated for fellowships and scholarships for minority students.

UK is also making concerted efforts to increase the number of black faculty. In 1988-89, The Graduate School initiated a pilot program to support faculty development at HBCUs, Middleton wrote.

During former UK President David Rossell's administration approximately \$175,000 was provided to pay first-year salaries for new black faculty members.

Middleton wrote that this "special incentive led to the hiring of ten new ... black faculty members."

The Doggy Bag by Kenn Minter

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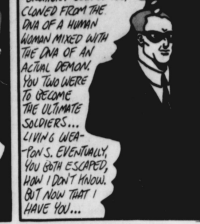


"Yes."

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Increasing the minority population on campus is a top priority of UK's.

"We ought to be doing it because it is the right thing to do," Middleton said.

Watch for part three of "UK and Blacks: Walking the Tightrope" in tomorrow's Kernel.

THE EAST MEADOW Zale Schoenborn



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SPORTS

No. 25 Cats rally to beat Northwestern 8-7

By AL HILL
Senior Staff Writer

The Bat Cats showed their Top 25 mentality yesterday, rallying back from a 7-3 deficit to beat Northwestern University in dramatic fashion 8-7 at Shively Field yesterday.

After Collegiate Baseball tabbed the UK baseball team as the 25th best team in the country, the Bat Cats had to go out and prove it against a gutsy, underrated Northwestern Northwestern team.

"With two outs in the bottom of the ninth, sophomore shortstop Jeff Michael singled to left scoring outfielder Paul Corum, which gave UK the one run victory over the Wildcats, whose record fell to 4-7.

"If we're to have a Top 25 attitude, this is the kind of game we need to get," UK junior first baseman Mike Harris said.

The win raised the Bat Cats' record to 18-5 overall and 3-3 in the Southeastern Conference, while Northwestern fell to 4-7 overall.

The Cats appeared to be on their way to an easy victory after a pair of home runs early in the game.

The first shot was a first-inning leadoff home run by Harris. The

ball shot off Harris' bat to right field and nailed a billboard (*Clang!*) under the scoreboard. It was Harris' ninth homer of the year, tying him for the team lead with third baseman Rick Norton.

In the second inning junior catcher Jan Weisberg parked a homer over the same right field wall and nailed the same billboard.

The homer gave the Cats a 2-0 lead after two innings of play.

That's when UK starting pitcher Tom Froning got into trouble. He walked his third leadoff hitter in four innings. But unlike the previous two innings he couldn't get out of this jam. Northwestern went on to score three runs, taking the lead 3-2.

Northwestern — whose offense was on fire — got another run in the fourth and added three runs in the sixth inning.

"Northwestern showed they're a good ballclub," UK coach Keith Madison said. "If we don't try hard we're going to come out on the short end of the stick."

In the seventh inning with the score 7-3, Madison went to his ace pitcher sophomore Scott Smith (4-1). Smith went on to quiet the Northwestern bats in time for the Bat Cats to catch up.

The Cats then inched their way back into the game, getting a run in the fifth inning and another in the sixth off Weisberg's second homer of the day, making the score 7-4.

"I was out with a friend of mine who told me to relax more at the

plate," Weisberg said. "So I just sat back and tried to think of hitting the ball in a line."

The Bat Cats got two more runs in the seventh, pulling to within one run off Norton's double to left that scored Harris and sophomore Blake Feeney.

Michael led off the eighth inning with a double to left center. Then Harris beat out a grounder that moved Michael to third base. Freshman leftfielder Jeff Abott hit a sacrifice fly to left field, scoring Michael that tied the game up at 7-7.

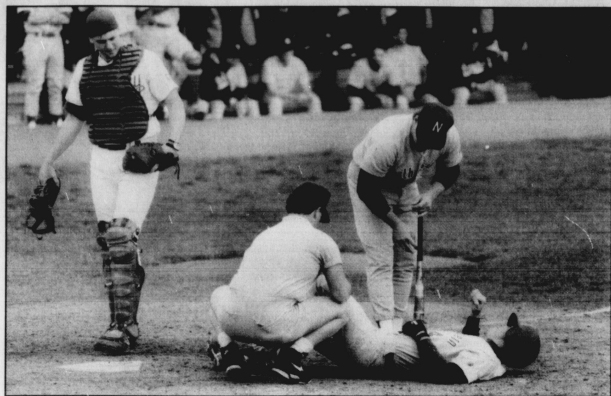
Madison brought in sophomore left-hander Lorin Frazier to pitch the ninth. Frazier sent Northwestern down one-two-three en route to his fourth win of the year.

Paul Corum opened the UK's ninth with a single and Steve Clark followed that with a sacrifice to the first baseman. Northwestern intentionally walked Weisberg to put men for UK on first and second.

Rietz flied out. Then, with two outs and a full count, Michael smacked a grounder through the hole between shortstop and third base that scored Corum to win.

"The team once again showed good character (in coming back from the four-run deficit)," Madison said. "The team came out and let down from the SEC series against Tennessee."

Madison plans to start hard throwing right-handed pitcher Billy Vandlingham (1-2) against Northwestern today at 3 at Shively Field.



MICHAEL CLEVELINGER/Kentucky Kernel Staff

After fouling a pitch off his leg, Northwestern's Sloan Smith cringes in pain as his coach and trainer help. The Cats beat Northwestern 8-7 yesterday and will play them again at 3 today.

SEC: BY THE NUMBERS

THE TEAMS

Team	SEC	Overall
*LSU	5-0	22-7
*Auburn	5-1	15-10
*Florida	3-2	16-12
Kentucky	3-3	18-5
*Tenn.	2-3	20-7
*Alabama	2-3	19-5
*Miss. St.	2-3	11-9
*Vanderbilt	2-4	15-7
*Georgia	2-4	16-9
*Ole Miss	1-5	15-10

*Does not include last night's game

THE BATS

HITTING (Top Five)
Player, school, AVG.

Joe Vitiello, UA	.465
Greg Thomas, VU	.457
Mike Harris, UK	.453
Charlie Sullivan, VU	.444
Jimmy Gammill, MSU	.412

HOMERS (Top Five)

Player, school, AB HR

Doug Hecker, UT	102	11
Herbert Perry, UF	102	10
Rick Norton, UK	99	9
Mike Harris, UK	90	9
Brian Silvia, UM	82	9

THE HEAT

Pitching (Top Eight)
Player, School, W-L, ERA

Dennis Walsh, UA	6-0	1.35
Chad Ogea, LSU	4-3	1.92
Mike Siroka, LSU	5-0	1.93
Scott Smith, UK	4-1	2.03
Joe Vitiello, UA	1-2	2.03
Brian Maxcy, UM	3-2	2.10
Grant Sullivan, UM	2-0	2.33
Kenny Carlyle, UM	5-2	2.42

Strikeouts (Top Five)

Player, School, SO

Chad Ogea, LSU	63
Paul Byrd, LSU	58
John Burke, UF	50
Steve Sadecki, VU	45
Tommy Milstead, UA	42

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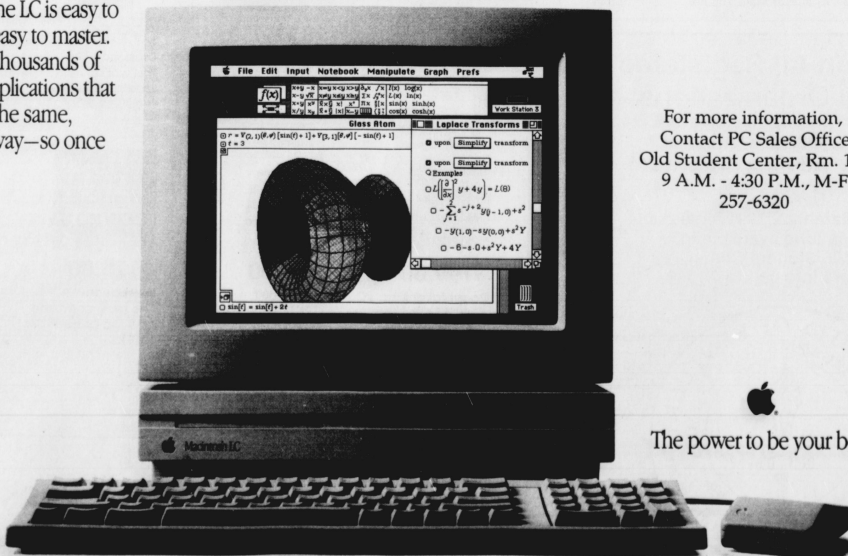
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Faculty

Continued from page 1

"We'll have a better university because we'll ... be better represented," said Chancellor for the Lexington Campus Robert Hemenway, who has made "cultural diversity" one of the main points of his campus agenda.

But the numbers still aren't high enough yet, according to University officials, and they don't reflect the problems of discrimination and isolation that blacks say they feel on campus. Others contend that existing programs do not address a deeper problem in minority hiring — the small pool of qualified candidates.

And many faculty and administrators say UK still has to overcome an image of being unwelcoming — and to some degree outright antagonistic — to blacks.

Several programs have been implemented to deal with these problems, from prejudice-reduction workshops to special mixers for black faculty. And the conflict has been addressed in University reports and publications.

"This is a very diverse place," said Chester Grundy, assistant director of Minority Student Affairs. "I think it takes special services for special kinds of populations. ... We're talking about a need for commitment from the top down. It has to be expressed at every level."

Still, it remains unclear how effective these initiatives are in erasing such problems once black faculty do come to UK. J. John Harris III, the recently appointed dean of the College of Education and UK's first black dean, said there is a strong need for such programs at UK, but that "I would like to see us work so hard that we no longer have a need for them."

Faculty recruitment

When Hemenway came to UK, he noted that three black professors were hired the year before. That number was too small, he said.

"There's no way you can have a diverse faculty ... if you're limiting your hiring to only three African-Americans a year," he said.

Increasing the representation of black faculty at UK has become one of Hemenway's top priorities. And the 10 new black faculty members hired last year mark just a small step in that direction. He said the University has set a goal of hiring at least 50 black faculty members in the next five years.

"With 10 new black faculty this year, we're 20 percent toward the goal," he said. "I would like us to be even closer. It's a realistic goal."

"We know we have the ability to hire 10 new African-American faculty ... I hope it will be more. That's the minimum goal."

The total number of black faculty now is 28, up from 18 in the 1989-90 school year, and 15 in the 1988-89 year. Last year blacks made up 1.2 percent of UK faculty. This year they comprise 1.7 percent, McCauley said.

"It's by far the most significant increase we've seen" in a white, she said. Nationwide, blacks make up 1.8 percent of faculty in predominantly white institutions, according to the UK Minority Report.

The first-year salary incentive, which began under the administration of former UK President David Roselle, demonstrates "a kind of consistent commitment from right at the top that this is a priority," Hemenway said.

Furthermore, the UK Minority Report released last year called on University departments "to evidence, as part of their regular merit

evaluation report of activities, efforts to improve and encourage valuing of cultural diversity in their programs."

Hemenway said this kind of encouragement from the administration should not be construed as pressure on departments, and that the black faculty goal does not constitute a quota system.

"Even if we hire 50 African-American faculty, that will still be a rather small proportion of the total faculty," he said.

"Administrators don't hire faculty," he added. "Faculty are hired by other faculty. The faculty as a whole has realized that to have a quality university in a country as richly diverse as our country is, we have to be more representative of the population as a whole."

And Laureta Byars, acting vice chancellor for the Office of Minority Affairs, added: "There's no question about the quality of the professors we're getting here. We don't tell colleges who to recruit. They know what they want."

Departments now are making a special effort to seek out black applicants for open positions. The College of Fine Arts hired three black faculty who came here last year, and another who begins teaching next fall, said Fine Arts Dean Richard Domek. The college benefited from the first-year salary incentive program, he said.

"We feel it's important to diversify our faculty," Domek said. "I would say this has worked rather smoothly. It has demonstrated how much these people have to offer, and it 'has rejuvenated everyone's outlook. ... If anybody had any misgivings, they've probably been blown away."

He said the college still hopes to hire black faculty to teach a course in African-American theater.

But while the College of Fine Arts has filled several positions, other department chairs say it's not that easy, even though they want to hire more black faculty.

The History Department last year hired a black professor to teach African-American history, said Department Chair George Herring.

The department also paid for the professor's first-year salary from the special fund, he said, and the department funds saved "enabled us to do a lot of things that we wouldn't have been able to do otherwise."

However, he said the problem remains "the number of qualified candidates out there."

"The internal incentive doesn't really help to deal with that problem," he said.

And William Lyons, chair of the Political Science Department, which currently has three open faculty positions and no permanent black faculty, said "the supply side of this thing is a critical area that needs to be addressed."

He agreed that "it's important that the University encourage departments to conduct vigorous searches for minorities for faculty positions."

The Political Science Department has brought Lawrence Hanks, from the Tuskegee Institute, to UK to teach a course on black politics. Lyons said the department is placing a special emphasis on minority graduate students to fill the three open faculty positions.

Despite the difficulties in recruiting black faculty, UK's recent recruiting efforts have been effective in changing its image to one of being open and welcome to black faculty, some professors say.

J. John Harris III came to UK last year as dean of the College of Education, the University's first black dean. He said one factor in his decision to come here was "what I per-

ceived to be a demonstrated commitment by the chancellor to create an environment for students to thrive in a multicultural, pluralistic setting."

"I think there are things that (Hemenway) is doing that really are mapping the course for the future of this University," Harris said.

He said the College of Education is making efforts to attract more minority students to the field of teaching so they can move into more university faculty positions.

Retention of faculty

Even after blacks come to UK in full-time faculty positions, some say it's not the end of the issue.

Some black faculty say they feel a sense of isolation at a predominantly white university.

UK is trying to address these concerns and retain black faculty with still other instituted support programs.

"They're not totally integrated into the community," Byars said. Black faculty feel a "strong sense of isolation," she said.

"Overall I think there's still a challenge of being a minority faculty member," said Teresa Unsel, who began teaching in the UK Art Department last year. She said special support programs for black faculty is "of necessity because you feel isolated and that's a way to cut down on that isolation."

The Office of Minority Affairs last year began two new programs to provide black faculty with a sense of professional and social community.

First, black faculty gather periodically to discuss and share information about their academic research.

"We hope that by sharing information they will be able to identify other people on campus — black

and white — who have similar research interests," Byars said. "We're not trying to develop an exclusive opportunity, ... but we have to start some place."

Harris, from the College of Education, said the research initiative "is part of a felt position that African-American advanced graduate students as well as faculty believe that some departments have not been supportive of them in their research."

"This will allow them to grow and prosper," he said.

Second, the Office of Minority Affairs sponsors several social events for African-American faculty to meet together.

"We have excellent response because people do tend to feel isolated," Byars said. "Most African-Americans are social people."

Furthermore, the Office of Minority Affairs provides additional support by giving black faculty information about the Lexington area, such as real estate agents, churches or day care, Byars said.

Unsel, from the Art Department, participates in the research support group, which she said was one of several programs at UK that are "very supportive" and "enhance the desire to remain and do well."

"We're meeting with the other minority faculty members," she said. "It's important to know we're here. ... It actually compensates for that gap that exists."

"There are unique challenges that are present to minority faculty members. By coming together, professionally or socially ... it does give you support ... to share our challenges together."

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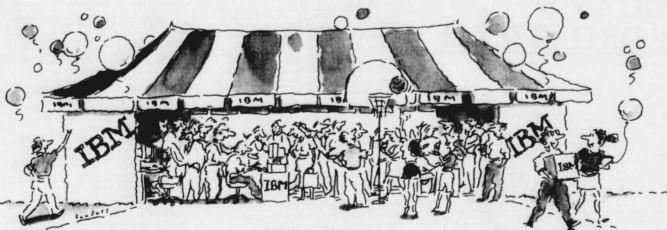
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