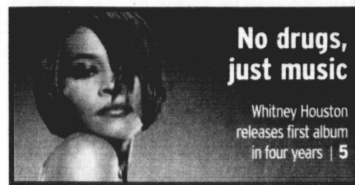


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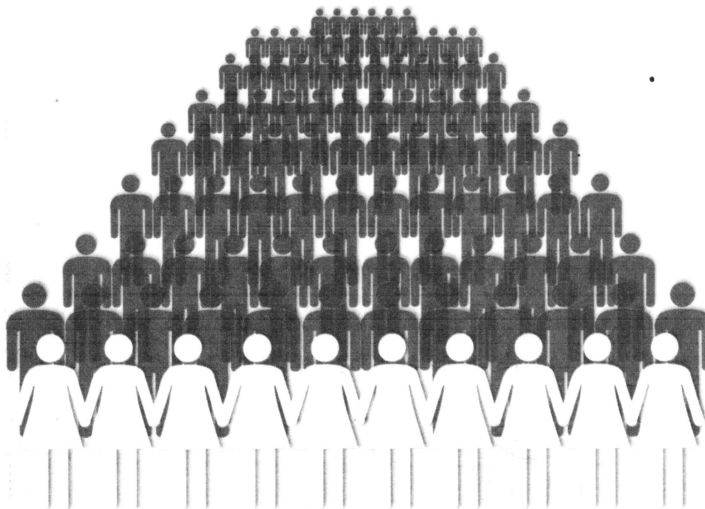
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No drugs,
just music

Whitney Houston
releases first album
in four years | 5

Struggling for equality



AFTER YEARS OF COMMITTEES, REPORTS AND PROMISES, UK WOMEN STILL LAG BEHIND IN PAY, PRESTIGE AND POWER

By Scott Sloan
PROJECTS EDITOR

The University of Kentucky employs more than 6,000 people on its Lexington campus, almost the same number of men as women.

Examine the top salaries, though, and women are conspicuously absent.

That's not the only case of missing women.

Few women work as senior administrators, and only one reports solely to the president.

Hardly any women teach in the highest-paying colleges.

A woman heads one of the 11 Lexington campus colleges.

These findings, among others, came after a four-month Kernel computer analysis of UK employment records.

The problems stand out as part of a larger issue plaguing female employees — UK's often criticized history of worker equality.

When President Lee Todd joined UK in July 2001, his vocal commitment to improve the status of women brought cheers from those who felt slighted. Todd created a commission to study and recommend policy about women's issues on campus.

But last week, the commission's chairwoman, Carolyn Bratt, abruptly announced her resignation, citing a growing frustration with Todd's mostly male ad-

ministration and criticizing the search process for those powerful positions.

"When President Todd was hired, he was called an out-of-the-box candidate. He was somebody different. But we have not seen an out-of-the-box hire of a woman. Women are where they have been ... there's nothing new, innovative or different," Bratt said.

Todd counters that little can be done to change such a long-term problem quickly.

"It's a culture we've got to change," he said.

Bratt's complaints mirror the Kernel's findings:

- Only one woman reports only to the president.

- Women work disproportionately in undervalued positions: in 2001, 1,898 women worked in secretarial and clerical jobs, compared to 207 men.

- UK loses frustrated women to competing universities that offer better jobs; one woman left and is now president of the University of Michigan, another is now president of Oberlin College in Ohio.

- In some cases, women earn substantially less than men in comparable jobs.

Placing women in power

When Todd announced his administration to the Board of Trustees in July 2001, men filled the list, primarily because at the time, they held similar positions. Of eight people announced

to report only to the president, Todd filled four of those positions with new faces: all men. He also formed two commissions, charging them to study diversity and women's issues.

A year later, Todd added another position — vice president for academic outreach and public service — to the elite list, filling it with Retia Walker, the female dean of the College of Human Environmental Sciences.

A second woman will follow Walker to the organizational chart when Wendy Baldwin becomes the vice president for research, though Baldwin's position calls her to consult with the provost on many issues.

"Yes, we have a couple of women here, but it's really only one or two or very few; and it's tokenism," said Karen Tice, an associate education professor. "You showcase those people, and you don't have to do the rest of the work."

During the past year, Todd hired three men — Paul Van Booven as general legal counsel, Michael Nietzel as provost and Mitch Barnhart as athletics director.

Todd's choice of acting provost Nietzel came before any finalists for the job visited campus, angering employees such as Bratt who said Nietzel was Todd's inside choice all along.

Hiring Barnhart also inspired criticism when just

See **WOMEN** on 8

BY THE NUMBERS

10
Women rank in the top 100 salaries on UK's Lexington campus

91
Women worked as full professors, compared to 554 men in 2001

1,898
Women worked in secretarial and clerical positions, compared to 207 men in 2001

3
Women worked as campus police officers compared to 19 men as of September

337
Women worked as regular full-time faculty members compared to 739 men as of September

11
Women worked as full-time faculty members in the College of Engineering compared to 104 men as of September

SOURCES: INSTITUTIONAL RESEARCH DATA AND COMPUTERIZED EMPLOYMENT RECORDS OBTAINED FROM UK

Firm says UK needs leader for design plan

Up to UK: Architects say the campus plan will work only if UK selects a motivated leader

By Sara Cunningham
STAFF WRITER

Without a leader to implement the UK campus master plan, the vision will remain just that, said representatives from the Maryland architecture firm Ayers Saint Gross.

"It's great when people thank us for the work we have done but there's a lot of hard work to go to get it all done," said Eric Moss, principal with Ayers Saint Gross.

The group presented the plans to over 70 faculty and staff members Wednesday to publicize their findings and answer questions. Students were also invited to attend, but few were present.

Associate Vice President for Campus and Auxiliary Services Ken Clevidence said UK does have someone interested in taking charge of the project but that individual has not been named yet. A leader will emerge sometime soon though, he said.

After seeing the presentation, similar to the one given to the UK Board of Trustees on Tuesday, many faculty and staff members were positive about the suggestions. Others were skeptical about funding issues and the practicality of the parking situation.

Harry Enoch, director of the UK Environmental Health and Safety Office

See **PLAN** on 3



JOHN WAMPLER | KERNEL STAFF

People vs. Othello

Theatre senior Allison Whelan reacts to the result of a mistrial in a mock trial in UK English professor David Miller's Shakespeare class. Shakespeare's character Othello, from the play by the same name, was put on trial for murder. Class members played various roles, such as prosecuting and defending attorneys, jury members, witnesses and news media. Whelan was part of the prosecuting team, and was outraged that Othello was not found guilty by all seven members of the jury. The jury nearly voted for acquittal, with a vote of 5-2 for not guilty. "They're letting a murderer walk, and it's horse doody," Whelan shouted in the Law School courtroom, where the trial was held.

UK ophthalmologists hail acne treatment

Smoothbeam, smooth face: Laser proven to treat mild to moderate cases of acne; shuts down glands

By Tiffani Douglas
STAFF WRITER

The University of Kentucky Department of Ophthalmology is the first in Kentucky to offer new hope to acne sufferers.

The FDA recently approved the Smoothbeam laser, which has been proven to effectively treat mild to moderate cases of acne. Acne is caused by the overproduction of oil in the sebaceous glands. The

Smoothbeam laser damages or shuts down the glands, causing the acne to disappear.

The initial study was conducted at the Naval Medical Center in San Diego, Calif., on 27 subjects with back acne. The results were, "revolutionary," said Dr. Robert Baker, director of the Comprehensive Face and Eye Care Program at the Kentucky Clinic.

The Smoothbeam laser

See **ACNE** on 3

"We joke about how Kentucky was very conservative and very Southern and probably wasn't ready for senior women,"

— DR. DEBORAH POWELL, UNIVERSITY OF MINNESOTA'S MEDICAL SCHOOL DEAN, FORMER UK PATHOLOGY CHAIRWOMAN

ALL THE NEWS THAT FITS

The Low-down

I am concerned that terrorists have disrupted the ability for peace-loving people to move a process forward."

President Bush, to reporters in a brief exchange about Iraq and the war on terrorism.

U.S. let missiles go to Yemen

WASHINGTON — Skirting a face-off with Yemen, the United States on Wednesday let an intercepted shipment of North Korean missiles proceed to the Persian Gulf country after receiving assurances the Scuds would not be transferred elsewhere in the tense region. The agreement was reached through unusual high-level diplomacy involving Vice President Dick Cheney and Secretary of State Colin Powell, on the one hand, and President Ali Abdullah Salih of Yemen on the other. Spanish authorities, whose naval forces intercepted the ship in the Arabian Sea, also were deeply involved in the awkward negotiations, as was Cambodia, in southeast Asia. Bush administration officials acknowledged that boarding the ship and taking charge of its cargo probably violated international law. But administration decision-makers were guided by concern about an influx of weapons into the Persian Gulf region just as the United States is considering force to disarm Iraq.

Poor organization hurt intelligence

WASHINGTON — Intelligence agencies that were supposed to protect Americans from the Sept. 11 hijackers failed to do so because they were poorly organized, poorly equipped and slow to pursue clues that might have prevented the attacks, lawmakers said Wednesday as they completed their investigation into the attacks. The members of Congress offered 19 recommendations to improve the intelligence fight against terrorism, most notably creating a Cabinet-level position of national intelligence director. But they couldn't agree on whether anyone should be punished for the failures. After a staff review of 500,000 documents and 600 interviews, the House and Senate Intelligence Committees uncovered no clues that specifically warned of the Sept. 11 plot. But it found agencies had failed to cast aside Cold War mentalities, understand the new threats posed by terrorists, pursue terrorist suspects in the United States and share clues with each other.



MATRICES: Keaton Reeves likes his work after shooting both of the upcoming "Matrix" sequels at once, Reeves will film no fewer than three other movies next year, including two comedies and a comic book adaptation, according to Variety. Reeves will start his year with an untitled comedy in which both he and Jack Nicholson will fall in love with Diane Keaton, Variety reports; the movie is set to be directed by Nancy Meyers, who worked with Keaton in the "Father of the Bride" films. Reeves will also star in an adaptation of the Walter Kirn novel "Thumbsucker," according to the trade paper — which is odd, since the book's main character is a 16-year-old boy. Reeves' other 2003 project is the previously announced "Constantine" — an adaptation of the DC comic book "Hellblazer" that was originally set to star Nicolas Cage.

Thomas condemns cross burning

WASHINGTON — Normally stoic and silent during arguments, Supreme Court Justice Clarence Thomas found his voice Wednesday, condemning cross burning as a symbol of oppression during "100 years of lynching" in the South by the Ku Klux Klan. The subject also evoked strong emotions from his white colleagues, who joined in expressing concern about violence and racism during arguments in the second cross-burning case to reach the Supreme Court in a decade. Justices are considering how far states may go to discourage the Klan and others from burning crosses, a provocative practice rooted in racial hatred but still given some free-speech protections. At issue is the constitutionality of a 50-year-old Virginia law that bans cross burning. The arguments produced an unusually candid look at the justices, particularly Thomas, who generally speaks only once or twice a year during arguments and refuses to give interviews. "This was a reign of terror; and the cross was a symbol of that reign of terror. Isn't that significantly greater than intimidation or a threat?" Thomas, the second black to serve on the court, asked a Bush administration lawyer who supported the law.



MO' PROBLEMS: Jermaine Dupri — who once rapped with Jay-Z that "Money Ain't a Thang" — is finding that the Internal Revenue Service doesn't agree with his tune. The music mogul owes millions to the federal government, and a seizure of Dupri's property, including a portion of his prized car collection, has already taken place. Federal agents recently staged a raid at two of the hip-hop producer's Atlanta residences, carting away furniture, computers and cars, according to a report from CBS Atlanta, which cited an unidentified source close to the raid, since records of seizure are not considered public record, however, is the amount of Dupri's debt. According to a federal tax lien filed in Forsyth Superior Court in Atlanta and obtained by MTV News, Dupri (whose real name is Jermaine Dupri Mauldin) owes \$2,541,065.

Lott expresses regret for remarks

WASHINGTON — Senate Republican leader Trent Lott said Wednesday he made a "mistake of the head and not of the heart" when making comments that have clouded his future and further strained relations between the GOP and blacks. "The words were terrible and I regret that," said Lott, R-Miss. In remarks last Thursday at a birthday party for 100-year-old Sen. Strom Thurmond, R-S.C., Lott suggested the country would have been better off if Thurmond, running for president on a pro-segregationist ticket in 1948, had won. Lott, backed by fellow Republicans, urged people to accept his apology so "we will be able to move on to other issues." Democrats said Lott, who spoke to conservative radio host Sean Hannity in an interview televised on Fox News, had failed to satisfy questions about whether he was qualified to lead the Senate and about his party's policies toward minorities.

Sprint cuts jobs in reorganization

KANSAS CITY, Mo. — Telecommunications giant Sprint Corp. announced Wednesday it will cut an additional 2,100 jobs during the next year — about 2.8 percent of its work force — as it tries to reorganize and return to profitability. Sprint, the nation's third largest long-distance provider and fourth-

largest wireless provider, has laid off more than 15,000 employees since October 2001 as the company tries to cut costs to remain competitive in a depressed market. The company based in Overland Park, Kan., said Wednesday it will combine network, information technology and billing operations for several divisions as a way to save up to \$145 million a year. "The consolidations we are announcing today are a necessary step if we are to capitalize on our strength, which is the ability to offer a complete portfolio of wireline and wireless voice, data and Internet services under a single brand at a competitive price," said William T. Esrey, Sprint's chairman and chief executive. The company said it aims to create one division to handle all local, long-distance, Internet and wireless network needs for its customers.

Teammates named Heisman finalists

NEW YORK — Top-ranked Miami's Ken Dorsey and Willis McGahee are Heisman Trophy finalists, the first time since 1994 that teammates were among the top five in the voting. Iowa quarterback Brad Banks, Penn State running back Larry Johnson and Southern California quarterback Carson Palmer also were invited Wednesday for the award's presentation. The winner of one of the most wide-open Heisman races will be announced Saturday night at the Yale Club in New York. The last time two players from the same school finished in the top five was eight years ago, when Penn State's Ki-Jana Carter was second and Kerry Collins fourth.

Officials accused in food stamp fraud

FRANKFORT, Ky. — A former Cabinet for Families and Children worker and three of her relatives are accused of defrauding the food stamp program of more than \$11,000. A Christian court grand jury indicted Betty B. Dulin, 46, Betty Brewer, 70, Marilyn Brewer, 49, and Stephen White, 43, all of Hopkinsville, on benefits fraud charges on Oct. 18. If convicted of the felony charges, they could receive prison sentences ranging from one to five years. According to an investigation report by the state Attorney General's office, Dulin provided false information when she requested the addition of three children to Betty Brewer's food stamp case. Based on the false information, \$10,062 in benefits was illegally obtained between June 1999 and January 2002, the report said.

Compiled from wire reports

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U.S. let missiles go to Yemen after assurances from its leader

President: Scuds will not be transferred

ASSOCIATED PRESS

WASHINGTON — Skirting a face-off with Yemen, the United States on Wednesday let an intercepted shipment of North Korean missiles proceed to the Persian Gulf country after receiving assurances the Scuds would not be transferred elsewhere in the tense region.

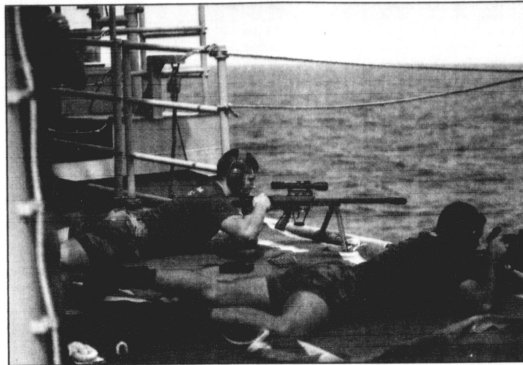
The agreement was reached through unusual high-level diplomacy involving Vice President Dick Cheney and Secretary of State Colin Powell, on the one hand, and President Ali Abdullah Salih of Yemen on the other.

Spanish authorities, whose naval forces intercepted the ship in the Arabian Sea, also were deeply involved in the awkward negotiations, as was Cambodia, in southeast Asia.

Bush administration officials acknowledged that boarding the ship and taking charge of its cargo probably violated international law. But administration decision-makers were guided by concern about an influx of weapons into the Persian Gulf region just as the United States is considering force to disarm Iraq.

"We were very suspicious about the ship," said State Department spokesman Richard Boucher. "At first one couldn't verify the nationality of the ship because the ship's name and the indications of nationality on the hull and the funnel were obscured. It was flying no flag."

Once Spanish and U.S. inspectors climbed aboard, they found "irregularities in the cargo and the documentation and the Scuds were found on board the ship," he



ASSOCIATED PRESS

In this handout photo from the Spanish Navy Monday, Spanish sailors point their rifles at the unflagged ship Sosa after the crew of the Sosa refused to identify themselves 600 miles off the Horn of Africa. Spanish soldiers then boarded the ship. The North Korean captain of the Sosa initially told Spanish officials the ship was carrying cement, but a subsequent search revealed 15 missiles and other sophisticated weaponry according to Spanish Defense Minister Federico Trillo who briefed the media in Madrid, Spain yesterday.

said. "So a ship like this acting suspiciously in a sensitive part of the world carrying what might be missiles from North Korea is obviously going to get a lot of attention," the spokesman said.

Behind the scenes, there was disagreement within the administration. Powell concluded Yemen was entitled to the missiles because they had been purchased prior to a pledge Yemen made in July 2001 not to obtain any more weapons technology from North Korea.

But some Pentagon officials took the position the pledge applied to prior contracts as well, and that Yemen was obliged not to

take delivery of the weapons. Powell, at a State Department luncheon at which he received an award from the American Academy of Diplomacy, said Salih offered assurance the shipment of Scuds would be the last weapons delivery from North Korea.

The secretary denounced North Korea as "one of the great proliferators on the face of the earth." He said the United States has been trying to make the case worldwide that the Communist regime posed dangers. Last January President Bush cited it as part of an "axis of evil," with Iraq and Iran.

Ironically, the Bush administration has not tried to

negotiate curbs on missile exports with North Korea since it broke other accords by proceeding with a nuclear weapons program, thereby convincing U.S. officials it could not be trusted to keep its word.

Powell said the good relationship between the United States and Yemen was one reason for permitting delivery of the Scuds. Bush administration officials have credited Yemen for about a year for cooperating in the U.S. campaign to counter terror.

After a "furry of phone calls" and assurances from Salih to Cheney and Powell that "this would be the end of it," Powell said, the shipment was allowed to proceed.

FUTURE

Continued from page 1

said the idea of moving cars off campus is something UK should pursue.

"Anything anyone can do to have cars off campus would be appreciated," Enoch said. "The plans are to make UK more attractive and that's pretty exciting."

A main goal of the plan is to make UK more accessible and usable by pedestrians, Moss said. Ayers Saint Gross suggests getting rid of a lot of the surface parking lots in favor of a combination of parking structures and alternative means of transportation.

As it is now, UK is spread across 707 acres of land but one in seven of those acres are taken up by parking lots, Moss said.

The campus plan would

continue providing parking in much the same way as it's provided now for the next ten years but also gradually phase in alternatives, said George Alexiou, an engineer from North Carolina who has been working with Ayers Saint Gross on traffic management.

Alexiou said some of the alternatives could include an improved bus service, park and rides or whatever else that would fit the needs of the UK community. People could still bring their cars if they really wanted to but incentives could be given to those who choose the alternatives, he said.

A great deal needs to be worked out with funding and implementation in order for any of the plans to happen though, Alexiou said.

"UK needs someone to say this is my mission and run with it," Alexiou said.

ACNE

Continued from page 1

was originally used to treat wrinkles. Researchers discovered, by accident, while analyzing biopsies that the sebaceous glands were damaged from the heat of the laser. As a result, they decided to launch a new study to examine the effects the laser would have on the acne causing sebaceous glands.

"I noticed a change within a day," said patient Carrie Morris, who has had to deal with acne in her late 20's and 30's.

Baker said while it is not uncommon to notice a difference after one treatment, many people still need more before seeing a change.

The laser works by

sending out a beam of heat to the dermis while a cooling agent called cryogen, is simultaneously sprayed on the surface to cool the epidermis. The procedure causes instantaneous discomfort and each visit lasts from 20 to 30 minutes.

"We've had a good reaction from people in their 30's and 40's who have acne problems," said Thomas Dyszcz, owner of Planet Salon & The Rain Spa.

Baker performs the laser acne treatment at the salon on Fridays in addition to his regular office hours at Kentucky Clinic.

It usually requires three treatments and the only side effect, if any, Baker said, is "very temporary redness." Each series of three visits costs \$1,500, which is not covered by insurance.

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Baylor impressed with Morriss; Barnhart talks to Saints' Riley

Heads on: Former UK coach excited to return to the Lone Star State; Riley spoke with Alabama, UCLA and UK, but has no offers yet

ASSOCIATED PRESS

WACO, Texas — Guy Morriss knows how to please the Baylor faithful: forget recent history, promise a winning future and repeat how much he loves the state of Texas.

Baylor's new coach on Wednesday promised a get-tough attitude and commitment to winning at one of the Big 12's worst programs.

"I believe we can win here," Morriss told about 250 Baylor fans and school officials at his introductory news conference on campus. "We're going to put some accountability and pride back in this program, and we're going to start this afternoon."

Meanwhile, UK Athletics Director Mitch Barnhart was in New Orleans, La., last night for a basketball game versus Tulane. While there, he spoke with Saints assistant coach Mike Riley about replacing Morriss, Riley said.

Riley downplayed the talk and said he also spoke with Alabama and UCLA officials about job openings. An alumnus of Alabama, Riley coached Oregon State in 1997 and 1998, the second year while Barnhart was athletics director at OSU.

Morriss, a Colorado City, Texas, native, said a return to his home state was a big reason for leaving UK after just two seasons.

Morriss got his biggest applause when he put on a Baylor cap, thrust his fists in the air and proclaimed: "It's

good to be back in the Lone Star, I'll tell you that!"

Morriss was 7-5 this season at UK and 9-14 in two years. The Cats were ineligible for a bowl this season because of NCAA sanctions.

Morriss took over at UK when Hal Mumme resigned in February 2001 amid internal and NCAA investigations. It was his first head coaching job.

"We wanted an experienced head coach, someone who had experience with turning things around," said Baylor President Robert Sloan Jr. "He is already unifying the Baylor family."

Baylor is the Big 12's only private institution and school officials refused to disclose contract terms. Morriss' base salary at UK was \$400,000, and UK officials said Baylor outbid them.

The Bears haven't been competitive in the Big 12 since the league's inaugural season in 1996.

The Bears were 9-36 in four years under former coach Kevin Steele and 1-31 in the Big 12. Steele lost his first 25 conference games. He was fired on Nov. 3 but was allowed to finish the season.

As Baylor's fourth head coach since Grant Teafel retired in '92, Morriss said he thinks he'll be given time to turn things around.

"It's going to take some time to fix, and I think they understand that," he said. "But I don't see any reason we can't be winners here and be a competi-

tive football team immediately."

Drayton McLane Jr., chairman of the Houston Astros and a Baylor University regent who served on the search committee to find Morriss, said the school wants to see improvement on the field. Steele's four teams never really looked better one year to the next.

"We want to see each year you're making progress," McLane said. "He made great progress in two years (at UK)."

Morriss said he doesn't care about Baylor's recent history, just the future.

"The past is the past," he said. "There's nothing we can do about it."

Morriss said he would meet with Baylor players for the first time Wednesday afternoon. Quarterback Aaron Karas was at the news conference and liked what he heard.

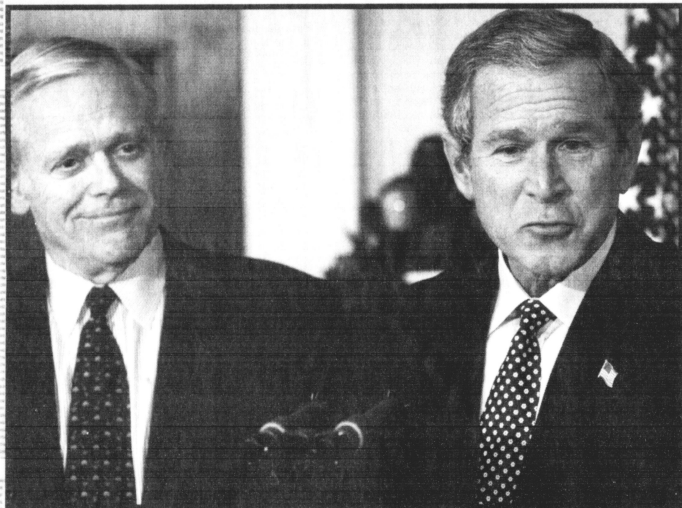
"He's a tough guy, and that's what we need around here," Karas said.

A key to winning will be recruiting Texas high school players. Morriss said he'll go after the same players as Texas, Oklahoma and Texas A&M.

"I got a hard head (and) I like butting heads. I did that in the NFL for 15 years," Morriss said. "If you want to land the big guys, you've got to go head-to-head with the big guys. We're going to out hustle and outwork them."

Morriss will bring most of his Kentucky assistants with him, several of whom also have ties to Texas.

"There's a lot of good players in the state of Texas," he said. "Surely we can find 20 or 25 who want to come to Baylor."



ASSOCIATED PRESS

President Bush, right, announces that he has chosen investment banker William H. Donaldson, left, to head the Securities and Exchange Commission in the Roosevelt Room of the White House, Tuesday, in Washington. Donaldson is replacing Harvey Pitt who resigned under pressure amid a spate of corporate scandals.

Facing U.N. criticism, U.S. defends deal to take possession of Iraq's declaration

Changed its mind: U.S. took possession of Iraq's weapons declaration after Security Council agreed to let U.N. inspectors read it first

ASSOCIATED PRESS

UNITED NATIONS — Facing criticism from the U.N. secretary-general and several Security Council members, the U.S. ambassador to the United Nations on Wednesday defended a deal the United States initiated to take possession of Iraq's weapons declaration and spirit it to Washington.

Ambassador John Negroponte told the British Broadcasting Corporation that the Bush administration's aim was to provide expertise to help U.N. weapons inspectors and other council members "in making as expeditious as possible an analysis of the Iraqi declaration."

All 15 Security Council members had agreed Friday that before any member nations saw the report, U.N. inspectors would read the 12,000-page declaration and eliminate material that could be used to promote the spread of nuclear, chemical and biological weapons.

But the United States changed its mind and lobbied to get the entire uncensored document in the hands of the five permanent members — the United States, Russia, China, Britain and France — who are all nuclear powers and already have access to such information.

A U.S. official took possession of the Security Council's copy late Sunday after Colombia's U.N. Ambassador Alfonso Valdiveaso, the current council presi-

dent, agreed to the U.S. proposal. The decision, taken without a meeting of the 15-member council, angered some council members.

By 2 a.m. EST Monday, the document had been flown by helicopter to Washington where translators and analysts immediately started working. Negroponte told the BBC.

Negroponte said the United States, as the host country to the United Nations, was probably "in the best position" to make copies expeditiously.

Diplomats said the Bush administration scanned the declaration, put it on discs, and provided them to the other four non-permanent members. The original was returned early Tuesday to the U.N. Monitoring, Verification and Inspection Commission in New York, headed by chief weapons inspector Hans Blix, Negroponte said.

But the 10 non-permanent members, who are elected for two-year terms and have no veto power, will still only get a censored version. Several, including Syria, Mexico and Norway, were unhappy, and Syria announced late Wednesday it plans to make "a very strong protest" to the Security Council.

"We found it very strange, very unusual that such an action by the president was taken," Syria's deputy U.N. ambassador Faysal Mekdad said. "Everybody knows that more than serious pres-

sure was exercised on the president and other members of the council."

In Baghdad, Iraqi officials called it "unprecedented extortion."

Norwegian Foreign Minister Jan Petersen said it was wrong to treat some members as "B-nations." Several ambassadors said they planned to raise the issue of access when the council discusses Iraq later this week.

But Secretary-General Kofi Annan insisted Wednesday that "the council is united and they are working together."

"They are not divided, and everybody agreed that in substance the decision was right," he told The Associated Press. "But the form is what some of them were worried about, and it was unfortunate, and I hope this doesn't happen again."

Negroponte was responding to similar criticism Annan made Tuesday in a BBC interview.

The U.S. ambassador said Colombia's Valdiveaso "did a magnificent job under very difficult circumstances," after 46 hours of intensive consultations.

"The Iraqi declaration is a very important part of that and I think we now have to get on with the business of analyzing that document," Negroponte said. Under the terms of Resolution 1441, passed Nov. 8, false statements or omissions in the declaration — coupled with a failure to comply with inspections — would be a "material breach" of Iraq's obligations. A breach could be enough for Washington to argue military action is the only way to force Iraqi compliance.

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WHITNEY HOUSTON

New album, interview draw mixed reaction

Candor: Singer admits drug use, blames media for tarnished reputation

ASSOCIATED PRESS

NEW YORK — Whitney Houston, who released her first album in four years this week, has succeeded in getting the public's attention — but not for her music.

Instead, the buzz is about Houston's admissions of drug use, her erratic behavior and her frail appearance.

Just Whitney comes a little more than a year after Houston, now 39, signed a reported \$100 million contract to stay at Arista Records.

When she was 22, she released her self-titled debut album, which has sold more than 13 million copies in the United States; she went on to have hits like "Saving All My Love for You," "The Greatest Love of All" and "I Will Always Love You," and starred in movies such as *The Bodyguard* and *Waiting to Exhale*.

Those glory days, however, seem far away.

During the past few years, the singer has been dogged by controversy, from her tumultuous 10-year marriage to bad boy singer Bobby Brown to her missed concert appearances.

She looked so emaciated at a concert for Michael Jackson last year that there were rumors she was dying.

And in 2000, Houston was charged with marijuana possession when an airport security guard found the drug in her purse; the misdemeanor count was dismissed when a counselor said Houston did not need treatment for drug abuse.

Brown has a history of drug and alcohol arrests, including an arrest last month in Atlanta on drug and traffic charges.

After years denying drug use, Houston confirmed in an interview last week with Diane Sawyer on ABC's

Waiting to inhale

Whitney Houston released her new album this week, *Just Whitney*. While the album debuted low on the **Billboard Hot 100** chart, fans flocked to hear her sing just three songs at Lincoln Center in New York Sunday. In a "Primetime Live" interview with Diane Sawyer last week, Houston admitted to years of abusing cocaine, marijuana and pills.

PHOTO FURNISHED



"Primetime Live" that she had used cocaine, marijuana and pills.

"The biggest devil is me. I'm either my best friend or my worst enemy," said Houston, who says she is using prayer to help her get over drugs. "And that's how I have to deal with it."

She scoffed at reports that she was a crack addict: "First of all, let's get one thing straight. Crack is cheap. I make too much money to ever smoke crack."

At another point in the interview, Brown admitted taking marijuana because he's bipolar. And Houston acknowledged rebuffing her mother's attempt at an intervention.

The ABC special was a ratings success, landing approximately 21 million viewers. But Houston's thinness and defensiveness didn't impress critics.

"She wasn't humble. ... she came off very flip," said Karu Daniels, who wrote

about the interview in his weekly column on EURWeb, an urban entertainment Web site.

"The interview was crazy ... I blame the people around her."

Still, the interview may also have garnered some sympathy for the star.

"It's kind of clear that Whitney is in the middle of a major personal crisis, and I think women feel for her, because it's sad," said Michelle Santosuosso, program and music director for the Los Angeles urban adult contemporary station Hot 92.1am.

Santosuosso said the station recently presented Houston's latest single, "One of Those Days," to the listeners and asked them to "make it or break it."

She said the response was overwhelming. "Regardless of Whitney's personal drama, people are pulling for her," Santosuosso said. "She is a superstar and people love to hear her sing."

Reaction elsewhere hasn't been as strong.

Considering the diva has had countless No. 1 hits, response to her new material has been unspectacular.

The first single, "Whatchulookin'at," in which she blames the media for trying to mess up her reputation, "was critically panned and received scant airplay."

Her latest single debuted at No. 94 on Billboard's Hot 100 chart and has been rising slowly.

Still, Houston's star power remains formidable, judging from the crowd that waited more than an hour to see her perform three songs at Lincoln Center on Sunday.

Ada Penabaz and Alicia Doble, both 26, traveled from Boston just to see the performance.

"She has a strong voice, and she seems to be pulling through her tough times now," said Doble. "She's survived these past 20 years."

Comics character coming out

Uncloseted: Orientation of Rawhide Kid revealed

ASSOCIATED PRESS

NEW YORK — The Rawhide Kid, a longtime Marvel Comics character, is coming out of the closet next year.

A new story line will reveal the Kid's keen fashion sense — including a stylish leather outfit in what one Marvel editor boasted would be "the first gay Western."

The Kid's orientation, along with his white gloves and a white cowboy hat fashioned from Canadian beaver pelts, will be unveiled this February in a

Marvel series called "Rawhide Kid: Slap Leather."

Marvel is the home of more old-school comics like Spider-Man, the X-Men and the Incredible Hulk.

The Kid made his debut in 1955, when comic book sexuality was not an issue and Marvel was looking to cash in on the success of the classic TV show "Rawhide."

The times have certainly changed.

"It's not a book solely for a gay readership," said Joe Quesada, editor-in-chief at Marvel. "Who watches 'Will and Grace'? Everybody I know. This is the same. If you like a good story and a good laugh, this

is for you."

In keeping with the light theme, the writer will be Ron Zimmerman, a frequent guest on the Howard Stern radio show and a television writer. Artist John Severin, who worked on the original Rawhide Kid, will handle the drawing.

The Rawhide character will not walk out of the closet and into a saloon — not that there's anything wrong with that.

"He doesn't come out and say he's gay," explained Quesada. "But it's obvious through his actions and the things he says that his preference is men, not women."

Part of the comedic

slant will come in the Rawhide Kid's asides to the reader after the townsfolk can't quite figure out what makes the gunslinger ... different.

In his previous incarnation, the Rawhide Kid was very shy around women. Nothing about that will change in the new version.

Among the clues to the Kid's sexuality will include his reaction to other characters from the comic book, including Wild Bill Hickok and The Lone Ranger.

"I think that mask and powder-blue outfit are fantastic," he says of the Ranger. "I can certainly see why that Indian follows him around."

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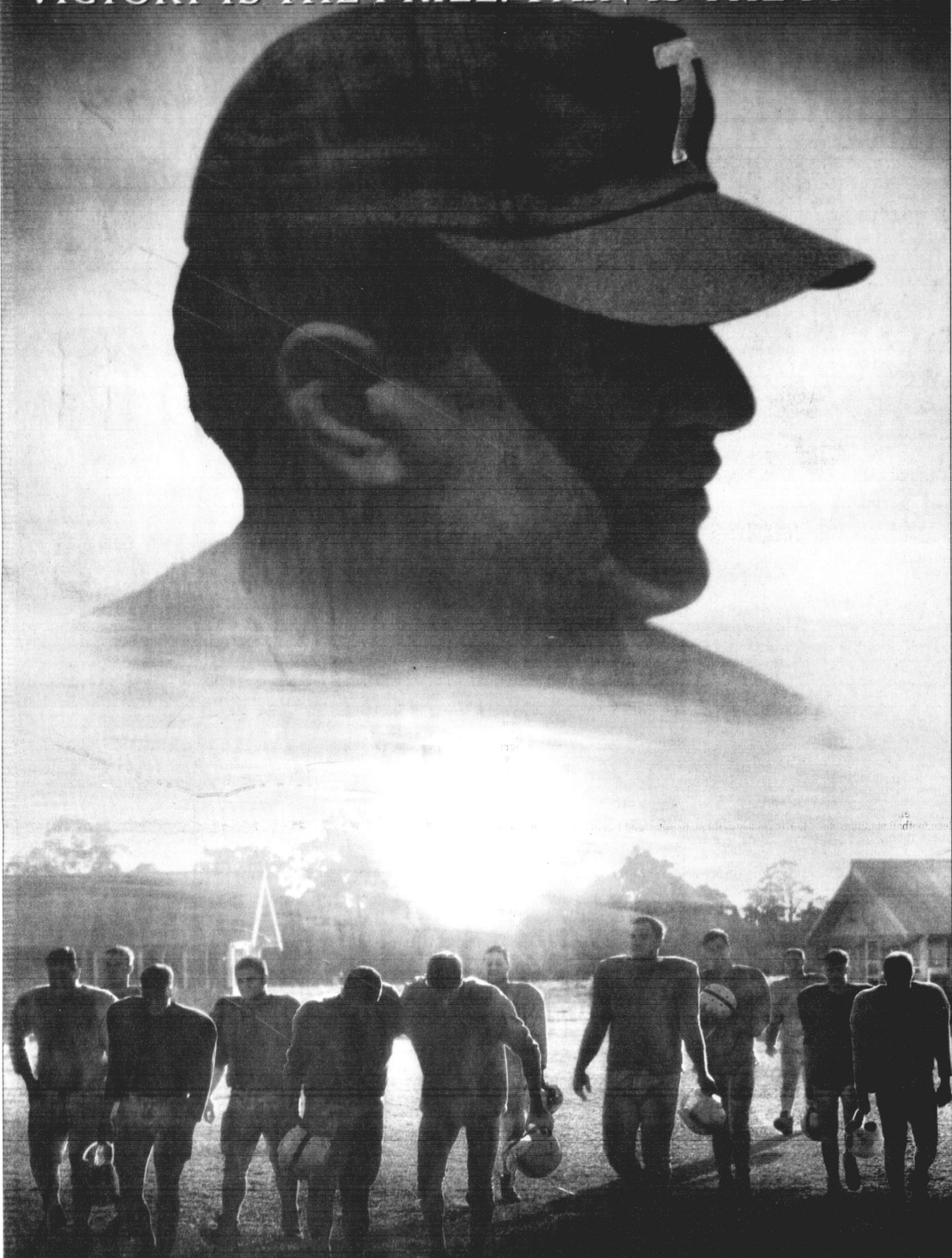
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Fans discouraged from taking field



FILE PHOTO

Toppled

Many UK football fans stormed the field and goal posts at Commonwealth Stadium Nov. 9 before UK lost an last-second touchdown pass. UK tries to keep fans off the field, but could not stop the mass last month.

By Erika Hawley
STAFF WRITER

With the Bowl Championship Series and never-ending NCAA infractions, college football rarely escapes criticism. But this season, increased controversy has developed about actual on-the-field issues.

Universities across the nation are contemplating whether to purchase and install steel goal posts, replacing aluminum goal posts that are traditionally stormed and torn down after significant home wins. Steel goal posts can cost as much as \$30,000, six times the cost of UK's current aluminum posts.

The scene plays out at college football stadiums nationwide. Thousands of jubilant fans — most of which are students — swarm the field and carry off the goal posts after upsetting a ranked opponent or rival.

But sometimes the celebration can be dangerous.

Andrew Bourne, a Ball State student, broke his back when he was struck by a broken goal post while standing on the field with his back turned during Ball State's 2001 win over Toledo. Bourne is now paralyzed.

When tearing down the goal posts, fans typically climb onto the crossbar and rock it until the aluminum breaks. Aluminum posts are only manufactured to withstand wind and weather. Steel posts may not be unbreakable either, but will not snap when under pressure, reducing safety concerns.

But Dr. Steve Parker says

allowing fans on the field to begin with is the problem.

Parker played football for UK from 1972-74 and now is a kinesiology professor at the school. Parker said schools should enforce rules against fans entering the playing field by threatening to arrest trespassers. He said doing so would prevent what he calls a "mob mentality" that is encouraged by media exposure of on-field celebrations.

Two weeks ago, Ohio State fans stormed the field after the Buckeyes clinched a spot in the national title game by beating Michigan. Prior to the game the goal posts had been greased before the game and security officers were waiting with pepper spray, but 15 students still managed to reach the goal posts. At least one was injured.

Rodney Stiles, UK's assistant athletics director for game management, said UK has a policy of keeping fans off C.M. Newton Field at Commonwealth Stadium.

"UK has a policy of not allowing fans on the field after games," he said. "We want to protect the athletes, officials and fans."

But that policy did not prevent fans from storming the field Nov. 9, when the Cats were two seconds away from upsetting LSU. Students and fans climbed on the goal post before the final play — a 75-yard Marcus Randall touchdown pass to win the game — was over.

"We are not promoting this because it is a dangerous situation," Stiles said. "People know the rules because we announce them be-

fore the games. It is not permissible, but when you get a group that is excited about a big win, or a possible big win, you do your best to keep them off the field. If you can't, you do the best to keep things under control."

Stiles said UK's first priority is protecting the officials, players, coaches and fans. Its last priority is protecting the goal posts. "When a mass of people overtakes security, you just try to do your best to keep everyone safe."

Matt Bowling, an agriculture communications senior, was one of several fans clinging to the goal post.

"My brother was on the field for the Alabama game in 1997," Bowling said. "I always said I would do it too if I ever got the chance. It's a tradition, and I wanted to be part of it."

Minnesota coach Glenn Mason says fans "deserve" to tear down goal posts after a big win.

"That doesn't happen everyday," he told USA Today Nov. 11. "Heck they won (the goal posts). They deserve them. Take them home."

But Stiles said it's an issue that athletics directors and university presidents are concerned about. He said fans' on-field involvement in collegiate sports will be discussed at the Southeastern Conference's presidents and athletics directors' yearly athletic conferences in May.

"Fans want more interaction with the game and want to be part of the celebration," Stiles said. "This can't be allowed if we want to maintain security and safety after events."

"When a mass of people overtakes security, you just try to do your best to keep everyone safe."

- RODNEY STILES, UK ASSISTANT ATHLETICS DIRECTOR OF GAME OPERATIONS

SportsBytes

Robertson declares for NFL Draft

Junior defensive tackle Dewayne Robertson will forego his final season of collegiate eligibility in order to enter the National Football League draft.

"I decided to declare for the draft because I feel I'm ready to make the next step," Robertson said. "I also want to make life better for my family. I feel I had a good year this year and if that hadn't been the case, then I would have come back for my senior year."

"The possibility of playing in the NFL and the opportunities it will afford me is something I just couldn't pass up right now. I wish my teammates the best next season."

Robertson was named second-team All-SEC by the league coaches on Monday.

He had 48 tackles during the 2002 season, including 8.5 tackles for loss, 13 quarterback hurries, one pass breakup and one blocked kick. He had five quarterback sacks, best on the team and tops among the SEC's defensive tackles.

Robertson started all 32 games in which he played during his three-year career, missing only two games in the middle of the 2001 season because of a sprained knee. His career totals feature 114 tackles, including 26 tackles for loss, nine sacks, three fumbles caused, one fumble recovery and one blocked kick.

Robertson becomes the fifth Wildcat to give up his senior season to enter the pro ranks.

Running back Moe Williams was drafted by the Minnesota Vikings after the

1996 season, quarterback Tim Couch was the No. 1 overall pick by the Cleveland Browns in 1999, defensive end Dennis Johnson was picked by the Arizona Cardinals in the third round last year and tight end Derek Smith went undrafted last year.

AP picks seven Cats for All-SEC teams

Seven UK football players were named to The Associated Press All-Southeastern Conference teams, including running back Artose Pinner as the SEC Offensive Player of the Year.

UK's first-team All-SEC selections by AP include Pinner, punter Glenn Pakulak and wide receiver Derek Abney as an all-purpose player. UK's second-team All-SEC picks are offensive tackle Antonio Hall, quarterback Jared Lorenzen, defensive end Vincent "Sweet Pea" Burns and Robertson.

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SOME OF THE BEST GOT AWAY

Woman advanced at UK after years as secretary



Continued from page 1

weeks after joining UK, Barnhart dismissed a high-ranking woman in the athletics department, Kathy DeBoer, replacing her with a man.

Hoff had defended his record, pointing to hires such as Linda McDaniel, an endowed professor in the College of Business & Economics, and Patricia Terrell, vice president of student affairs.

But neither woman reports only to Todd.

"Sure, women have been hired, but we don't get hired at top levels," said Bratt, who leaves her post Dec. 31.

As chairwoman, Bratt reports to the president, but she doubts the position's effectiveness.

"I'm a part-time faculty who works as a part-time administrator," she said.

Bratt and others also question the lack of women — just one who head the 11 colleges on the Lexington campus.

Kay Hoffman, dean of the College of Social Work, came to UK at a time when women headed two other colleges.

"When I look around the room, I see how many of them are," Hoffman said. "But I feel that people respect me. In this college, we're training people to solve society's toughest problems. In some ways, I don't have time to worry about other problems."

History continues to frustrate, as more than a decade ago a Senate Council committee issued a disparaging report on the status of women, calling for more top-level women.

Administrators took another decade to fulfill the report's mandate that a permanent committee be formed.

Nationally, UK lags behind schools such as the University of Minnesota, which began identifying problems confronting women in the early 1980s, 30 years before UK's first report.

A 1973 lawsuit against Minnesota exposed campus inequities when a temporary assistant professor at the university discriminated against her because of her gender and nationality. Settling out of court, the university agreed to specific goals for the hiring of women and created a 20-member commission in 1985. The university agreed to create a fully funded office.

About the same time, Minnesota started a program to recruit seven women faculty members in engineering and the sciences, two areas where UK lacks a female presence.

Of 15 full-time faculty members in UK's College of Engineering, of September 11, seven women. Women are also scarce in areas like business, where 15 women teach alongside 49 men.

Senior Vice President for Administration Jack Barnhart attributes the dearth of women to a lack of female interest in their areas, but many women said the university just doesn't try hard enough.

"You really have to make a concerted effort to recruit and advertise in all kinds of places, not just in traditional sources," said Tice, who studies educational policy. "It's also a matter of keeping the people you have."

Letting the best get away

Although Powell moved her family to Kansas for a better job.

Nancy Dye, after 14 years, did the same.

Both held leadership positions but chose more lucrative jobs elsewhere and are often mentioned by women on campus as examples of some of the best who got away.

Powell came to UK in 1976, but said she left in 1987 after growing frustrated with her inability to advance. Having served as chair of the pathology department for a decade, Powell said she grew bored, and offered her the job of Medical Center dean, she couldn't turn it down.

"I told UK administrators I would like to do other things that were challenging — but there didn't seem to be any suggestions for things I might do at the university," said Powell, who is now dean of Minnesota's medical school. "It was either leave or stay put, and I didn't want to stay put."

Powell said she often talks with former colleagues, including Mary Sue Coleman, who left UK after 19 years in biochemistry. Coleman joined the University of North Carolina-Chapel Hill as an associate professor and dean of research. Today, she is president of the University of Michigan.

"We like about how Kentucky was very conservative and very southern and probably wasn't ready for senior women — UK should develop a little more flexibility perhaps. But it takes time," Powell said.

Mimi Johnson, a Commission on Women member, said the departures aren't surprising.

"The dean's office is good at marketing but at some level you're not nurtured, you need to be in or lose it, and we tend to lose it," Johnson said.

"The thought is not lost on Todd."

"We have allowed lots of good women to leave this campus, and I would like to see some of them come back," Todd said. But in the positions they now hold, returns seem unlikely.

Dye serves as president of Oberlin College in Ohio, but never dreamt of administration until UK's Arts & Sciences dean picked her to be his associate.

"I was flabbergasted when the dean asked me if I would be interested," Dye said. "I was encouraged to do things to contribute to be involved and engaged in many aspects of the university."

In 1988, UK administrators thought Dye to accept an offer to be Vassar College's chief academic officer.

"UK's administrators said they thought I was more than ready for positions if today's male leaders develop female talent."

"Women have to be identified early on who have administrative expertise," Blanton said.

A just example is Jean Smith, who was vice president for minority affairs. He encouraged Penny Cox, a secretary at the time, to attend part-time classes and evaluations and told me "You're too bright to stay here forever," Cox said.

Todd, with a bachelor's and master's, she works as an associate vice president — a leap from her first job typing credit cards at the Career Center for graduating seniors.

But UK now faces stiff competition from private companies and other universities for talented women.

Hoffman, the only female dean on the Lexington campus, estimates her office brings in at least two to four times each year with so-called "headhunters" on the other end of the line, offering outstanding packages to entice her to move. She has two offers.

But at her fifth university now, Hoffman said she plans to stay.

"My husband and I are happy here. When I got these calls I think what would this place be like, and then I go home and see my husband and decide to stay here," she said.

Nietzel said he hopes to see the dean positions recruit society's demographics, but believes the process will take time.

"The process could prove difficult. Women hold a little more

than 15 percent of department chairs on the Lexington campus, according to ranks provided in the 2002-03 UK Bulletin.

Of all department chairs, about 75 percent work as full professors. But institutional research data shows that of the more than 100 full professors in 2001, fewer than 100 were women. With few professors to choose from for leadership jobs, critics like Bratt say UK will promote men or hire from outside. Most women also work in lower pay colleges, where women have already risen to positions, rather than in what Bratt called UK's "lily-white colleges" such as Agriculture and Business & Economics.

Working in low-paying jobs

Geraldine Maschio's office in the Fine Arts Library sits almost invisibly behind study rooms, similar to how she said her colleagues are invisible when money is doled out across campus.

During her two terms as chair of the Theatre Department, Maschio sat and watched as competing universities raided the college faculty promising higher pay and perks.

"The arts are among the lower salaries at the university, and we're also low compared to UK's benchmarks," Maschio said, just surprised that the average UK Fine Arts professor makes about \$30,000 less than the average engineering professor.

"I would like to think comparable wages comparable pay. We're all researchers. We're all scholars," Maschio said. "It's called diversity, but it's just a market-driven wage marketplace."

Still, Maschio said the administration is not to blame, understanding that the university is strapped for cash.

"I know they wish we had more resources. I know we have the moral support of not all their financial support," she said. But Bratt and others said a greater problem is exposed by the lower faculty salaries in colleges like Fine Arts, which employ almost double the number of community and civil work, but they're often not titled as such in terms of status. "I see said."

Bratt, a law professor, said studies show female students tend to be pushed in the direction of these helping professions, contributing to why more women faculty teach in these fields.

"I tried to try to get women to apply to law school by telling them law is a helping profession. No one believed that," she said with a smile.

Numerous studies suggest that women entering professions dominated by men are prone to leave, facing subtle forms of discrimination. Those continuing sometimes feel slighted, like Bratt, when she started at the UK in the 1970s.

"It was an affirmative action goal. Affirmative action opened the door, and I walked through," she said.

Bratt spent more than a year during her time here as the only female law faculty member.

"It wasn't that anyone was mean to me, but they didn't know what to do around me," she said. "A lot of people would have said 'I should file this...' — let me go somewhere where it's easier to be. When, like other people, will go where they're wanted."

Women also dominate low-paid clerical jobs, holding nearly 50 percent of the staff administrative support positions on the Lexington campus.

"No matter how you slice up the pool, it's mostly women in those supporting positions," Bratt said.

Finding the path to better positions proved difficult.

"I never got to get to a culture where people are looking for women and trying to help people," respondent Todd said.

A program, created in response to the 1990 women's report, sought to help campus supervisors in spotting talented women and minority employees.

Ukraine, an intensive two-week program, trains employees to better understand the university. "It gave me the confidence and knowledge to grow into a much better employee ... and was a springboard into other organizations," said Jeanie Caldwell.

When Nancy Rex first came to UK in the mid-1990s, she found a campus plagued with women earning less than men for similar work.

"It was something systemic," said Rex, who heads UK's Office of Equal Opportunity. "But I believe the systemic problems are gone."

But Rex still finds cases of problematic pay — most now stemming from a phenomenon called salary compression, in which starting salaries for new hires at the university rise faster than the raises for current personnel.

The Kerpel's analysis suggests several such cases impact women, but also men, across campus.

In the History Department, Francis Chassen Lopez, an associate professor hired in 1988, earns about \$8,000 less than a male associate professor hired in 1984. That man, Tracy Campbell, received his Ph.D. two years after Chassen Lopez.

In Chassen Lopez's case, Department Chair David Hamilton said Campbell was recruited from another university, giving him more bargaining power when negotiating a salary.

"It creates discrepancies that we haven't been able to address because of the financial state," he said. "They're just simply needs to be more salary money to deal with those situations."

But money isn't coin. Blanton said UK expects to lose a large amount of funding from the state due to a budget crisis.

In better times, Blanton said money would be pooled from an account for raises to correct any inequities.

Another case of salary compression stands out in the English department, where Jane Vance, a full professor with 20 years at UK, earns about \$10,000 less than other professors in the department. Vance questioned whether her joint appointment in the Honors program caused the discrepancy, but records show other Honors faculty earn salaries close to the peers in their departments.

English chairman Gregory Walker called the situation "unfortunate."

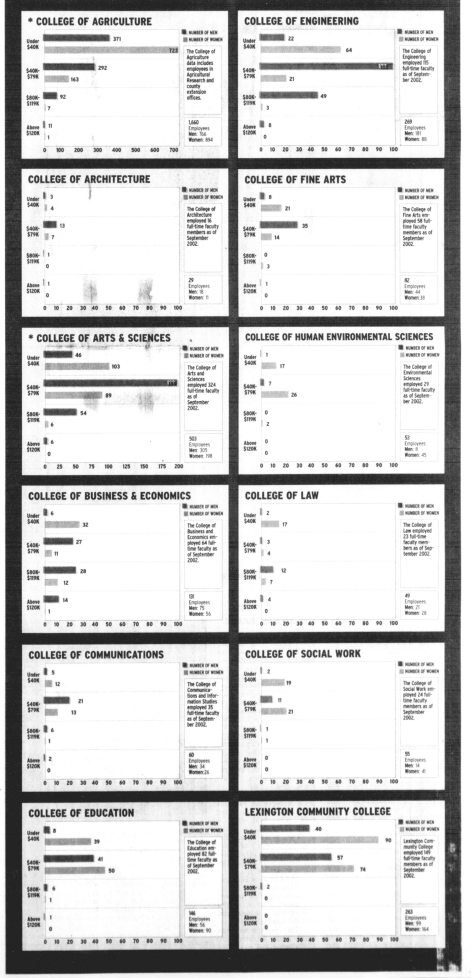
"Do I think the difference is equitable? No," Walker said. "But it's become an increasing problem. To some extent, being here a long time doesn't pay off."

Salary records show Vance, a full professor, is paid less than two assistant professors, who hold the lowest of three professor ranks. The pair earned doctorates in 1985 and 1986, two decades after Vance earned hers from the University of North Carolina.

"My salary situation is something that has probably slipped

Analyzing UK's Lexington campus colleges

The results included in these stories and charts resulted from a four-month Kernel computer analysis of University of Kentucky employment records. The graphs below break down employment records by colleges, showing the number of men and women earning salaries in each of four categories. Clerical and support personnel primarily occupy the under-\$40,000 salary category. Faculty members bring in the \$40,000-\$79,999 and \$80,000-\$119,000 categories, with differences often due to their time spent at UK. The above \$120,000 category generally includes only administrators, though some faculty members in colleges such as Business & Economics receive those salaries.



Working for success

Associate Vice President for Information Technology Penny Cox stands in front of the campus computer network to the Internet at the James F. Heatly building, where she works.

Working for success: Penny Cox credits boost for spotting her talent, encouraging her success

By Scott Sloan

Penny Cox, 48, now sits in a corner office.

But when she first came to UK as a 19-year-old, she trained a law student husband and sat behind a typewriter in the Career Center, filling out credentials for graduating seniors.

Now an associate vice president for information technology, she is one of 10 women who rank in the top 100 salaries on the Lexington campus.

"I had said I wanted to get a professional job, so I could work in a better office," Cox said, with a laugh.

Two years later, she added a master's of business administration and left Smith's office for her first professional job.

Hired by Jack Blanton, then vice chancellor for administration, Cox worked as a senior accountant, the first of eight professional jobs she has held at UK.

"Her work ethic was very much a motivator. He set down during evaluations and told me 'You're too bright to stay



Cox holds two University of Kentucky degrees she earned while working full-time as a clerk at UK's Career Center.

perverts such as Blanton and, of course, Smith, who left her his two dogs when he died in the early 1990s.

"Women had not really become prevalent in higher level positions — as there weren't as many females to be role models."

Today, Cox is the role model for younger women. Just as Smith once

asked her, Cox asks them to set goals. Cox frequently makes offers for more money in the private sector, instead focusing her future at UK.

"It's the intrinsic reward you receive that's better than any money," she said.

When asked about her role models, Cox names several.

We have allowed lots of good women to leave ... and I would like to see some of them come back.

— LEE TODD, UNIVERSITY OF KENTUCKY PRESIDENT

U.N. weapons monitors quicken pace of surprise inspections

More inspectors: The United Nations hopes to have 80 to 100 workers in the field each day by end of year

ASSOCIATED PRESS

BAGHDAD, Iraq — A newly reinforced corps of U.N. weapons monitors, quickening the pace of surprise inspections, sent teams out across the Iraqi countryside again Wednesday and made return visits to a large complex where Iraq once worked on a nuclear bomb. Deep in the western Iraqi desert, near the Syrian border, another U.N. team was in the second day of its inspection of a remote uranium mining site. It was the start of the third week of inspections, after a four-year gap, under a

new U.N. Security Council resolution mandating that Iraq surrender any weapons of mass destruction and report on nuclear, biological and chemical research and production.

That report was already being scrutinized closely for any new sources of concern about the Iraqi arsenal and intentions.

In the coming weeks, U.N. officials hope to cover hundreds of industrial and research installations, many of them "dual-use" sites whose products or equipment could be devoted to either civilian or military use.

Twenty-eight new inspectors flew to Baghdad on Tuesday, bolstering the U.N. operation to 70 inspectors. U.N. technicians also readied the first of eight helicopters expected to join the monitoring effort.

The United Nations hopes to have 80 to 100 inspectors at work in the field each day by late December. They come from both the Vienna-based International Atomic Energy Agency and the U.N. Monitoring, Verification and Inspection Commission, UNMOVIC, whose inspectors specialize in chemical and biological

weapons and missiles.

On Tuesday, they mounted the largest number of inspections yet, visiting 13 sites.

An UNMOVIC statement said the al-Qaim team "is tasked with verifying the status of destroyed equipment (and) to determine that no uranium extraction activities have been resumed."

If the monitors ultimately report full Iraqi cooperation with the U.N. disarmament demands, U.N. resolutions call for the Security Council to consider lifting economic sanctions imposed on Iraq after it invaded Kuwait in 1990. If, on the other hand, Iraq is found in noncompliance, the council may consider military action against Iraq.



PHOTO FURNISHED

Response

Iraqi soldiers leave the Qaim Ukashat phosphate complex while it is being inspected by the International Atomic Energy Agency, inspectors some 186 miles west of Baghdad, Iraq near the Syrian border Tuesday. This is the furthest from Baghdad UN weapons inspectors have ventured since resuming inspections last month.

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CAMPUS CALENDAR
Week of December 9-15
The Campus Calendar is produced by the Office of Student Activities, Registered Student Orgs. and UK Depts. can submit information for FREE online ONE WEEK PRIOR to the Monday information is to appear at: <http://www.uk.edu/CampusCalendar>. Call 257-8867 for more information.

MEETINGS
*Minority Educators Meeting, 5:00pm, Taylor Education Building, Rm. 122
*Institute of Religion: History of The Church of Jesus Christ of Latter-day Saints, 12:00-12:30pm, UK Medical Building 3rd Floor
*Devotions & Lunch, 12:00pm, 429 Columbia Ave. S100
*Freshmen Focus, 7:30pm, Baptist Student Union
*Conversational English Class, 7:30pm, Baptist Student Union
*Synergy, 8:00pm, CSF Building
*Amnesty International Meeting, 7:00pm, Student Center, Rm. 228
*UK Lambda, 7:30pm, UK Student Center, Rm. 231

ACADEMIC
*Beginning and Intermediate Japanese Tutoring, 8:00-9:00pm, Young Library, check the circulation desk for the room
*French Tutoring, 3:00-4:00pm, Keeneland Hall Lobby
*Math Tutoring, 12:00-5:00pm, Math Resource Center 063 Classroom Building

SPORTS
*UK Shaolin-Do Karate Club, 5-6:30pm, Alumni Gym Loft
*Women's Rugby Practice, 4-4:57:00pm, Rugby Pitch

MEETINGS
*Revel Bible Study, 7:00pm, Student Center, Rm. 245
FREE!

ACADEMIC
*Math Tutoring, 1:00-5:00pm, Math Resource Center 063 Classroom Building

SPECIAL EVENTS
*77th Annual Keeneland Snowball Semi-Formal Dance, 9:00pm-1:00am, Kentucky Inn, Lexington Rm. \$10.00 per person or \$18.00 a couple
*La Residence française, 5-6pm, Keeneland Hall

SPORTS
*Tae Kwon Do practice, 5:30-7:00pm, Alumni Gym Loft

ARTS/MOVIES
*Piano Christmas, Students of Professor Irina Voro, 12:00 Noon, John Jacob Niles Gallery Series, Rm. Lucille Caudill Little Fine Arts Library

SPORTS
*UK Men's Basketball Game vs. Michigan State, 4:00pm, Rupp Arena
*Tae Kwon Do practice, 11:00am-12:30pm, Alumni Gym Loft

MEETINGS
*International Student Bible Study, 6:30pm, Baptist Student Union
*Alpha Kappa Psi Executive Board Meeting, 7:00pm, Student Center, Rm. 203

ACADEMIC
*Math Tutoring, 6:00-10:00pm, Commons Rm. 307
*Math Tutoring, 8:00-10:00pm, Holmes Hall Lobby
*Physics Tutoring 211/213, 7:00-9:00pm, Commons 307
*Chemistry Tutoring 108/107, 7:00-9:00pm, Holmes Hall Lobby
*Biology All 100-level, 7:00-9:00pm, Holmes Hall Lobby

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WINTHROP EARLY PICK IN POLLS



- 1 WINTHROP
- 2 ARIZONA
- 3 KANSAS
- 4 OKLAHOMA
- 5 TEXAS
- 6 PITTSBURGH
- 7 DUKE
- 8 GEORGIA
- 9 KENTUCKY
- 10 VIRGINIA
- 11 UCLA
- 12 MICHIGAN STATE
- 13 XAVIER
- 14 ALABAMA
- 15 MISS. STATE
- 16 OREGON
- 17 VILLANOVA
- 18 FLORIDA
- 19 UCONN
- 20 MARQUETTE
- 21 INDIANA
- 22 GONZAGA
- 23 MARYLAND
- 24 MISSOURI
- 25 USC



Sweet Sixteen. Elite Eight. Final Four. And now the Talented Twenty-Five. Will Kansas be at the center of this year's bracket? Will the girl in the mall room pick the NCAA champion? Read on for everything you ever wanted to know (but were afraid to ask) about college basketball.

1 WINTHROP

Okay, so they went 19-12 last year. And they are from the Big South Conference. But trust us, the Eagles can definitely hoop. Besides, these guys are made up of 4,500 polygons, just like any other team.

2 ARIZONA



What's the 411 on the 'Cats? Not only do they have all five of their starters returning, but they also have what most consider to be the best front-court in college basketball. Can you say Dynasty Mode?

3 KANSAS



Despite losing a key player to the NBA, look for the Jayhawks to return to the Final Four this year. We've seen what they have been doing in Practice Mode, and, trust us, we are thoroughly convinced.

4 OKLAHOMA

Another team we predict to be returning to the Final Four in 2003. Not only do they return with 70 new player models, they look good doing it, too.

5 TEXAS



They say everything is bigger in Texas, but what we notice on this team are the little guys. The backcourt is the cream of the crop. End of discussion. Obviously, somebody did their homework before this year's recruiting.

6 PITTSBURGH

Look for what could be the most exciting duo in college basketball to rate high in the on-screen player ratings.



7 DUKE

Add the slick job done in recruiting to the usual Blue Devil talent pool, and you get a team that is bound to make some noise. Get ready to hear Billy Packer and Eddie Doucette saying, "And the Blue Devils win again," a lot this season.

8 GEORGIA

The Dawgs' poll position could change in October, depending on their front-court production. If they produce, prepare for this team to move a little higher in the polls.

9 KENTUCKY

Should come down to the wire between them and Georgia for the SEC crown. Use the over 30 new dunks (including reverses, follow-ups and 360-degree jams) and this Wildcat team might overtake that other Wildcat team.

10 VIRGINIA

The Cavs are not happy with last season's late collapse that landed them out of the tournament. Don't let that fool you; they've got the talent. Not a pushover computer opponent. Not in the least.



11 UCLA

No, it's not the 1970s Bruins, but this team ain't bad, either. Besides, the digital cheerleaders are really easy on the eyes. Definitely easy on the eyes.

12 MICHIGAN STATE

This year their most famous alumnus will make it into the NBA Hall of Fame. That just might spark the Spartans to play at an elevated level.

13 XAVIER

"Who?" That's right, Xavier. Get used to seeing this school in the polls. The Musketeers are clearly the class of the A-10. How does a team go from unranked to number 13? Practice Mode. Practice Mode. Practice Mode.

14 ALABAMA



With the return of some key players, the Tide possesses one of the best inside-outside combos in the league. If you are attending a Tuscaloosa fish fry this year, expect to see some happy basketball fans.

15 MISS. STATE

The Bulldogs, coming off a Southeastern Conference tournament championship, have a tough schedule, playing both Xavier and Oklahoma this year. Said one player, "Hey, I'm all for just selecting Tournament Mode, and just get right to the tourney."

16 OREGON

Enjoying its first league championship in 63 years and one of the last eight teams standing in last year's tourney, Oregon's picked second by us in the Pac-10, behind No. 1 Arizona. Expect a long stay in the NCAA tournament this year for the Ducks.

17 VILLANOVA



The pressure is really on to produce and get the Wildcats back into the tournament after a three-year absence. In addition to all the new faces on the team, there will also be new duds for the 'Cats as Villanova debuts a new digital uniform.

18 FLORIDA

How about that SEC? Yet another entry from a very tough conference. Tough conference or not, the Gators hold their own against some of the NCAA's best.

19 UCONN

Expect the Huskies again to be strong in the backcourt. Use the right analog stick control to perform spin moves and dropsteps out of the post to put the solid backcourt to good use.

20 MARQUETTE

The Golden Eagles open against Villanova, marking the first time the two teams have met since the 1980 NCAA tournament. Can this young team hold its own in an upcoming Conference USA? We think so.

21 INDIANA

Can they get the support they need inside? If not, the Hoosiers could be off-balance even with what should be an extremely productive perimeter.

22 GONZAGA

Can the Bulldogs get the top scorer they need to emerge? Time spent in recruiting will be time well spent. Everything else is in place for another banner season on the left coast.

23 MARYLAND



We're considering these champs an outside shot at defending the title after losing four starters. Terps get a new arena this year. Unfortunately, they are also getting a mostly new team, as well.

24 MISSOURI

Mizzou's run to the Elite Eight last year was the tourney's longest stint in the tourney in eight years. And this should be another promising year.



25 USC

A long shot to win the title. Let's face it, they are not Winthrop. But don't count them totally out, either.



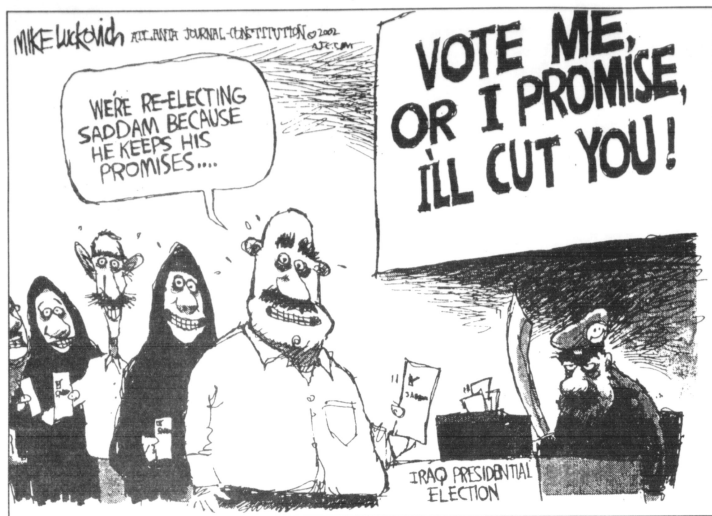
PlayStation 2

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Dismissals in senate evidence of SG flaws

On Monday, eight of the 13 student senators on the University Senate were dismissed due to lack of attendance at Senate meetings. Among those dismissed was Student Government President Tim Robinson.

Robinson stated, "Unless there was a big student issue to come up, I'm not going to go [to a Senate meeting]."

Therein lies the problem. If eight of 13 members do not attend regularly, what, if any, student issues are brought up? Robinson and the other senators should have been at these meetings in order to introduce these student issues.

The job of the senators and Robinson is to represent UK students. By not showing up regularly, these representatives did not do their job, and the Senate was right in dismissing them.

Tim Robinson's remarks do nothing but show his disregard for

the importance of the University Senate. He seems to forget that within the past two years, actions of his administration have raised concern about the current path of SG and how, exactly, it serves students.

It could reasonably be argued that, considering the recent decisions by SG to sponsor campus parties and concerts attended by a fraction of the student population, the relevance of the student senators in the University Senate has eclipsed the relevance of Robinson's administration. He and his team should reevaluate their roles.

In the future, students should be more adequately informed on student senate elections. This would lead to the election of senators and presidents that would attend meetings and address student concerns properly. The Kernel pledges to bring more attention to senate races, so that this may occur.

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Include your name, year in school and major classification for publication.

Please include a phone number and/or e-mail address for confirmation.

Guest opinions should be 700 words and should not address previously printed material.

Letters to the editor should be between 250 and 350 words.

The Kernel reserves the right to edit any submitted materials.

READER RESPONSE

Bratt's resignation rash and unmoving

With all due respect to Ms. Carolyn Bratt, the professor of Law at the University of Kentucky who resigned due to frustration over hiring practices, "fundamental" change doesn't always happen at one's preferred pace. Sometimes it takes a while; like when a petitioner files a lawsuit that inevitably starts the judicial snowball rolling; one never knows how long it will take to come to an end or how much melodramatic mass it will hold.

It should not take an economics major or psychological observer to understand that within the last 15 months President Todd has had to deal with more clean-ups than all of his predecessors combined. Todd is governing a university that is trying to get its costs under control. He has sacrificed personal wealth to help lead the University of Kentucky toward national recognition.

He's had to honor contracts from prior administrators that were ego driven and littered with excess. No, you won't see President Todd's name adorn a university building that represents the state's most expensive building contract to satisfy personal measures. Heck, it's practically Lexington's own version of "The Big Dig."

Todd won't quit when things get tough or when he doesn't get his way. I submit that we finally have someone who isn't looking out for his self-interests.

If Todd should ever grow tired of the bureaucratic territory disputes and inner office bickering, you'll more likely see him go back to the private sector: run his own business, create jobs, govern corporations, forge business partnerships that create more jobs.

In a nutshell, he will most likely be doing something that essentially contributes to the free market system by providing a service and value proposition, which helps keep this country moving forward.

I hope Ms. Bratt will some day learn what kind of an awesome responsibility it is to employ individuals. Until then, however, the tail doesn't wag the dog. Ms. Bratt is barking up the wrong tree in saying this administration doesn't want women at the bargaining table, helping to make the "real decisions."

Have you considered, in your rush to judgment, that the provost decision might have been a business decision also? That the reason many of the other "high profile" positions have remained unfilled is that it costs money to increase headcount? There's more involved than just salaries. There's health insurance.

That's another issue president Todd is having to deal with. The Wall Street Journal reported, yesterday, that the average employee costs his or her employer close to \$6,000 in health insurance every year. What has Todd done, you might ask, to answer this problem? Well, he's changed providers and offered employees an informed choice of programs.

On every issue that's come up, President Todd has been proactive. He didn't create this mess, but he's sure doing his best to clean it up. It is my hope that some of president Todd's critics will recognize the many challenges we are facing.

It's imperative that the University of Kentucky not shut down, and that layoffs not occur amongst the professors and valued employees.

CRAIG COLEMAN

UNIVERSITY OF KENTUCKY ALUMNUS, CLASS OF 1997

Cross burning case tests limits of free speech

The United States Supreme Court heard oral arguments in the case of Virginia v. Black yesterday. And if things go as they should, the justices will strike down the unconstitutional Virginia state law that set this case in motion more than four years ago.

The law in question makes the act of burning a cross with the intent to intimidate another person illegal. You'd be hard-pressed to make an argument that a cross could be burned in a non-intimidating manner, since every American with an elementary school education understands the symbolism behind the act. Therefore, it would be impossible to burn a cross and not be in violation of the law — and in fact, the ordinance states that "Any such burning of a cross shall be ... evidence of an intent to intimidate a person or group of persons."

The case found its way to the Virginia Supreme Court because of two incidents where men were prosecuted and found guilty under the law. In one case, two men attempted to burn a cross on the property of



Josh Sullivan
ASST. DIALOGUE EDITOR

their black neighbor. In the other, a cross was burned as part of a Ku Klux Klan rally on private property with permission of the owner. The Virginia Supreme Court rightly ruled the statute unconstitutional.

Any respectable American deplors the ideas promoted by the Ku Klux Klan and symbolized by a flaming cross. But any American who cherishes their right to free expression should hope that Chief Justice Rehnquist and his crew soundly reject Virginia's statute. In 1989, in its written opinion in Texas v. Johnson, the Supreme Court wrote "if there is a bedrock principle underlying the First Amendment, it is that the government may not prohibit the expression of an idea simply because society finds the idea itself offensive or disagreeable."

The First Amendment exists to protect both the honorable and the disgraceful. The sacrifice we make in order to enjoy the right to criticize our government and exchange good ideas freely is that we must also endure the expression of hateful and hurtful ideas.

The government should never be allowed to decide what type of speech is unworthy of protection under the law, as the Virginia legislature did when it drafted this statute. Likewise, neither should American

citizens. We must never allow the majority to shout down the minority. Had we done so in the 1960s, you and I might be receiving an education on an all-white campus.

Recently, members of the Westboro Baptist Church, sponsors of the Web site godhatesfags.com, made a stop in Lexington to condemn homosexuals to a fiery afterlife. Last year a chapter of the KKK demonstrated in front of our courthouse.

Reject their ideas, but embrace their right to express them. Be proud that you're part of a nation and city that doesn't mandate a certain pattern of thought. The drafters and supporters of this Virginia law undoubtedly have good intentions, but they fail to grasp the more important issue at hand.

If Virginia lawmakers want to protect their citizens from intimidation in the form of cross burning they can easily draft a statute that meets the Supreme Court's requirements that free speech restrictions be reasonable constraints on time, place and manner. They could limit lawful demonstrations to private property and public places as part of a permitted rally.

Citizens who don't wish to be exposed to such demonstrations need not pay them any heed. Sure, unwilling passersby may happen

to have to trek past the rally in their daily course of events, but we've all had to endure the psychotic preachers outside the student center who love to shout damnation at us. It's no different.

The Supreme Court ruled an ordinance in the city of St. Paul, Minn., unconstitutional in 1992. This law was very similar to the Virginia law in question. It made it illegal to place on public or private property a symbol "which one knows or has reasonable grounds to know arouse anger, alarm or resentment in others on the basis of race, color, creed, religion or gender." In its opinion the court wrote that "the government may not regulate use based on hostility — or favoritism — toward the underlying message expressed." The court ruled that "content based regulations are presumptively invalid."

The Virginia statute outlaws cross burning because of the message it implies. It's an illegal content-based regulation. I'm confident the Supreme Court will send this law down the same road as the St. Paul ordinance and old Jim Crow.

Josh Sullivan is a journalism and political science senior. His views do not necessarily represent those of the Kernel.

"The First Amendment exists to protect both the honorable and the disgraceful. ... We must also endure the ... hateful and hurtful ideas."

Program helps women advance at UK

'It's like lighting a fire': Graduates say program urges them to become more involved in university

By Scott Sloan
PROJECTS EDITOR

To help elevate talented women and minorities in low-paying positions, the University of Kentucky began a program called UKad-vance in 1990.

The program, the university's response to a disparaging report by a committee on women, brings together about 50 employees and shows them the inner workings of the university.

Graduates said the experience provides a vast network of friends and a glance at other employment opportunities at UK.

"It shows you how (thousands of) employees make

this campus work for the students," said Lori Mobley, a 2000 graduate.

Held every two years, UKad-vance is a selective, intensive two-week program that introduces employees to administrators.

"The program gives you a lot of insight into how you fit into the picture," said Jennie Caldwell who worked in the Medical Center as a secretary but now heads the UKad-vance program. "I'm a 1996 grad. I'm living proof of what UKad-vance can do."

In 1997, Caldwell took over the program, which also admits men.

Stuffing gift bags last week with holiday treats for

a UKad-vance Christmas party, Caldwell talked of how the program encouraged her to join committees across campus, including the President's Commission on Women.

Caldwell is just one of many success stories.

Valerie Perry worked as a library technician, paid hourly in the College of Agriculture before attending the 1996 program. Now after completing a master's degree taking night classes, she works as an agriculture librarian, a much more flexible position.

Perry brought her son, Stephen, 4, last week to the program's Christmas party, held the day after snow bombarded the state.

"This morning his daycare was closed, so I stayed with him. Earlier this week I

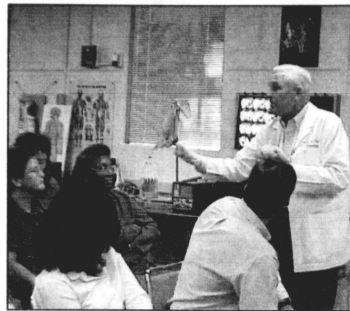
worked extra hours not knowing I would need it. Since I'm salary they want me to put in the hours, but I don't punch a time clock. They give me a lot more autonomy," she said.

An almost \$10,000 raise also came with the promotion, Perry said.

With the 2002 class just finishing this spring, the next program won't be offered until 2004, but the graduates encourage applicants to start the process early, saying the rewards make the time spent worthwhile.

"It's like lighting a fire," Perry said. "We all kind of experience periods of burnout. You come out of UKad-vance fired up wanting to make a difference for those around you."

For information on UKad-vance, call 257-9555 ext. 185.



Members of UKad-vance's 2002 class listen to a presentation, one of many given during the two-week program that introduces talented lower-level employees to administrators.

WOMEN

Continued from page 9

between the cracks," Vance said. "In fairness, part of what we're rewarding at UK ... is groundbreaking research. I won't claim that I've done any cutting edge research, but I've done solid work both as a poet and as a literary critic."

Vance also makes considerably less than several associate professors in the department. She said she believes UK administrators will rectify the mistake.

"I don't attribute it to any intentional maliciousness on anybody's part, but rather to a kind of passive neglect of fairness."

To prevent future inequities, the Commission on Women proposed earlier this year that administrations in the Office for Institutional Research, Planning and Effectiveness, begin producing annual reports that track salary inequities.

At least one college is already tracking salary inequities. Mitzi Johnson of the College of Medicine has used a series of formulas to analyze salaries in her college for the past three years. When budgets weren't frozen, some women in the college found to have lagging pay were given raises.

Connie Ray, head of institutional research, planning and effectiveness, plans to issue such a report campuswide by January.

Looking to the future

With Bratt now set to leave Todd's Commission on Women, members worry about who can take her place.

"I don't know if we have anyone who can fill her shoes right now," Johnson said.

Still confident in his attention to women, Todd looks toward next year as a time to hire more women and help others develop leadership skills.

"We've created an atmosphere where we are looking out there to hire a diverse population," he said.

But Bratt warned that to do so will require Todd and other administrators to pay more consideration to including women in search processes and avoiding the pitfalls of the past.

In an ideal case, the women's commission would put itself out of business as all searches and hires would be equal, Bratt said.

To venture to that point in time requires much more than a one-year commitment, but a change in attitudes. To be great requires it, she said.

"Why should we strive for mediocrity?"

Why should we strive for mediocrity?"

—Carolyn Bratt, resigning chairwoman of the President's Commission on Women.

Top 100 Salaries on the Lexington Campus

AS OF DEC. 3

1	MITCHELL S. BARNHART	ATHLETICS DIRECTOR	\$375,000
2	CHARLES T. WETHINGTON JR.	PRESIDENT EMERITUS	\$265,605
3	LEE T. TODD JR.	PRESIDENT	\$265,000
4	RICHARD W. FURST	DEAN OF BUSINESS & ECONOMICS*	\$196,566
5	ALLAN W. VESTAL	DEAN OF LAW	\$189,100
6	DONALD J. MULLINEAUX	DIRECTOR OF B & E SCHOOL OF MANAGEMENT*	\$187,654
7	MICHAEL T. NIETZEL	PROVOST	\$183,000
8	ORLANDO "TUBBY" SMITH	HEAD BASKETBALL COACH	\$180,000
9	LINDA MCDANIEL	B & E ACCOUNTING FACULTY*	\$172,500
10	JOHN W. CONNOLLY	DIRECTOR OF CTR. FOR COMPUTATIONAL SCIENCES	\$171,187
11	GUY W. MORRIS	HEAD FOOTBALL COACH	\$170,000
12	HOWARD GROTECH	DEAN OF ARTS & SCIENCES	\$169,124
13	THOMAS W. LESTER	DEAN OF ENGINEERING	\$168,555
14	THOMAS P. HOWARD	DIRECTOR OF B & E SCHOOL OF ACCOUNTANCY*	\$164,997
15	MICHAEL G. TEARNEY	ASSOCIATE DEAN OF B & E*	\$163,524
16	BEN W. CARR	VICE PRES. FOR AUX. & CAMPUS SERVICES	\$161,630
17	JAMES G. CIBULKA	DEAN OF EDUCATION	\$160,000
18	M. SCOTT SMITH	DEAN OF AGRICULTURE	\$156,000
19	CLYDE W. HOLSAPPLE	B & E DECISION SCIENCE AREA COORDINATOR*	\$155,205
20	JOHN GOODNER	ASSISTANT FOOTBALL COACH	\$155,000
21	TERRY L. CHILDERS	B & E MARKETING FACULTY*	\$154,215
22	JAMES A. BOLING	ACTING VICE PRESIDENT FOR RESEARCH	\$152,069
23	VJAY SINGH	DEPT. CHAIR - ELEC. AND COMPUTER ENGINEERING	\$152,000
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25	TERRY B. MOBLEY	CHIEF DEVELOPMENT OFFICER	\$150,000
26	ARI GEERTSEMA	DIRECTOR OF CTR. FOR APPLIED ENERGY RESEARCH	\$149,940
27	THOMAS W. HARRIS	ASSOCIATE VICE PRESIDENT FOR EXTERNAL AFFAIRS	\$149,000
28	EUGENE R. WILLIAMS	VICE PRESIDENT OF FISCAL AFFAIRS & INFO. TECH.	\$145,800
29	DAN N. STONE	B & E ACCOUNTING FACULTY*	\$144,900
30	GLENN B. COLLINS	AGRICULTURE AGRONOMY FACULTY	\$144,293
31	CHARLES J. ISSEL	AGRICULTURE VETERINARY SCIENCE FACULTY	\$143,442
32	ROBERT G. LAWSON	LAW FACULTY	\$142,707
33	ROBERT A. MULLENS	EXECUTIVE ASSOCIATE ATHLETICS DIRECTOR	\$142,500
34	CHRISTOPHER J. WALLER	B & E ECONOMICS FACULTY*	\$141,980
35	DELWOOD C. COLLINS	ASSOC. VP FOR RESEARCH & GRADUATE STUDIES	\$140,026
36	PATRICIA TERRELL	VICE PRESIDENT OF STUDENT AFFAIRS	\$140,000
37	PAUL C. VAN BOOVEN	COUNSEL GENERAL	\$140,000
38	GERALD P. HUFFMAN	DIRECTOR OF CONSORTIUM FOR FOSSIL FUELS SCI.	\$138,700
39	NANCY MARGUERITE COX	ASSOCIATE DEAN FOR AGRICULTURE RESEARCH	\$138,000
40	LARRY W. TURNER	ASSOCIATE DEAN FOR AGRICULTURE EXTENSION	\$138,000
41	RICHARD E. PLYMALE	COUNSEL GENERAL	\$137,000
42	MUKESH SINGHAL	COMPUTER SCIENCE FACULTY	\$135,000
43	LENN R. HARRISON	DIRECTOR OF LIVESTOCK DISEASE DIAGNOSTIC CTR.	\$134,745
44	BURTRON H. DAVIS	CENTER FOR APPLIED ENERGY RESEARCH SCIENTIST	\$134,542
45	ROBERT SHAY	DEAN OF FINE ARTS	\$133,954
46	HENRY C. OWEN	CONTROLLER/TREASURER	\$133,350
47	PETER J. TIMONEY	CHAIR OF AGRICULTURE VETERINARY SCIENCE DEPT.	\$132,897
48	FITZGERALD B. BRAMWELL	CHEMISTRY FACULTY	\$132,872
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63	TAE H. JI	CHEMISTRY FACULTY	\$127,237
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72	WILLIAM W. FREEHLING	HISTORY FACULTY	\$124,275
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77	DOYLE N. FRISKNEY	ASSOC. VICE PRESIDENT & CHIEF TECH. OFFICER	\$120,100
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80	HAROLD L. JACKSON	ASSISTANT FOOTBALL COACH	\$120,000
81	LARRY D. JONES	AGRICULTURE ECONOMICS EXTENSION FACULTY	\$119,952
82	MIROSLAW TRUSCZYNSKI	CHAIR OF COMPUTER SCIENCE DEPT.	\$119,500
83	ISSAM E. HARIK	CHAIR OF CIVIL ENGINEERING DEPT.	\$117,922
84	H. MAELOR DAVIES	DIRECTOR OF KY. TOBACCO RES. & DEV. CENTER	\$116,998
85	SUSAN BORDO	ENGLISH AND WOMEN'S STUDIES FACULTY	\$116,480
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87	KAY HOFFMAN	DEAN OF SOCIAL WORK	\$115,755
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89	CARLA G. CRAYCRAFT	DIRECTOR OF AGRICULTURAL COMMUNICATIONS	\$115,000
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98	RICHARD A. WESTIN	LAW FACULTY	\$113,263
99	TOM D. DILLEHAY	ANTHROPOLOGY FACULTY	\$113,232
100	PENNY D. COX	ASSOC. VP FOR INFO. TECH. ADMIN. AND FINANCE	\$113,109



Linda McDaniel
Rank: 9
Title: Von Almen Endowed Chair in Accountancy in College of Business & Economics
Pay: \$172,500



Patricia Terrell
Rank: 36
Title: Vice President of Student Affairs
Pay: \$140,000



Nancy Cox
Rank: 39
Title: Associate Dean for Agriculture Research
Pay: \$138,000



Angela S. Martin
Rank: 50
Title: Associate Vice President for Planning and Budget
Pay: \$130,000



Eugenia Toma
Rank: 60
Title: Director of Martin School of Public Policy & Administration
Pay: \$127,611



Retia Walker
Rank: 71
Title: Vice President for Academic Outreach and Public Service
Pay: \$125,000



Susan Bordo
Rank: 85
Title: English and Women's Studies Faculty
Pay: \$116,480



Kay Hoffman
Rank: 87
Title: Dean of the College of Social Work
Pay: \$115,755
Note: Hoffman is UK's only female Lexington campus dean



Carla Craycraft
Rank: 89
Title: Director of Agricultural Communications
Pay: \$115,000



Penny Cox
Rank: 100
Title: Associate Vice President for Information Technology
Pay: \$113,109

* denotes the faculty member is an endowed chair