

# KENTUCKY Kerhel

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## Professor tells symposium

# World peace always endangered as long as one black man is not free

By STEVE MILLER  
Kernel Staff Writer

There can be no real solutions to the problems of blacks around the world as long as one black man or woman does not have the right to full self-determination, said Dr. C. Eric Lincoln during a speech last night at UK's Seay Auditorium.

Lincoln, professor of religion, philosophy, and sociology at Fisk University, delivered the key note speech of the black symposium sponsored by the Patterson School of Diplomacy. He said that real world peace will always be endangered as long as there are blacks in the world who are not free.

"SO LONG as one black man is not free, no black man is free," he said.

The historical instances of malevolent use of white power, worldwide and particularly in Africa, have made it difficult for the colored peoples of the world to bring their demands to the international decision-making arena. "The inclusion of South Africa and the exclusion of the People's Republic of China from the society of civilized nations was from the first a curious, if not to say an arrogant, display of white power.

The contributions of the Chinese people to world civilization have been great, and whatever the crime for which they were excluded from the group of responsible nations of the world surely must have been dwarfed by the monstrous grossness of South Africa," he said.

LINCOLN ADDED that the assurance that the United States would continue to uphold nations practicing racist policies was no longer viable. "The United States will not continue in the role of cat's paw for the continued exploitation of the black peoples who have had their lives or their labor stolen," he said.

"The United States no longer has a stake in racial exploitation at home. It is unreasonable to assume that the United States will continue to jeopardize its leadership and influence in the world in the interest of protecting a loser," he said.

World power must be reallocated to assure that power does not follow racial or color lines if the world is to achieve real growth and peace, according to Lincoln.

"IF THIS IS to truly be a technicolor world, then let the world take notice that the power and the glory by which the nations of the world are recognized must

never again find itself distributed along lines of race or color," he said. "The black people of Africa and the blacks who form the African Diaspora in black America desire to be among those who make the responsible decisions concerning their destiny and the world community at large."

Lincoln said that if power is not to follow a racial or color mold, then color or race must first be removed as sociological and diplomatic indicators.

"Color is a most improbable evidence for measuring any of the important qualities or capabilities of human beings. However in the west, and I fear increasingly in other places, it (color) continues to be the first index of classification and separation and alienation."

UNTIL RACE and color are removed as matters of importance in inter-personal and inter-group relationships, there can be little headway toward solving more significant problems, according to Lincoln.

"It is only when the primary problem of color is settled that secondary issues like nationality, political identification, religion seem to be considered in their true

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Kernel staff photo by Chuck Shafer

Dr. C. Eric Lincoln, professor of religion, philosophy and sociology at Fisk University, spoke in the Seay Auditorium Monday night as part of a black symposium sponsored by the Patterson School of Diplomacy.



Kernel staff photo by Brian Harrigan

## Caught in a jam

Kevin Grevey (35) and Bob Guyette put the squeeze to Danny Beard, a guard for Athletes in Action, as the three go after a loose ball during action last night in Memorial Col-

iseum. The Cats won 103-65 and will remain at home to play their first regular season game Saturday night against Northwestern.

## Moloney wants legislative action on public employe's bargaining

By MIKE CUNNINGHAM  
Kernel Staff Writer

The Kentucky legislature must do something about collective bargaining for public employes, State Sen. Michael Moloney said last week.

Moloney, who chairs a special subcommittee on collective bargaining for public employes, said he anticipates hearings will begin on the subject in mid-December.

"MY CONCERN is this —there has been great dissatisfaction here in Fayette County during recent months," said Moloney, state senator for the 13th district.

"The government has done absolutely nothing to solve the problems of this community since April of this year when the ordinance gutting the minimum wage for firemen was passed," said Moloney. "That gave firemen the unifying force they wanted. The confrontation started then, it's going on now, and it will continue until some legislative solution is reached," said Moloney.

MOLONEY REFERRED to the struggle between the Lexington firefighters union and the Urban County Government which culminated in a strike in September.

The seven-member special committee, appointed by Lt. Gov. Julian Carroll, is composed of persons from seven legislative committees with possible jurisdiction over collective bargaining for public employes.

THE LABOR and Industry committee is considered by many business groups to be stacked with pro-labor legislators, said Moloney, and all bills it issues are

automatically opposed by business. So Moloney said he didn't want the collective bargaining hearings conducted by that committee.

A collective bargaining for public employes bill was recommended by the Labor and Industry committee during the 1974 General Assembly, but wasn't passed.

"There were enough votes on the floor at one point for passage, but the bill was still in committee," said Moloney.

HE SAID the legislators had only a periphery understanding of the bill and were glad to see it die.

Continued on page 8

## UK professors losing money on program

By LYN HACKER  
Kernel Staff Writer

Professors who have invested in the College Retirement Equity Fund (CREF) and who are retiring soon or have already retired are facing an unexpected loss in investment returns, according to Dr. Michael Adelstein, a UK English professor.

According to the Chronicle on Higher Education, CREF was established about 22 years ago to enable college faculty, administrators and employes to "take advantage of the nation's economic growth by investing part of their retirement funds in the stock market."

Continued on page 8

## Broad form deed legitimizes destruction

The infamous broad form deed has long legitimized the destruction of mineral-rich Kentucky land. At least it can be said that its power is applied blindly. Even Carl Perkins is feeling its sting.

The surface of U.S. Congressman Perkins' 86-acre farm in Hindman is being damaged like so many other Eastern Kentucky farms have been when gas and coal companies, who own the mineral rights, take the minerals and do not repair the land.

The sad thing is that it rarely comes to the public's attention until the damage hits a public figure. It's not so disturbing that the ravaging of land is happening to Perkins specifically, but that the land has been and continues to be harmed to reap the minerals.

Under a broad form deed the mineral rights to land are owned separately from the surface rights, usually by coal and gas companies, and



VITO

the surface owner is neither compensated for damages nor paid royalties from the minerals extracted.

A bill presented in the Kentucky House of Representatives during the 1974 General Assembly would have benefitted surface owners like Perkins but was defeated.

The bill would have amended KRS 381.430 to read: "Whenever the owner of mineral rights receives a royalty, or any other form of payment, from the production, sale, or lease of coal or other minerals lying beneath a tract of land covered by a broad form deed, the surface owner of such tract shall

share equally in any royalty or payments made to the mineral owners."

Another bill dealing with broad form deeds, but restricted to strip mining, was passed by the 1974 General Assembly and is scheduled to go into effect Jan. 1, but is now before the courts. This law would

require strip mining permit applications to be accompanied by a statement of the surface landowner's consent for mining.

The new law does give some protection to surface landowners where strip mining is concerned, but does not require consent from surface landowners if other minerals are taken by either deep mining or drilling.

All the land that has been stripped prior to Jan. 1 is water (soil?) over the dam, but hopefully requiring the surface owner's consent to strip mine will help reduce the destruction.

However, for Perkins and a vast amount of other landowners, destruction of their land will continue unless legislation is passed which requires the surface owner's consent for extraction of all minerals.

Maybe Carl Perkins could be persuaded to lead the fight for such legislation.

## Arms limitation: Feather in Ford's astrakhan

President Gerald Ford has returned triumphantly to the United States from summit talks with Soviet leader Leonid Brezhnev. The feather in Ford's astrakhan is, of course, his verbal agreement with Brezhnev to put a limit on the two countries' production of strategic nuclear weapons.

The two leaders issued a statement saying they are "convinced that a long-term agreement on this question would be a significant contribution to improving relations between the U.S. and the U.S.S.R., to reducing the danger of war and enhancing world peace."

Ron Nessen, presidential press secretary, called it "one of the most significant agreements since World War II."

There is no disputing the significance of any agreement which takes as long a time to reach and produces as much news copy as this one has, but it is an overstatement to say it "enhances world peace."

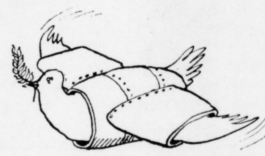
Under the terms of the agreement, as detailed so far, each country would approximately maintain its present nuclear capability, though there may be some reduction of arms by both in order to create a balance.

The agreement limits the total number of nuclear weapons deployed

by either country, but apparently does not restrict the destructive potential of each weapon. That may not matter too much since each country already has the capability of destroying the other several times over.

The real importance of this accord is in the economic realm. If the expected Strategic Arms Limitation Talks (SALT) treaty materializes, it should cut military spending by a sizeable amount.

Ford and Brezhnev have indicated that they are willing to stem the tide of ever-increasing military power. There is no reason for them to stop there.



Niculae Asciv

The logic behind nuclear weapon limitations is that no country needs to be any stronger militarily than another. Hopefully the nuclear powers will follow that logic to its obvious conclusion: that the potential to destroy one another is totally unnecessary.

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SHE WAS WEARING A "WIN" BUTTON  
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SHE SERVED ME A PLATE OF GOLD BULLETS.



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SHE TOOK ME OUT BACK TO HER "WIN" GARDEN.



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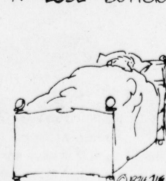


"DON'T ASK FOR A RAISE, COLLECT CAUS, GLASS AND NEWSPAPERS. LOOK FOR BARAINS. WHIP INFLATION NOW" SHE SAID.

I THREW UP MY BULLETS AND WENT HOME.



TOMORROW I BUY A "LOSE" BUTTON



### Letters

#### Better ramps

I would like to thank those members of the physical plant staff who made the speedy job on the new curb rampings possible. I, as well as many others, appreciate the great improvements which better facilitate the mobility of wheel chair-bound students and others who use these ramps.

They are much more attractive than the older ones which were a hazard to those who walk and a chore to manipulate from a wheel chair.

Admittedly, some of the ramps are still a little steep but their usefulness has been increased tremendously. Now all one has to worry about is on coming bikes! Thanks again for a job well done.

Vickie Burkhead  
 Social Work senior

## Waste disposal plant design to be presented next week

The preliminary design for a \$15 million solid waste disposal plant for Lexington will be presented to the Urban-County Solid Waste Advisory Commission next week, said Orville Stewart, mechanical engineering professor and chairman of the commission's Energy Plant Design Committee.

The plant will convert garbage into steam that will be sold to private enterprises, said Stewart. The tentative for the plant is on Mercer Road, near Trane Company and Wiches Lumber.

THE LEXINGTON city government accepted the concept of a solid waste disposal plant a year ago, said Stewart. A feasibility study was completed and Consulting Engineers Proctor, Davis and Ray were contracted by the Urban-County government to design the plant.

"These plants are still in the development stage," said Stewart. "There are many in Europe and several scattered around the United States."

Two boiler units will convert the Urban-County's 700 tons of waste per day into 120,000 pounds

of steam, said Virgil Proctor, original owner of Proctor, Davis and Ray.

ALTERNATIVES FOR waste disposal are to burn, bury or shred into compost the waste, said Stewart. Lexington's garbage is now buried in a landfill on the Old Frankfort Pike, he said.

The plant design will go before the Urban-County Council if it is accepted by the Solid Waste Advisory commission. If accepted, bids for building contracts will be available in spring.

A completion date of late 1976 has been set for the plant.

## Cafeterias experiencing inflation-related problems

By DONNA ANDREWS  
Special to the Kernel

University of Kentucky cafeterias are feeling the squeeze of inflation, says Allen Rieman, director of food services.

He cites skyrocketing food costs as the major factor, but says student thefts of food, silverware and dishes coupled with the fact that students are missing fewer meals than they have in the past are also contributing to the problem.

THEORETICALLY, FROZEN and canned goods along with staples such as flour, sugar and spaghetti are purchased once a year through a price contract secured by the State Purchasing Agency in Frankfort.

Usually, between six and 12 bids are received and evaluated on the basis of quality and price. A one-year contract is then awarded to the company offering the lowest-price acceptable product.

However, two years ago, due to rising costs, companies began asking for price increases culminating in the present situation where no company will guarantee a price for more than 30 days.

SUGAR, WHICH sold for \$17 for a hundred pounds last year, went up to \$39.20 in July and has since increased to \$52.80.

Aggravating the problem of rapid price increase is the fact that rates for meal tickets are determined one year in advance. Last fall, price increases were projected to be around 12 per cent however, Rieman says it seems

now that it will be closer to 18 per cent.

Since the cafeterias are completely self-supporting, the money must come out of the budget. Normally, the food costs represent 38-40 per cent of the budget, but this year, food costs are running between 43 per cent and 45 per cent.

OF THE 4,823 students on meal plans at the University, about 80 per cent are on a two-meal plan. In September, 1972, the average student missed 32 per cent of his meals. This year students are only missing 26 per cent of their meals.

Missed meals are figured into the budget and decrease the cost of meal tickets. With students missing fewer meals, food costs are increasing.

Rieman said because the cost of eating out has risen, students are making the most of their meal tickets.

Another factor compounding the problem is that many students attempt to carry food out of the cafeterias, Rieman said. A month ago a student at Donovan Cafeteria was caught carrying out 15 slices of ice cream, two jars of chocolate milk and one jar of white.

RIEMAN SAID "students think they are ripping off the system when actually they are ripping off themselves."

Students also steal glasses, bowls, silverware, and salad plates. During the month of September, 100 dozen water glasses disappeared.

A dozen glasses cost \$2.50, "if you can get them," says Martha Myer, assistant director. Paper and plastic shortages have diminished glassware stocks and made glasses hard to obtain.

In order to make ends meet, the cafeteria has been forced to make menu changes, cut down on portion sizes and seconds, and begin changing some of its policies, Rieman said.

Although the entrees served this year are identical to those served last year, the policy of serving seconds of some sandwiches and of hamburgers has been changed. Instead of automatically receiving two sandwiches, the student is asked to take only one sandwich at a time and to return for seconds.

MAJOR MENU changes have occurred in the dessert category due to the high cost of sugar, he said.

Traditionally, two baked desserts along with pudding, ice cream, fruit and jello were served. Now, only one baked dessert along with only three of the traditional four are served at lunch and dinner, he explained.

This year, for the first time, employees are limited on the amount of food they may consume at their free meals. They are allowed an entree and four other choices of soup, salads, vegetables, and desserts, Rieman said.

"It used to be a fun job," said Rieman, referring to his job as director, "but this year it is going to be very tight and very close."

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## Operation Hitchhike to create jobs for rural communities

By DAVID PERRY  
Kernel Staff Writer

Operation Hitchhike, designed to create jobs in rural communities, has led to a revitalization and strengthening of six rural counties in the Lake Cumberland area: Adair, Clinton, McCreary, Russell, Taylor and Wayne.

A joint venture of the Bureau of Manpower Services and the Cooperative Extension Service of the University of Kentucky College of Agriculture, the program serves to provide information and technical services to residents and employers, where a relatively limited program had been available.

"The project name refers to a hitchhike or addition to a rural manpower development program previously in existence," said Dr.

Paul Warner, extension sociologist working on project evaluation.

"The area has traditionally been one of outmigration and dependent upon agriculture and the clothing industry, employing principally women," said Warner. Manpower Services provides technical services, information on specific training programs and contact with employers and state offices of assistance.

"Really positive in terms of low income families is work by the county extension agents in preparing for potential employment, people not already in the job market," said Warner.

In Taylor County, the extension agent in home economics organized a program to encourage women employees, who

have been outside the employment stream.

"Encouraging them in general skills as to how to get into the job market, she went into areas of personal grooming, conducting job interviews and filing job applications," Warner explained.

In 1972, the first year of the program, 294 persons were placed in jobs in the four original counties. Placement number now totals 1,703 for a six-county area. Two new counties were added this summer, totaling eight, a result of the program's success.

"On a cost-benefit ratio, per person placed on the job, the program is a tremendous success," Warner said. "More difficult to measure but a part of the objectives of this program is the provision of a service where it previously did not exist."

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Mini-concert review

Randy Newman, as performer, sings clever, hard-core satire

By RON MITCHELL  
Managing Editor

Mixing high-octane sarcasm with his coarse, nasal voice, Randy Newman's mini-concert performance Friday night poked irreverently at most established American institutions.

Newman's songs, performed before an audience of over 950 people in the Student Center Ballroom, seemed to reflect attitudes widely accepted nowadays; they were obviously appreciated by most of the enthusiastic concert-goers.

MOST OF Newman's lyrics lay in a political or humorous vein; and he managed to deliver them with a continuously grim expression glued to his face.

There were songs about corrupted politicians, polluted rivers, and several different states in the more than 30 numbers Newman performed during the two hour concert.

He also performed a song he characterized as "the lowest I personally can sink in rock and roll taste." It was about a frustrated Albanian bridegroom. Newman informed the audience that the song, entitled "Maybe That's Why I Love Her So," was

not only in the worst of taste, but was also pretty dull.

HE ALSO sang about a girl on a pier, named Linda. As the song progressed, Newman remarked that he found it hard to believe he wrote that particular number.

Newman delved into the political arena momentarily with a song entitled "The Kingfish," a take-off on a campaign speech Huey Long might have made years ago in Louisiana; and then "Let's Drop the Big One and See What Happens," about war bombings.

Newman's forte is obviously his satirical lyrics — not his delivery, which tends to the monotone. His piano playing also isn't flashy; it's the only instrument he uses during the entire performance.

MUCH TO his credit, Newman doesn't seem obsessed with himself as many performers with similar abilities often are.

He deliberately mixed his songs, singing a fast tune and following it with a slower number. "You have to have a fast one and then a slow one," he said.

Among the better songs he performed were a lively, updated version of "My Old Kentucky

Home" and a really nice rendition of Three Dog Night's "Mama Told Me Not To Come." I liked his version better than the original.

Newman, who has already released four albums, is definitely a top-notch performer. With a little luck, and some exposure, he should make a go of concert performing.

UK Theatre's 'At Random' play showing tonight

UK Theatre's "At Random" series will present the drama "Live Spelled Backwards" today in the Lab Theatre in the Fine Arts Building. The play will be performed twice, at 4 p.m. and again at 10 p.m.

Calendar in error

Due to a make-up error, the times listed for the Reader's Theatre in the Student Center Board Calendar were listed incorrectly. The calendar should have read that the production will be held in the President's Room in the Student Center, today from 2-3:15 p.m.



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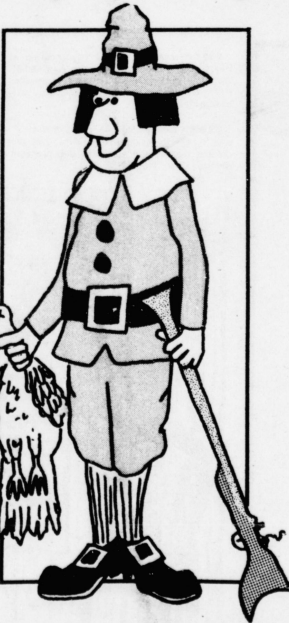
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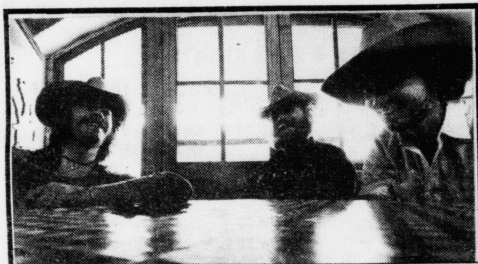
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## sports

# Swimming team easily defeats Wright State in season opener

By JOHN VOGEL  
Kernel Staff Writer

Chances are Wright State coach Lee Dexter wished he had never made that telephone call to Lexington earlier this fall.

The call, made to UK swim coach Wynn Paul, suggested a matchup between Paul's squad and Dexter's.

**THOUGH PAUL** had his schedule already set for this year, he consented to meet the Raiders this past Saturday at the Memorial Coliseum pool, opening the UK swim season.

Well, to make a short story shorter, Wright State swept first place in all but 12 events. (There are 13 events to a program.)

In fact, the Raiders would probably not have won the 50 yard freestyle if Paul had not entered two swimmers who had never swam that event before.

**THE FINAL SCORE** Saturday afternoon was UK 66, Wright State 40. If Paul had counted events in which the Cats swam only exhibition (no points), the final score would have been a pride-shattering, ego-smashing 100-6 defeat for the Raiders.

John Denison, Dave Cornell, Walt Wilson, Bob Wohl, Loren McCoy and Todd Garr, all freshmen, "stole the show," so to speak.

**DENISON** won the 200 yard individual medley and the 500 yard freestyle events. In the 500 yard freestyle, Denison set a new pool, UK varsity and UK dual meet record. (Not bad for his first collegiate meet.)

Cornell, who won the 1,000 yard freestyle, broke the pool and UK dual meet records, also.

Wilson won the 100 yard freestyle and Wohl took first place in the 200 yard butterfly. McCoy swam on the winning 400 yard medley relay team.

All Garr did then was to take top honors in the one and three meter diving events.

**THE** diving competition, except for Garr and senior Randy Clark who finished second in both events, did not provide much quality diving.

Junior Steve Stockdale won his speciality, the 200 yard backstroke with sophomore Marc Lewis taking second.

Sophomore Pat Dwyer won the 200 yard breaststroke and junior Mark Morris won the 200 yard freestyle.

The women's swim team also chalked up its first dual meet victory of the year at Wright State's expense, 66-51. UK's dynamic duo, Kendall Kessinger and Jeannie Henderson, kept the Lady Cats ahead throughout the afternoon.

Henderson won the 50 yard backstroke and swam on the 200 yard freestyle relay team which set a new varsity record.

**KESSINGER WON** two individual events, the 100 yard freestyle and 200 yard freestyle.

Other key performers for the women's team Saturday include Jill Reelings' crucial win in the 100 yard butterfly to extend the team's lead to 38-31. At the time the Wright State women's team was only behind 32-28.



Kernel staff photo by Jay Crawford

Freshman Jim Montaine, of the UK Wrestling team, loosens up during a recent practice session. The Cats open their season tonight at 7:30 against Morehead in Memorial Coliseum.

## memos

**PSYCH. MAJORS** - monthly meeting of PSI CHI will be both business and social. We'd like to see you all before the semester ends. Monday, Dec. 2nd, 4:00. Rm. 216, Kastle Hall. 26D2

**BROWN BAG SEMINAR** - Bring your own lunch to Kastle Hall, Rm. 216, and discuss Gestalt therapy with Bob Harmon. Monday, Dec. 2nd., 12:30. 26D2

**FREE UNIVERSITY WILL** have a coordinators' meeting in SC 119 at 7:00 Tuesday, Nov. 26. Everyone interested is invited to attend. 25N26

**UK THEATRE** An "At Random" series of plays. **LIVE SPELLED BACKWARDS**. UK Lab Theatre, Fine Arts Building, Rose St. Curiains: 4 p.m. and 10 p.m. No admission charge. 22N26

**INTER-VARSITY CHRISTIAN FELLOWSHIP** will meet at 7:00 p.m. on Tuesday Nov. 26, S.C. 107. You are welcome to attend. 22N26

**KEN FALTZ**, alto saxophone. Senior recital. Guignol Theatre, Nov. 26, 5:30 PM. 25N26

**L.T.C. LIVING THRU CHRIST** workshop will meet Tuesday, Nov. 26 at 6:30 - 8:30 p.m. in CB 319. Bring your date or mate. 22N26

**RALPH NADER TYPE GROUP** - Kentucky Student Public Interest Research Group (KYSPIRG) - meeting, Tuesday, November 26, 1974, Rm. 113, Student Center. All students welcome. 22N26

**SEMINAR BY PAUL GROBSTEIN**, Physiology Professor, University of Chicago, "The Role of Sensory Experience in the Development of the Mammalian Visual System" 3:30 p.m. Tuesday, November 26, 211 Funkhouser. 22N26

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## Bits'n'pieces

# Nuzum in all-star games

UK football coach Fran Curci said yesterday that senior center Rick Nuzum will play in two post season all-star games.

Nuzum will first play in the 50th annual East-West game on Dec. 28 in San Francisco and from there will go to play in the Hulu Bowl on Jan. 4 in Honolulu.

"HE'LL BE representing Kentucky," said Curci. "There's only 29 people on each team in the East-West game, so that's pretty much an honor in itself."

Nuzum is the first UK player to be invited to a bowl this year, but Curci added, "There's going to be some others to play in bowls, but nothing definite has been said yet."

### Good finish

The UK cross country team finished 16th in the NCAA Cross Country Championships held yesterday at Indiana University in Bloomington.

Kentucky was paced by sophomore Jim Buell, who finished 29th.

OREGON WON the championship meet by topping favored Western Kentucky by a score of 77-110. Still, Western's Nick Rose took individual honors.

### Cats win

The Kentucky Wildcats completed their final pre-season warmup last night as they defeated the Athletes in Action's

east basketball squad 103-65 in Memorial Coliseum.

Freshman Mike Phillips led the Cats in scoring with 18 as freshman Jack Givens came off the bench to chip in 16 and senior Kevin Grevey collected 15.

HEAD COACH Joe Hall said he was pleased with the team's defense, the performance of the young players and also with the adjustments made in the early part of the game following a few minutes of offensive confusion.

The Cats will open their regular season play Saturday night at 7:30 against Northwestern in the Coliseum. If Hall sticks with the same starting five as last night it will be Mike Phillips (center), Kevin Grevey (forward), Bob Guyette (forward), Jimmy Dan Conner (guard) and Mike Flynn (guard).

### Trotters

Leslie Selden and David Wheeler won their respective divisions of the annual Turkey Trot held last Thursday afternoon against an estimated 150 participants at the Seaton Center Fields.

Selden won the one mile women's championship race with a time of 6:01. Ann Einspanier, of Tri Delt, came in second.



LESLIE SELDEN

Winning women's turkey trot

WHEELER WON the two mile men's division race with a time of 10:17. John Thelin, Jim Bell and Larry Bell finished second, third and fourth respectively.

### SAE takes title

SAE defeated Ozone 20 - 0 Thursday night at the Seaton Center fields to capture the all-campus intramural flag football championship.

Drew Skogman led the SAE attack as he threw three touchdown passes, two to Dodie George and one to Jack Townshend.

SAE had gotten to the finals by defeating Haggin C-2 25-7 and Ozone had advanced to the finals by ousting Supersnakes from the tournament by a score of 19-13.

SAE will now represent UK in the UK-UL Annual Intramural Flag Football Championship.

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**NOTICE PROVIDED IN ACCORDANCE WITH PUBLIC LAW 93-380**  
This notice is provided pursuant to the "Family Educational Rights and Privacy Act of 1974" which requires that students be informed of the rights accorded them under the law.

**A. Provisions of Federal Law for the Review of Records by students**

- The institution may not have a policy which denies, or which effectively prevents, students from exercising the right to inspect and review any and all "official records, files, and data directly related to" the student. The terms "official records, files, and data" are defined as including, but not limited to:
  - material incorporated in each student's cumulative record folder and intended for either internal or external use
  - identifying data
  - academic work completed
  - level of achievement (grades, standardized achievement test scores)
  - attendance data
  - scores on standardized intelligence, aptitude, and psychological tests
  - interest inventory results
  - health data
  - family background information
  - teacher or counselor ratings and observations
  - verified reports of serious or recurrent behavior patterns
- Procedures are to be established by the institution for granting the required access to the records within a reasonable period of time, but in no event may the time from request to the granting of access exceed 45 days.
- The institution must provide an opportunity for the student to obtain a hearing to challenge the content of the record on the ground that it is:
  - inaccurate
  - misleading
  - "otherwise in violation of the privacy or other rights of students"
- The institution is required to inform its students of the rights accorded them by the law.

**B. Provisions of Federal Law Restricting Release of Student Records**

- The institution or organization must not have a policy or practice of releasing records of students without written consent of the student except:
  - to other local educational officials, including teachers or local educational agencies who have legitimate educational interest;
  - to officials of other schools or school systems in which the student intends to enroll, upon the condition that the student be notified of the transfer and receive a copy of the record if desired, and have an opportunity to challenge the contents of the record; or
  - to authorized representatives of the Comptroller General of the U.S., the Secretary of HEW, or an administrative head of an education agency, in connection with an audit or evaluation of federally supported programs.
- The institution or organization must not have a policy or practice of furnishing personal school records to anyone other than described above unless:
  - written consent of the student is secured, specifying the records to be released, the reasons for the release, identifying the recipient of the records, and furnishing copies of the materials to be released to the student; or
  - the information is furnished in compliance with a judicial order or pursuant to a subpoena, upon condition that the student is notified of all such orders or subpoenas in advance of compliance therewith.

A complete copy of the legislation is available for information purposes in the office of University Legal Counsel, Room 2 Administration Building.

## Professor tells symposium all blacks must be free

Continued from page 1  
true perspective. In many local communities color is often the determining factor for whom one may marry, where one may live or go to church or how one may earn a living. Color is too often a factor in international relations as well," he said.  
Lincoln credited students and faculty in many black universities in the United States with planting the seeds which nurtured the founding of the free nations of Africa.

common bonds has been borne by the African Diaspora in the United States," he said.  
Lincoln said that Africa was the logical focal point for a true development of black awareness and pride. He said, "If blackness is to gain universal respect, ability, a logical place for beginning is Africa. It is important but it is not enough for black Americans to insist on the teaching of black studies and the black experience in American schools."  
"It is far more important for our friends in Africa to add comprehensive programs in African studies and black American studies to their curriculum. It is Africa, not America, which is the ultimate nexus of the black experience."

"THE BLACK PEOPLE of the United States, Caribbean and South America are naturally of African descent and share a common heritage with the blacks of Africa. Yet, so far the responsibility of identifying these

matter during times of recession," Adelstein said.  
"This is not to minimize the fact. For some it is the only source of income besides social security. For some it is less money then they would have expected and for some it is much less," he said.  
Each professor made the individual choice to deal in the more speculative retirement venture, he said.  
"Usually it has paid off very well," he said.

## Professors losing money on retirement program

Continued from page 1  
**HOWEVER, DUE** to the economic condition of the country, the benefits paid to retired professors and others have been cut 17 per cent, the article said.  
Under ordinary circumstances, the investments would appreciate at nine per cent. "Instead of the money growing, it has been almost cut in half," Adelstein said.  
He said he didn't know if any UK professors were registering complaints but said there are probably a lot more regrets.

FEW PEOPLE realized the stock market would drop down even like this. The market is just down tremendously," he said.  
College and university employees are not required to take part in the fund and can invest in CREF under several different options.  
CREF has a sister institution, the Teacher Insurance and Annuity Association of America, which offers guaranteed, fixed-level pension benefits.  
Most of TIAA's investments are in mortgages, real estate and bonds. It has been doing well and earned a net return of over 7 per cent on its 1973 investments, according to the article.

**TIAA BENEFITS** are based on the amount professors and their employers pay into the fund. Added to this is the professors' TIAA earnings throughout the years.  
CREF benefits are based on the number of shares of stock professors accumulate. CREF invests a certain amount of money per paycheck in stocks and doesn't speculate extensively on rises and falls.  
TIAA benefit checks remain constant while CREF benefit checks can fluctuate according to the market level.  
"THOSE WHO retired in the last few years and those retiring this year are the only ones who feel it (the investment loss). It need not be a permanent one. Hopefully it's just a temporary

## Moloney calls for legislation

Continued from page 1  
**THREE THOUSAND** letters have been sent to potential participants, Moloney said, adding that all who testify will have to deliver their remarks to the committee ten days in advance, so the committee will have the ability to check facts beforehand.  
Moloney said the 1973 hearing on collective bargaining for public employees revolved into a shouting match five minutes after they were begun.  
Moloney stressed the importance of having input from all groups of state and local government employees, as well as the opinions of the government employees.

**THOUGHT SHOULD** be given to establishing a permanent arbitrator position in the state budget office, he said.  
"Employee groups have got to be involved in the budgetary process," Moloney said.  
He said "total exchange of information" should be mandated, and that arbitration sessions might be open to the public.  
He also said he wanted to end the hearings in October and that a report would be issued after the November, 1975 elections.

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