

# KENTUCKY Kernel

**WEATHER** T-storms today, high 75. Rain tonight, low 63. Windy with morning showers tomorrow, high 69.  
**FORK IT** The Kentucky Kernel's annual Golden Fork awards are in, see who got forked, See Perspectives, page 2.



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## President likes goal, not means

By Brian Dunn  
Staff Writer

UK wants to be a top 20 research school. Gov. Paul Patton wants UK to be a top 20 research school. But UK's president and the governor have different ideas about how to get there. "In principle, I suppose you could say the governor's plan is a sound one," UK President Charles Wethington said. Wethington said he likes Patton's initiative and admits "a plan is an excellent idea and is needed." Nonetheless, Wethington does not support Patton's plan because it proposes to separate 13 of 14 community colleges from UK and put them under the jurisdiction of the state. Wethington said he thinks UK can achieve top 20 status under its own plan. "I am absolutely convinced the vast majori-

ty of the students, staff and faculty (of community colleges) want to be a part of the University of Kentucky," he said. Wethington gives another reason for not stripping the community colleges from UK: It must fulfill its role as a land grant university. "UK must deliver instruction, research and service all throughout the Commonwealth," he said. "I'm convinced the community colleges fit in well with that land grant mission. (Removing the community colleges) is a serious threat to the university," he said. It would limit UK's mission to deliver research, instruction and service to the state, he said. "Stripping away of the ties that bind us to the communities all through the commonwealth would not be of the best interest of the people of the state," he said. UK will soon be entering a new strategic

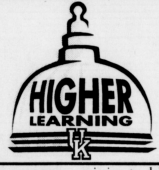
plan. It is in the last year of the previous five-year strategic plan, said David Watt, vice chancellor of academic affairs. UK already has created a "snapshot" of what a top 20 research school looks like and what it needs to do to reach that status. Along with five other administrators, Fitzgerald Bramwell, vice president of Research and Graduate Studies, used statistics such as faculty size and research funding of the top 20 private and public research schools in the country to determine the characteristics of a top 20 institute. Because the latest numbers are from fiscal year 1995, the committee projected numbers to fiscal year 1997 dollars. The committee found that a top 20 research school averaged 2,500 university-based faculty. UK has about 1,800. Also, the committee estimated that the 20th ranked school on the public and private listing, University of Illinois-Urbana, would spend about \$280 million on research during the 1997 fiscal year. UK, in fiscal year 1995, spent \$112 million.

## Wethington made career out of UK

By Brian Dunn  
Staff Writer

Charles Turner Wethington Jr. has spent almost his entire professional career at UK. Ever since UK hired him as an educational psychology instructor in 1965, Wethington has been associated with the University. "It's hard to talk about a time that I've not been a part of higher education in Kentucky," he said. After a year as an instructor, Wethington moved up to director of the Maysville Community College. For the next 22 years, he

would hold an administrative position within UK's Community College System. From 1982 to 1988, Wethington was chancellor for the Community College System. In 1990 he became president of UK. "My personal career has allowed me to be a part of the University of Kentucky and to get to know the people throughout the commonwealth," he said. "I know and understand the University." Wethington, who grew up near Merrimac, Ky., where there is no



See HIGHER on 3

See WETHINGTON on 3

## Panelists clear up speak out

By Gary Wall  
Assistant News Editor  
and Jeff Vinson  
Managing Editor

Race relations defined the 1995-96 school year, but until this spring no issue stirred as many emotions on campus as sexuality — specifically homosexuality. University Senate Chair Jan Schach and former Contemporary Affairs Chair Craig Dylan Wyatt on April 9 announced the postponement of the April 16 UK Speaks Out session on sexuality because "key campus organization and other individual faculty members" chose not to serve on the panel, according to a press release. During the next two weeks finger pointing, name calling and other sophomoric gestures via the Kernel editorial page and press releases ensued. But the real issue may be is UK ready to talk about homosexuality? Discussing sexuality, especially homosexuality "is a real problem" at UK, Schach said yesterday in an interview. "Homosexuality has been a taboo subject." Schach and Wyatt had worked all year assembling panels on race, religion and censorship with little problems. For the sexuality discussion Schach asked several faculty members, including philosophy professors Joan Callahan and Susan Bordo and psychology professor Greg Smith to serve on the panel. Callahan declined to serve. Bordo accepted at first, but then declined. Wyatt asked journalism sophomore and Kentucky Kernel columnist Ben Rich and members of UK Lambda, the gay, lesbian organization, to serve on the panel. Initially, they both accepted. But a week before the event was to occur, members of UK Lambda decided not to participate in the Speak Out session because of Rich and his views on homosexuality. "I personally would not have (served with Rich on the panel)," said former UK Lambda president Matt Solberg. "I had problems with the panel that was set up." Wyatt said he asked Rich because of his outspoken views on homosexuality. He said he interpreted Rich's columns as a writing persona. "I saw his goal as getting people fired up," Wyatt said. Schach anticipated Rich's impact on the panel and met once with Rich and separately with Wyatt to discuss the situation. She said panelists were concerned with the composition of the sexuality panel when compared with the makeup of previous panels. Despite such concerns, Wyatt said he had no intention of removing Rich from the panel. "I was always calm with the decision." UK Lambda's decision not to serve on the panel because of the inclusion of Rich led some "key members" of the panel to decide not to serve. According to the press release, "Without such representation, constructive discussion of the subject of sexuality would not be possible." "Never once was there finger-pointing" by organizers of UK Speaks Out, Schach said. Wyatt was calm, but Bordo who initially accepted to serve on the panel backed out. "I don't think these things should operate like talk shows," Bordo said. "I wasn't imagining that I would be participating in a polarizing debate when I accepted." Callahan declined to serve as well, citing Rich's "gay

See SPEAKS on 3



### Who done it?

A full cast presents a live radio mystery at WUKY-FM radio last night. The drama was written by Kerry Rayn, fine arts student, for his independent study project. His story centered around Rod Broze, private eye, who solves the mystery of who "bumped off" the weather girl.

## Board to get budgets

By Kathy Reding  
News Editor

Budgets for all three sectors of the university for the next year will come before the Board of Trustees June 10. Elisabeth Zinser, chancellor for the Lexington Campus, said most of the sector's budget is unchanged from the levels needed to compensate for the \$640,000 tuition shortfall and the \$2,382,394 recurring and nonrecurring fund reallocation. As far as influences of this year's budget changes on next year and the next budget, Zinser said it is too early for predictions because enrollment and retention figures are not certain. The \$640,000 shortfall in tuition revenue resulted from a drop in enrollment from the total of the fall 1995 and spring 1996 semesters compared with the total from fall 1996 and spring 1997. According to UK's planning and budget office, the total number of students at UK fell by 470 in this time period. Nonresident enrollment accounted for most of the decrease with a drop of 326 students. Students in that category pay three times the tuition as resident students. Joan McCauley of the budget office said nearly all of the decrease is accounted for in the Lexington Campus. Information circulated on a World Wide

Web page, <http://www.geocities.com/Capitol-Hill/7933/real.htm>, suggested a budget shortfall of only \$237,480. Zinser and Lexington Campus budget officer Jim Chapman said the enrollment and tuition drop in that calculation was based on comparing semester to semester, not year totals. "We're taking one whole year's picture and comparing it to another whole year's picture instead of just comparing a snapshot in the fall with a snapshot in the fall," Zinser said. "People get confused and think we haven't changed with just fall because they don't see the drop from fall to spring." Zinser said the lack of money in the campus reserve also contributed to reallocation needs. The amount has dropped 51 percent in the past nine years. "Generally speaking reserves, which are not slush funds at all, are really the uncertainties of life so you build in some flexibility, and we're down to too little flexibility," she said. She said the reserves fell because of past decisions to put money out in the colleges. The \$100,000 added to reserves influenced some reallocations. "We're doing more than we really have resources to do," Zinser said. "We've forced some discipline on some people here." She said the reallocations done reflect the

**Inside**  
Graduate students explore unionization. See story, page 9.

See BUDGET on 9

### NEWSbytes

#### CAMPUS Strouse named asst. Center director

Rhonda Strouse has been named the associate director of the Student Center and associate director of Students Activities, John Herbst, director of the Student Center, said yesterday. Strouse was the assistant director of Students Activities. She assumed her new position yesterday. Strouse was also director of the Emerging Leader Institute. "I know that we will all work effectively in taking the Student Center to a new level of success in serving the University of Kentucky," Herbst said.

#### Police have suspect in Keeneland fire

Police and fire investigators have a suspect in the Saturday fire that destroyed the door to a resident room in Keeneland Hall and caused the two residents to move. UK Police Chief W.H. McComas said police have determined a suspect in the fire but have not made an arrest yet. He said investigators have also determined a motive for the fire. McComas said that is all the information he can reveal at this time. Since the fire, security in the residence hall has been increased to put residents at ease. The extra security measures will continue through next week. Compiled from staff reports.

# PERSPECTIVES

# Golden Fork

Years ago, as the legend goes, an embittered Kernel editor came back to the office, burt and insulted. A prominent campus figure bad unfairly barangued the young reporter for an offense the reporter did not commit. It was at that point and in the heat and sweat and tension that the young editor vowed revenge. From those feelings of scorn, the Golden Forks were born. As a testament to that young reporter, we take it upon ourselves to strike back with venomous pleasure at those who have wronged us — the mighty Fourth Estate.



▼ Charles Speak of the Year — "I think we have the best basketball coach in the country, I think it would serve us well if we had the best basketball arena in the country."

▼ The "Those are my community colleges — I called them first" award goes to President Wethington and Gov. Paul Patton for carrying on like 3-year-olds over the governance of the community colleges. Remember guys — dueling is still illegal in Kentucky.

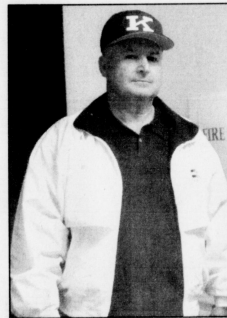
▼ The "I'm oblivious to the campus" award goes to Charles Wethington for not noticing when TAs staged a protest by posting black balloons all along Maxwell Place's fence.



Coach Mattox

▼ The "Hit the Road, Jill" award goes to UK women's basketball coach Bernadette Mattox, who did her best to send every member of her team packing. Unfortunately, a few of them managed to stick around. Better luck next year, Bernadette.

▼ The "Call a spade a spade" award goes to the Residence Hall Association for not wanting to admit residence halls are really dorms.



▼ The "Work day ends at 2 p.m." award goes to outgoing Police Chief Wilson Herbert McComas for leaving the office early every afternoon.

▼ Also for Chief McComas is the "There is no first amendment" award. At the South Carolina basketball game, he instructed another officer to remove a student's sign that said, "Commentator Billy Packer sucks."

▼ While we're at it, commentator Billy Packer does suck.

▼ The "Inclusiveness Award" goes to Vice Chancellor for Minority Affairs Lauretta Byars. While speaking at a UK Lambda meeting in October told the members, "We didn't realize the Inclusive Learning Community failed to be inclusive until the fall."

▼ The "Prognosticator of the year" award goes to football coach Hal Mumme for not having a Super Bowl pick. Apparently he didn't have time to analyze the teams. Maybe Mumme should have asked for some football advice from Charles T. who picked the winner, Green Bay.

▼ The "We don't care who knows" award goes to the UK Alumni Association for not notifying professors who were nominated for the Great Teacher Awards.



▼ The "Whoops I dropped it" award goes to the construction company that dropped the crane onto Kennedy's Book Store giving the establishment a new skylight.



▼ The "I'll call my daddy if I don't get my way" award. Carrie Sterling Wilder calling in reinforcements when she was disqualified as a Homecoming Queen candidate and threatened to sue the Student Activities Board. (Wilder was reinstated and won.)



▼ The "I don't know where all the money went" award. Chancellor Elisabeth Zinser forgetting to carry the one on the budget shortfall. Back to Math 109 for you.



▼ "Da Bomb" award goes to the Jewell Hall staff for mistaking a VCR box for a bomb and evacuating the hall for several hours while the bomb squad traveled an hour to get to Lexington to dispose of the extremely dangerous VCR.

▼ The "Inspector Gadget" award goes to University spokesman Ralph Derickson for always being on top of a crisis with a cigar in one hand and a notebook and cell phone close by.

▼ In the ongoing saga of plus/minus grading the "I'm just a bill" award goes to the University Senate and senate Chairwoman Jan Schach for not knowing whether a vote on plus/minus taken by the senate was a ballot, a poll or just a waste of time.

▼ The "if you ever build it, they might come" award goes to the parking office for finishing the new parking garage about four months late.

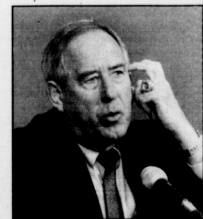


▼ The "Thank you for perpetuating negative Kentucky stereotypes" award goes to Ashley Judd for not showering or changing clothes during the entire NCAA tournament.

▼ The "March Hare" award goes to newly-elected SGA President Melanie Cruz for being "late, late for a very important date."



▼ The "Heterohater" award goes to UK Lambda for backing out of the UK Speak Out Session and issuing a press release calling Ben Rich a "homohater."



▼ To the athletic department for taking away student tickets, and for wondering why students don't go to games. Does the word nosebleed mean anything to you, C.M.?

▼ The "Police report of the year" award: "Complainant advised that the listed suspect was in a vehicle and had the door open so that one could see he was wearing nothing but cowboy boots. The subject was also fondling himself." Be careful in that Virginia Avenue parking lot.

▼ The "I have no life" award goes to the unknown Wildcat arsonists who plagued numerous residence halls by setting doors and paper on fire and pulling fire alarms.

▼ The "Best ride outside of Kentucky Kingdom" award. The elevators in Patterson Office Tower, which always make a trip up them worth the price of a sandwich at Intermezzo.

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| Jill Fucillo     | Heather Shanks   |
| Amy Hollrah      | Sarah Walstrom   |
| Kim Howard       | Kelly Walters    |
| Missy McCorkle   | Carrie Wilder    |
| Jennifer Miller  | Amanda Williams  |

**Churchill home to wide variety**

By Jay G. Tate  
Weekend Sports Editor

LOUISVILLE — There's a beautiful swirl of dirt as Kentucky Derby hopeful Free House moves through the barns toward his stall after an 8 a.m. workout on the main track. The early morning sunlight illuminates the dead sand, which contrasts with Free House's light gray coat.

Indeed, nowhere in this sports Pangea is there such beautiful contrast — the richest of owners and the most modest of exercise riders. Horses from big-name tracks and their counterparts from Anonymity Downs. Aged veteran trainers and the youngsters just happy to be here.

Among the legion of first-time Derby personnel stands Gary Capuano, trainer of second-favorite Captain Bodgit. He lumbers reluctantly toward the media who stand near his barn waiting to digest his insight into the muddled race picture. It's a reticence born not out of spite, but rather of the inexperience of someone being subjected to the Derby hubbub for the first time.

"This isn't a two-horse race," first-time Derby trainer Capuano says of assertions that Pulpit and his Captain Bodgit are the class of this year's field.

"First, second, or even third wouldn't even be a bad way to go."

Toward the far end of the backside in Barn 42 stands a thin man in a black Louisville Slugger sweatshirt.

Next to him is Shamy Davis, one of the trainer's two Derby contenders, who is getting his morning bath. As Nick Zito chats with reporters, Shamy peers in with seemingly human inquisition.

He's talking about a subject painfully familiar to sports fans. Throughout horse racing, many owners spend exorbitant amounts of money on horses and aren't prepared to let them mature properly.

Instead, they want any colt or filly even close to Derby caliber in the gate the first Saturday in May. "They all want to race them as two-year-olds," Nick Zito says with a New York accent that makes his close association with UK head coach Rick Pitino seem no serendipitous affair.

"I tell (the horse owners), you have to be patient," he said. "A lot of (the horses) just aren't ready to race."

Across the way in Barn 33, veteran trainer Bob Baffert barks instructions to his rider, who is about to gallop Silver Charm a mile and a half. Baffert, a graduate of the University of Arizona who balanced basketball glory with a painful second-place loss in last year's Derby with Cavonnier, exhibits a different attitude.

"It's good for them to see a big-time star like you, Bob," a beat reporter says to Baffert as she escorts a tour group through the barn area.

"Oh," Baffert relents, "I'm not that big."

Far away from the backside and its overt confidence, nervousness runs rampant. In the announcer's box, atop the grandstand near the spires, stands a 28-year-old with the most famous voice in Keeneland Race Course history. Kurt Becker is preparing to call the first race at his new home — only one week prior to the biggest call of his life.

"Yeah, I've been getting uptight about it," Becker says of the pressure associated with the looming Derby call. "A fella was telling me the other day — he said that one year from now, there will be a whole new crop (of three-year-old horses) and it'll be a whole new race."

"That puts it in perspective." So a young track announcer takes over for the weathered veteran, Mike Battaglia, who had called races in Louisville since 1977.

Battaglia, whose subtle schtick included a brilliant "they're into the stretch" as the horses headed for home, was a mainstay at a track that rewards and cherishes mainstays.

"There was pressure at Keeneland, but this is harder," Becker says. "There's so much history here. People dream about working here. It's amazing."

It's still a few minutes before noon and the first day of Churchill Downs' spring meet is an hour away. But a majority of the track's life has already been lived.

It's a sport that's born in the morning, then won or lost in the afternoon.

**Track and field team looks for a push**

By Price Atkinson  
Staff Writer

It's time to get the ball rolling. For the UK track and field team, that time is now.

Only the two biggest meets of their season, Southeastern Conference and NCAA Outdoor championships, will be left on the Cats 1997 outdoor schedule after the National Invitational tomorrow in Bloomington, Ind.

The men's team lacks two things that are essential for the duo of meets at the end of the season.

"Somebody has to emerge as the leader and that really hasn't happened yet," said UK assistant coach Edrick Floreal. "I think this is going to be the weekend where the men as a team will really get it going."

What they need, Floreal said, is some momentum heading into the championships.

"We don't really have much momentum going right now," Floreal said. "Everybody

isn't really competing well right now and everybody's kind of looking around for people to compete well."

Floreal said it is "bound to happen," and he can see it coming.

"I think it's going to happen again, and I can see it going on slowly but surely," he said. "Guys are beginning to make a move to step up their game."

Fifth-year senior DeMarcus Lindsey agreed with Floreal's analysis and said the SECs is the time for the men's team to get.

"One of these meets we need to get it together," Lindsey said. "Hopefully that's going to be the meet."

The SEC championships, May 15-18, is one of, if not, the most competitive outdoor conference track and field meets in the country.

Lindsey, who redshirted last season because of injury and did not compete in the outdoors, is taking a different approach to the 1997 SEC meet.

"It's kind of different because I'm not where

I want to be, and I know you have to take it one day at a time," Lindsey said.

Lindsey finished second in the 100-meter dash at the SEC outdoors during his sophomore year, but he still is nursing an injury this season.

"I'm used to being up there and the only person that beat me was Tim (Harden)," he said.

Star sprinter Michelle Brown is nursing a quadriceps injury and is day-to-day right now. She likes the UK relays teams' chances at the SECs, though, but they will have to run super fast times to make it to the NCAA meet, June 4-7.

"I think we definitely have a chance to make it in," Brown said. "We're gonna have to run an automatic in the 4x400 to make it."

With key role-players hurt, getting healthy now is at the forefront of UK's championship plans.

"Trying to keep everybody healthy is going to be the .. hardest thing to do," Floreal said.

**Cats' recruits to add speed, strength**

By Price Atkinson  
Staff Writer

If rebuilding next year is the case, then the UK women's track and field team will have some new building blocks to get the job done.

And a strong group of newcomers they are.

So far, six female track and field athletes have signed with UK for next season. Five are state or national high school champions in their events and one is the Canadian junior champion.

"All of them coming in will probably be able to help us now," said UK assistant coach Edrick Floreal. "That's the exciting thing."

Leading the way will be No. 1 triple-jumper in the nation and Maryland state champion, Valerie Williams. She won the women's high school triple jump competition last weekend at the Penn Relays.

Williams will fill a hole UK has had in the triple jump event.

The third-best triple jump in the SEC this year is 42 feet, 7 inches, which ties her personal best. The top three jumpers this season are seniors, which opens a door to the top.

"She will come in probably finding herself the leading jumper in the SEC as a freshman and probably in the long jump as well," Floreal said.

Hazel Hanson-Monnie, a native of Port Moody, British Columbia, is the Canadian junior champion in two events: the 200- and 400-meter dashes.

Three quality hurdlers, Ola Sesay, Latasha Smith and Michelle Williams, will give UK depth in the hurdle events.

Sesay is the Maryland state champion in the 100-meter hurdles and ranked in the high school top 10 in the 100 and long jump. Smith is ranked in the top 10 nationally in the 300-meter hurdles and is the Hoosier state champion. Williams reigns as the Kentucky state champ in the 100 and 300 hurdles.

Floreal said the 300-meter hurdlers will help the relay teams as well as UK's hurdle performance.

"They are going to help the relays big time," Floreal said. "It's going to give us a lot more latitude in the running."

In the field, Heidi Quast, the 1997 Illinois indoor state champion in the shot put, is headed south to UK. Quast comes from an athletic background — her brother and father both played professional football in the NFL.

UK assistant coach John Kenneson who recruited Quast, said the Cats had a successful spring with recruiting.

"This is the best ever signing period for the women probably or close to it," Kenneson said.

**SPORTSbytes**

**Celtics continue wooing of Pitino**

UK head coach Rick Pitino said Thursday he would end all speculation about his job status by either jumping to the NBA or reaching a new deal with the Wildcats, probably sometime next week.

"If I am back next year, and I intend to be, it's going to be with a long-term contract," said Pitino, speaking in an on-the-course interview during a pro-am golf tournament.

Pitino denied published reports quoting unnamed sources as saying there was a 95 percent chance he was on the way out at UK, which lost to Arizona in the NCAA final this year.

What has become a yearly string of stories mentioning him as a candidate for NBA jobs is unfair

Gaston has not said that, and I haven't said that," Pitino said.

"I've never really looked at an offer. I don't know what all this is about."

Pitino has three years remaining on his contract at UK. At a news conference later Thursday, he said he might eschew an immediate extension in favor of signing a longer deal once his current agreement expires with the University.

Regardless, Pitino said he did not anticipate any difficulty in coming to terms with UK.

Pitino said one "casual conversation" with Celtics' special assistant Larry Bird had unexpectedly mushroomed into stories claiming he was on the way out at UK, which lost to Arizona in the NCAA final this year.

What has become a yearly string of stories mentioning him as a candidate for NBA jobs is unfair

to UK, its players and its fans, Pitino said.

"I've got to do one thing or the other, and it's going to be done next week," said Pitino, who first plans to attend Saturday's 123rd running of the Kentucky Derby.

"I've got to stop this once and for all."

**Men's golf headed for O-hi-o**

The UK men's golf team travels to Kent State this weekend to compete in the King Cobra/Kent Intercollegiate Tournament, Friday and Saturday.

The two-day, three-round tournament will be played at the par-70, 6,936-yard Windmill Lakes Golf Club in Ravenna, Ohio.

Senior Grover Justice captured a second-place finish last week at the Fossom Invitational and looks to lead the Wildcats this weekend.

Compiled from wire, staff reports.

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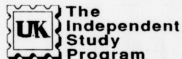
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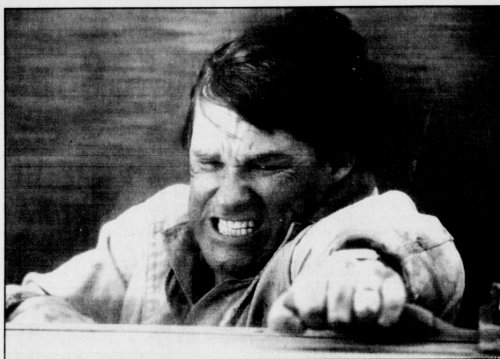
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## GETTIN' IT ON Indira Varma and Naveen Andrews above in 'Kama Sutra,' below Kurt Russell in 'Breakdown' and bottom Richard Lewis in 'Drunks.'

# Sex, drunks and car trouble



**Kama Sutra**  
Trimark Pictures  
★★★ (out of five)  
By Dan O'Neill  
Arts Editor

When going to see a film titled *Kama Sutra*, one might expect to see a highly erotic documentary exploring the book's history and numerous pretzel-like sexual positions it offers.

If, though, the expectations are of a more aesthetic nature — such as watching a visually sumptuous film (in a strictly cinematographic sense) with loose historical references to the actual book — the outcome may be a bit more satisfying.

Officially titled, *Kama Sutra: A Tale of Love*, the film tells the story of Maya, a beautiful servant of the royal court. She grows up with the snobby princess Tara, who exercises her class superiority whenever she feels inferior to Maya's sexuality.

In a crucial scene Tara, during her wedding, spits on Maya when her groom-to-be gives Maya a few too many "undressing with his eyes" kind of looks.

With revenge in mind, Maya sacrifices her virginity to Tara's new, serpentine-looking husband on the wedding night. When the locals find out, she is exiled from the village and declared a whore. She runs to a neighboring community where she ultimately learns from the *Kama Sutra* in her decision to become a courtesan. From there, a tale of the tragic

conflict between true love and sexual duty comes to form.

For all of its racy, taboo material, the film evolves into a fairly lightweight and predictable storyline, relying on style over substance.

Although the film bears the title of the coveted text, the book's actual story takes up only a small portion of the film. It seemed as if the title served as a better marketing strategy than a helpful addition to the story. With the flimsy 16th century hooker-with-a-heart-of-gold premise, the film was the equivalent of naming a film 'The Bible that stars the local church priest.'

Nonetheless, *Kama Sutra* had its moments. Even though most characters drew little sympathy, some scenes brought high levels of emotional tension. As a group, the cast gave fare performances with no one in particular standing out. Cinematographer Declan Quinn, who did the camera work for *Leaving Las Vegas*, acts as the true star of *Kama Sutra*.

He captures the colorful world of India's elaborate royalty while shooting delicate sex scenes with a serene subtlety. The embellished set provides some dazzling visuals, but its specific period details carried the quality of a made-for-TV movie.

On the whole, *Kama Sutra* is a good film technically, a decent film thematically and a poor film historically. Those elements combined concoct a surprisingly mediocre result.

**Drunks**  
BMG Independent Release  
★★★ 1/2  
By Josh Herr  
Staff Critic

An AA meeting seems like an ideal place for drama. You take several desperate people, with nothing in common save their misery, and stick them together in a room, force them to talk about their personal lives and watch what happens. It is this premise that *Drunks* takes and exploits, creating an interesting if not always entertaining film.

The film basically centers around Richard Lewis, as Jim. The stand-up comedian does a fair job at handling drama, as a recovering alcoholic of two years, who upon the death of his beloved wife, feels tempted to hop off the wagon. Eventually, he does return to alcohol and the rest of the film is spent watching him stagger from bar to bar. But that is not the real reason to watch the film.

What you are here to see are the monologues. As we meet each member of the AA meeting, they each get to deliver a lengthy monologue. Actor's love monologue, with their long exposition about characters and their chance to tell a deeply emotional story, filled with either laughter or tears. Never mind the fact that no one in real life speaks in monologues, actors love them. This is why this film has attracted so many great actors.

*Drunks* is almost a who's who of independent film. I kept waiting for Steve Buscemi to pop up somewhere. Some of the characters are stirring, particularly the always interesting Spalding Gray who delivers the most eroticized speech about the glories of beer, all the while swearing he isn't an alcoholic. Lewis' own speech is also impressive, though it is somewhat difficult to listen to.

But if the monologues are the film's strength, they can also be its weakness. Some of the characters are annoying, such as Parker Posey as a girl who desperately wants to be Janis Joplin. Others are overly melodramatic like Faye Dunaway (The queen of movies about alcoholism) who wrings her hands at warp speed as an alcoholic mother.

The film also betrays its stage roots. Aside of Lewis' wandering drunk act, the film takes place almost entirely in the basement of the church where the meeting takes place.

*Drunks* is certainly bleak in its graphic depiction of the horrors of alcoholism, but aside from the film's obvious Neo-realist aspirations so much of the movie feels contrived. The writing is excellent

and the acting is also mostly good, but it feels like acting and writing for the sake of showing off, rather than representing reality.

**Breakdown**  
Paramount Pictures  
★★★  
By Matt Mulcahey  
Staff Critic

Two of the worst human fairs are abandonment and being stranded in the middle of nowhere.

The new film *Breakdown* takes these fears and turns them into an intriguing premise.

While taking a cross-country trip across a southwest desert, a married couple's (Kurt Russell and Kathleen Quinlan) car breaks down. A seemingly helpful truck driver (J. T. Walsh) stops and offers a them a ride to place with a telephone. Quinlan goes with the trucker and disappears. Russell begins his frantic search.

The beginning of *Breakdown* shows the movie could've been a taut, suspense-filled thriller. The first few scenes resemble the Harrison Ford film *Frantic*, create a puzzling scenario. After this promising start, though, *Breakdown* does just that because of director Jonathan Mostow's implausible script.

Mostow takes a truly terrifying idea and destroys it with a hackneyed story line. Other than the first and last 10 minutes, Mostow's suspense/thriller lacks suspense. Mostow picks the least original solution of possible answers as to what happened to Russell's wife. He tries to combine the aspects of *Ransom* and the inbred, depraved rednecks in *Deliverance*, with uneven results.

Despite Mostow's poor script and shoddy direction, *Breakdown* is a decent movie for its kind. Several great action scenes and above-average acting make *Breakdown* stand out from standard action fare. The climactic finale in which Russell hangs from the hood of a semi that's dangling from a bridge is dazzling, as is a scene in which Russell drives his jeep into a river to escape a pursuer.

The presence of Russell and veteran character actor Walsh add some class to the often used plot. Working together for the fourth time (*Tequila Sunrise*, *Backdraft*, *Executive Decision*), Walsh and Russell rise above the material. Russell is always good and Walsh has played this type of bad-guy role so many times he could do it in his sleep.

*Breakdown* delivers action, but falls short on suspense. It's an agreeable time-passer, but this type of movie has been done before and better.

# DiVeRSions

## Man from another time plays on

By Brenna Reilly  
Editor in Chief

In a dark, smoky bar, a group of guys sit close to the stage and listen as a man in overalls picks a guitar and sings familiar country songs. Animal skins and fraternity paddles decorate the stage. Both tell how he got on the stage. From a cowboy in Oklahoma to a singer in a frat house, Larry Redmon has come a long way.

For exactly one year this week, Redmon has been playing at Dixie Tavern in South Hill Station. And to a packed house. At the club, which is coupled by High Rollers, lines sometimes stretch an hour long to see him play.

"On Thursdays we are the biggest (college club)," Redmon said. "There's guys with cowboy hats; there's guys with Izod shirts on, we get it all."

Redmon began playing in Lexington at a bar that is now McDonald's parking lot. He was paid \$15 and all the beer he could

drink each night he played. It was there 10 years ago that Redmon's country affair with UK students began.

"A lot of people I'd went to school with were going to school here and we got to know a lot of kids in the Ag College, AGR fraternity, KAs, Dels, and they've followed me ever since," Redmon said. But after playing the Spring Break scene in Key West for five years — and bars and fraternity houses even longer — Redmon left the Bluegrass for the beach.

"I'd sold my tractors, livestock and decided to move to Key West," said Redmon before J.D. McHargue, of High Rollers and the former Brewery, showed Redmon a space in South Hill Station vacated by Crazy Jacks.

"I wanted to get close to campus if I was going to stay here," Redmon said. He got his wish. "We tried it, it worked and I am still here."

One reason Redmon said young people flock to his bar is the

realistic quality of his music.

"I think that is why I get a lot of college students and young people coming to hear me play," Redmon said. "Credibility probably has a lot to do with it."

Redmon said he does not like today's country music because pop country lacks feeling and believability.

"Top 40 country is like '70s pop," Redmon said. "Except '70s pop had some well-written songs."

So while Redmon plays his brand of country to a packed house at Dixie, patrons will not hear his songs on local country stations.

"There are artists that I know of that are great writers that can't get any air play on the radio, because of the bubble gum crap on the radio, I don't think that is right either," Redmon said. "If Alanis Morissette did country they wouldn't play her and she is a hell of a writer."

Not getting airplay on "Today's New Country" K-93 or

"Young Country" 100-FM does not bother Redmon too much.

It kind of puts me in pretty good company because they don't play any Merle Haggard or Johnny Cash," Redmon said.

While Lexington radio ignores his music, his new CD *Man from Another Time* is heard in surrounding counties, especially in eastern Kentucky.

The latest CD compiles songs written by Redmon's favorite musicians.

"These are songs that I have always liked," Redmon said, "and you will never hear them on the radio."

Three of Redmon's original songs are on the album. Redmon considers one of them, "It Must Be Love" Top 40 country, but the song is also his least favorite on the album.

Redmon said he does not consider his radio-friendly song selling out.

"I did country the way I think country should be," he said.

## Critic's last wish: Send me hate mail

Writing movie reviews is pretty much my dream job.

Watching movies and telling people what I think and what they should think are two things I like to do anyway — so the novelty of being paid for it is more than enough for me to slog through the occasional bad movie, the debates with editors and the time spent typing at warp speed to make deadline.

Now, with the semester ending and my graduation looming on the horizon, I find myself writing my last column, and I realize that I never did get the one thing I really, really wanted.

I realize that there are those of you who are probably thinking, what more could he ask for? My job here at the Kernel has given me the opportunity to constantly plug my favorite band (The Posies, for those of you playing at home), to do some fun vanity projects proclaiming my love for *Star Wars* and "The X-Files," and to trash those in Hollywood who I believe deserve crucifixion (Kevin Costner, Joel Schumacher) and praise my heroes. What could I possibly want that I don't get?

Hate mail, I have tried all year long to get some really good hate mail.

Not the constant ping-ponging barrage of hate mail that members of the editorial depart-

ment receive on a daily basis, but rather the fleeting inflammatory anger of a few truly offended readers.

I'm not looking for a stalker here. I'm not even asking for threatening phone calls — just three lousy paragraphs telling me that I'm a reprehensible human being for which they will have to create a new level in hell in which I will be tormented with constant repeats of "The Partridge Family." Is that too much to ask?

Don't think I haven't tried. I have made flippant, tasteless remarks about the suicides of Ernest Hemingway and Kurt Cobain, but not one letter about my lack of respect for life or talents of these artists.

I filled my reviews with casual chauvinism praising the physical attributes and stating my sexual desire for certain Hollywood beauties (be thankful I never got to review a Kate Winslet film).

I didn't get even one letter from an offended feminist. I went so far as to question the most American of institutions, *JDM*, but no one cared.

I even wrote an article declaring pornography to be a divinely inspired constitutional right.

Come on, this is the Bible Belt, I was hoping to be burned in effigy in front of local churches or dragged in chains before the Women's

Studies department and forced to watch documentaries on genital mutilation among obscure African tribes. But the worst I got was a surreal letter informing me that I should take up bicycling.

What does it take to offend just one of you? Do I need to advocate the use of exotic farm animals for sex ed classes?

Should I start distributing crack to school children for kicks?

What if I started my own cult and demanded that I be worshiped as a god and threaten the campus with a plague of poison monkeys if you do not sacrifice virgins unto me, would that do the trick?

Or worse I could tell you that I think that basketball is an inane little game that gets far too much attention. I bet that would get me some hate mail.

But alas, the semester is drawing to a close and with it my career at the Kernel.

It appears as if my dream of one day inciting a riot will have to wait until my next level of education.

I guess I should have started earlier and tried a little harder. I just want to be persecuted, is that so wrong?

Kernel columnist Josh Herr is an English senior for another week; his views do not necessarily represent those of the Kentucky Kernel and never will.

Josh Herr  
Kernel columnist

### DIVERSIONSbytes

#### Tickets on sale for Riverbend

Tickets for the Aug. 7 Lilith Fair go on sale tomorrow at 10 a.m. Indigo Girls will headline the all-female-artist concert with help from Sarah McLachlan, Emmy Lou Harris, Jewel and Lisa Loeb. Saturday tickets are available for John Mellencamp's show on June 24 and 31's concert on Aug. 17.

The Smokin' Grooves tour returns to Riverbend this summer July 15 beginning 6 p.m. This year's lineup features Cypress Hill, Foxy Brown, Oukast, Erykah Badu, The Roots and George Clinton and his P-Funk All-Stars. Look for tickets to go on sale within the next few weeks.

#### Hollywood Summer Delays

Executives at major U.S. theater chains said they have been

officially warned by Paramount Pictures that James Cameron's megabudgeted *Titanic* could be pushed back to Thanksgiving.

The film, which has cost an estimated \$200 million, was scheduled to open July 2.

Playing God, Touchstone Pictures' David Duchovny starrer, has become the latest film to move out of the crowded summer marketplace.

The film is being moved from May 16 to the fall, even though

trailers and one-sheets are already touting the original date.

In other scheduling moves, 20th Century Fox's Howie Long-starring actioner *Firestorm* has moved from the fall to 1998; the studio's franchise continuation *Alien: Resurrection* is now targeting a November bow; and Paramount Pictures' *In and Out* will come out of the closet in the fall, moved from a previous mid-June debut.

Compiled from staff and wire reports.

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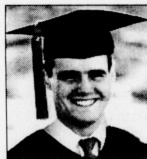


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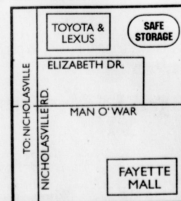
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Budgets

Zinser: Campus has to improve planning

From PAGE 1 need for the campus to do better planning so the strategic reallocations are done more often but on a smaller scale.

Speaks

Problems will not deter future panels

From PAGE 1 baiting, homophobic" remarks as a reason for not serving.

Classifieds

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# CAMPUS

## TAs explore fall unionizing

By Kathy Reding  
News Editor

This semester graduate students led a protest against the administration's budgetary decisions, which threatened to cut out teaching assistant positions. Next semester, they may have more of an organized force on campus if graduate students follow through on their plans to unionize. For now the students are still learning about the process and the unions available. "The first thing we're working on is educating ourselves," said Darlene Wilson, a history

graduate student whose specialty is labor history. She said the plans are only in the beginning stage as graduate students are studying different unions that exist to "see what they can do for you as a group" depending on how they are organized. Carol Gallaher, a geography graduate student, said a union would help graduate students become effective as a whole because actions by select students have little overall impact. "You have to fight all your battles on your own," she said. "There's no group that can fight for you."

Wilson said graduate students do not see themselves as different from other UK employees, but they lack the same benefits. "We don't see ourselves being that different from other employees at UK," Wilson said. She said state laws, however, have nothing in them that compels public employees to organize themselves, but they also do not prohibit it. Gallaher said because they are University employees, they should have health benefits. This would be a goal of the union, as well as looking out for academic interests of all students. "It was very clear with the

budget that what was in the interest of the students wasn't necessarily important to the administration," she said. Wilson said a group of graduate students will study unionization options during the summer. They also want to organize a hearing-style meeting on the topic. She said unions have begun at several universities during the past year, including the University of Iowa, Wisconsin and Illinois. "We'd like to build some solidarity, build common platforms of wisdom and learn from other states," Wilson said.

## Higher

### UK will convene fall Task Force of its own

From PAGE 1

The committee estimated UK would have to increase faculty by 640 and research funding by \$117 million. Bramwell warns these numbers do not necessarily mean UK is in trouble. UK ranks 45th in research spending for public universities and 66th for both public and private schools. That is ahead of such schools as Temple University, Florida State University and the University of California-Irvine. "This is a school not on its death bed," Bramwell said. "We are in the big time and moving. This is something we should be boasting about and rejoicing." From 1993 to 1995, UK jumped from 72nd to 66th on the list of public and private schools. In a letter from Wethington to

Patton, Wethington noted that a jump of even one spot was extremely difficult. "The governor's plan makes it appear a research university cannot have community colleges," Wethington wrote. "The University of Kentucky is a good research university now," he stated. "Given adequate funding, we can be that top 20 research university that we all would like to see." Wether cites another problem with the governor's plan. "They're asking us to come up with a plan overnight," he said. "The governor's plan wants the University to plan something when the University is beginning a new strategic plan," he said. "(Wethington) wants a well-constructed plan with input from faculty, staff and students." On April 30, Wethington sent a memo to faculty and staff detailing the appointment of a University Task Force to recommend strategic priorities for research and graduate education.



## Seniors design interior for lab

By Melanie Jackson  
Contributing Writer

UK is considering a new location for the Early Childhood Lab, but interior design students have their own ideas. Senior interior design students presented their plans for new facilities for the lab yesterday morning, plans that resulted from a semester-long project. The students were divided into teams, and the project was divided into four phases. During the first phase, students collected data by observing child care centers around Lexington, including the ECL. Students wanted to find solutions to the problems of the current location in Erikson Hall and drafted the floor plans in the second phase. In the third phase, the groups swapped floor plans with each other and then modified and improved the plans. "The most challenging part

was taking new plans and having others change your work," said Julien Aleksandres, an interior design senior. The details of the project were completed in the fourth phase, when students selected carpet, tile and upholstery for the center. The students used three scenarios for the project, which were actual proposals from UK for the lab. The first calls for UK to build a three-story addition to Erikson Hall; the second proposes the construction of a new location on South Campus; and the third proposes to renovate and add on to the Terrell building. Ann Dickson, associate professor of interior design, said she did not know if UK would consider using the students' plans. She said the goal of the project was to give students business-world experience and to help them learn to work in teams. "(The project) taught us to



CHECK IT OUT Yambee Nig, an interior design senior, explains a design project to her friend Evelyn Eoo.

work with a lot of people," said Katie Kosteci, an interior design senior. "It teaches us what it is really like (in the business world)." Aleksandres said working with groups of people was challenging. "It was interesting to see how people mesh or don't mesh," he said. Ruth Ann Crum, associate professor of family studies, said she and other professors looked

at the students' plans and gave feedback. Students had to consider the needs of the staff, children and parents when developing the plans. They also had to adhere to strict licensing standards. Crum said students also were asked to consider including items such as a separate project room for children. She said the students' plans were excellent and she would like to see the plans used by UK.

## Wethington

### President ascended the faculty ranks

From PAGE 1

longer a post office, said he understands the importance of the community colleges to UK and the state. "I have become so convinced over the years that community colleges have provided an opportunity to high school graduates in Kentucky," he said. "And that opportunity is an avenue to the University of Kentucky." Wethington said he has no problem with Gov. Paul Patton. Wethington said he is delighted Patton has declared himself "the education governor." "I much support the governor's initiative for higher education and

the commonwealth," he said. "We differ in the approach to get there." Wethington does not agree with Patton pulling the community college system from UK. "I am absolutely convinced the vast majority of the students, staff and faculty want to be a part of the University of Kentucky," he said. "I know how important (UK's community college system) is to these communities." "I am deeply committed to this University and making it the very best we can make it," he said. "My experience over the years has helped me to see what the people of this state want to see out of this University," he said. "And my association with this University is what is important to me." "Next to state government," he said, "the University of Kentucky has the most chance to do good for the people of Kentucky."



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- Features Ed. - The heart and soul of any newspaper. You are the person responsible for finding the stories that drive readership at the modern newspaper. Find the pulse of campus, its people and tell their stories. Journalism experience is recommended but not required.
- Design Ed. - Help enhance the look and feel of the Kernel. See your designs take shape in the tabloid form of the Summer months. Journalism experience required.
- Newswriter - The backbone of any great newspaper. You will be responsible for reporting on campus and community events that impact students at the University of Kentucky. No previous experience necessary.
- Sportswriter - Follow the Wildest sports teams through their off-season training and recruiting trails. Learn about sports from the inside, and learn how to look for the human side of the people in uniform for UK. No previous experience necessary.
- General - Don't know what you want to do, but know you want to write? This is the job for you. You will be trained as a general assignment reporter and serve as one of the more important parts of the Kernel machine. No previous experience necessary.

On a separate piece of paper, please answer the following:

What motivated you to apply at the Kentucky Kernel? What qualifications do you have that make you a good candidate? What is your vision for the Kentucky Kernel?

Please return the completed application form and all attached materials to 026 Grehan Building. You may be contacted for an interview.



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402 E. MAXWELL, 3 BR, 1 BA, 850+ utilities, WD hood, fireplace, AC, Avail. May 15 252-7657... ACADEMIC YEAR RENTAL attractive 3 bedroom house...

ACROSS FROM UKMC 1 BR basement level apartment... ACROSS FROM UKMC, 2 bedroom basement level... ACROSS FROM UKMC, 2 bedroom basement level...

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SUMMER SUBLEASE @ Limestone Square, 3 Available... SUMMER SUBLEASE 1 BR, near windows, AC, W/D furnished, near clinic... SUMMER SUBLEASE 2 BR 2 bdr for campus on University Ave...

SUMMER SUBLEASE, 4 bedroom, 2 full baths... SUMMER SUBLEASE, University Commons, \$175/mo... SUMMER TENANTS needed, Nice! house on Trans...

TATES CREEK 1, 2 & 3 bedroom available... TWO BEDROOM air conditioned, pool, laundry, student lease... WALK TO UK Studio, \$310 + electric, 1 BR \$340 + electric...

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CROSSWORD puzzle

ACROSS 1 Mop 5 Chicago 67 Garden tools 13 Showly life 15 Lennon's wife 16 Remember 17 Ear bone 18 Small amount 19 Unfriendly bacteria 20 - man 23 The's neighbor 24 Statistics 25 Knock 27 Bulk 30 Certain scientist 36 Shade tree 37 Holiday dinner item 38 Pastrami seller 39 Dressed 41 Omega's opposite 43 It's a long story 44 Singer Vikki - 45 Fair grade 46 Illuminated 47 Opposite 51 Talking bird 52 'The Flaven' author 53 Actor Cooper 55 Feel ill 58 Daring 64 Facial features 66 Uprour John - 69 Knight's letter 70 Angles' instruments 71 White 72 Casual shirt 73 Student's table 74 Flip through a book 75 Dwindle 76 Thomas - 77 Bulk 78 Covering 79 Hooded snakes item 80 Platoon 81 One and the other 82 Marmy sleeve opposite 83 It's a long story 84 Singer Vikki - 85 Fair grade 86 Illuminated 87 Opposite 88 Talking bird 89 'The Flaven' author 90 Actor Cooper 92 Feel ill 95 Daring

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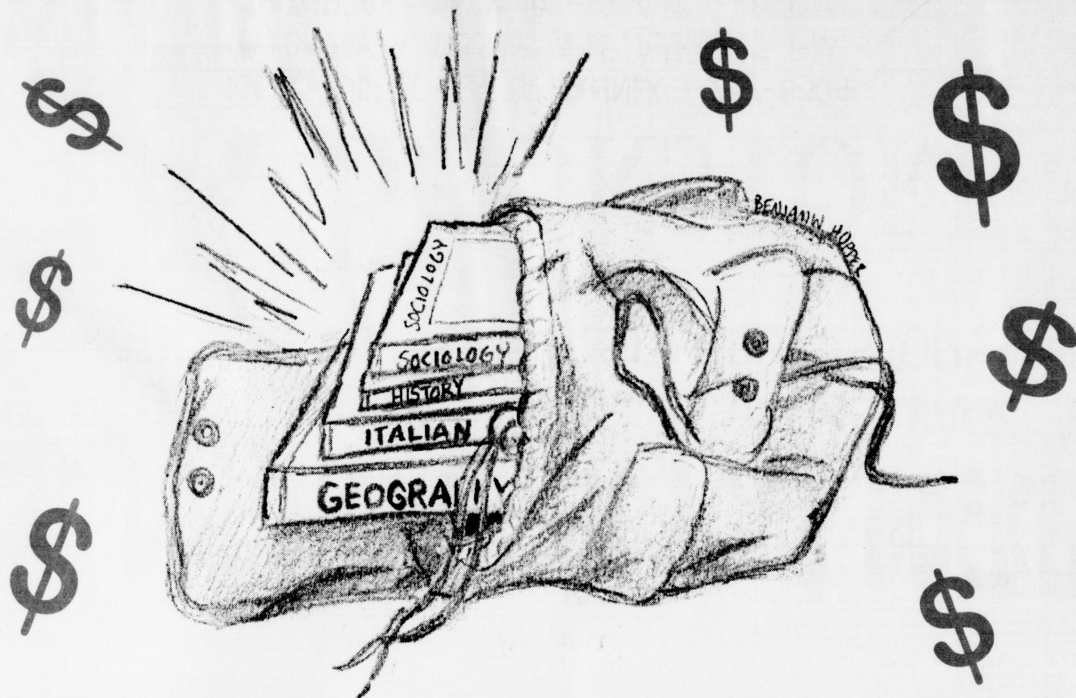
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THE COMMONS: MONDAY, MAY 5 - FRIDAY, MAY 9 FROM 9 A.M. - 4 P.M.

LCC AT. BUILDING: MONDAY, MAY 5 - FRIDAY, MAY 9 FROM 9 A.M. - 4 P.M.



is May 1997



**INCLUSIVE  
LEARNING  
COMMUNITY**



May 1997  
Page 1

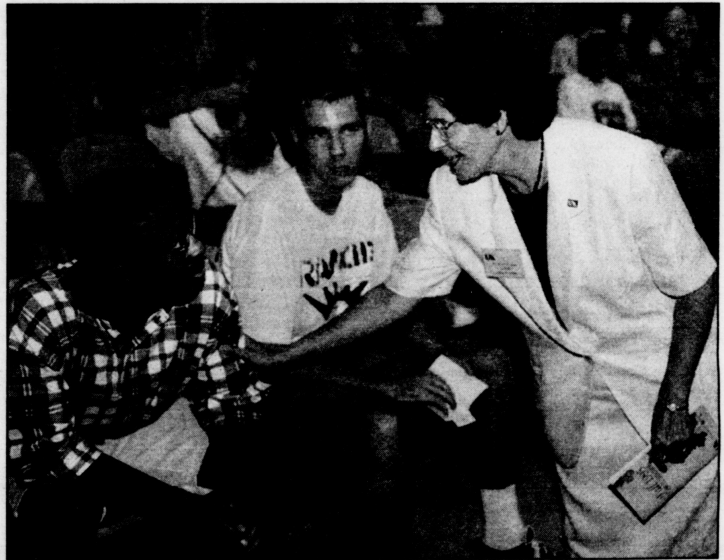
## Letter from Chancellor Zinser for the Inclusive Learning Community Annual Progress Report

Greetings from the University of Kentucky, Lexington Campus.

This is a sincere expression of both gratitude and invitation. I am pleased to present the first annual report about our inclusive learning community at the University of Kentucky, Lexington Campus. This report is a "snapshot" of progress, illustrated by some of the efforts, activities, and events that captured the spirit of our inclusive learning community this year. Through this document and our web page, we shall continue to communicate about activities and progress and invite the full engagement of the University and surrounding community in our endeavors.

Special thanks to Vice Chancellor Laurretta Byars and the Inclusive Learning Community team, as well as to colleges, departments, and individuals working throughout the year to create and advance this University as a place of diversity and enlightenment through inclusive learning.

Elisabeth A. Zinser, Chancellor, Lexington Campus  
University of Kentucky



Chancellor Zinser talks with students at a student orientation session in Memorial Coliseum. Photo by Tim Collins

## Fall Student Convocation 1996: A message from President Wethington



UK President Charles T. Wethington Jr. talks with students on the Lexington Campus. Photo by Ken Goad

Foremost among our responsibilities at this University is to assure that we have an Inclusive Learning Community. Trust and understanding can only be found in an environment where students, faculty and staff enjoy mutual respect, academic freedom and social responsibility. The University is committed to fostering an environment conducive to such ideals and behavior so that everyone in the University community may study and work without fear of ridicule, intolerance, abuse or personal safety. This is a university of character and high ideals and I ask every member of this community to embrace these ideals and act on them daily to support the rights of all others to discuss and disagree, learn and discover—freely and openly.

It is a matter of social justice. But it is also a matter of academic excellence, encouraging all to learn at their potential, often to learn much from the cultures of fellow students.

Charles T. Wethington Jr.  
President, University of Kentucky

## A summary of progress on the Lexington Campus

In the spring of 1996, the University of Kentucky affirmed its commitment to cultivating an inclusive learning environment through discussions among students, faculty, staff and administrators.

On April 3, 1996, President Charles T. Wethington Jr. issued a statement calling for leadership from all members of the University community in assuring the rights and dignity of each individual.

Many forums were presented, such as a seminar on "Building an Inclusive Learning Community," sponsored by faculty of the College of Agriculture; a rally sponsored by student leaders; and workshops on diversity by the Teaching and Learning Center.

To accelerate progress, an Inclusive Learning Community Team convened in the summer. It has expanded and worked throughout the academic year to plan, promote and communicate improvements in the learning climate for all individuals—an environment of equality, civility, academic freedom, security, and mutual

respect for the rights and responsibilities of all members of the learning community.

To develop beneficial relationships with other institutions at the forefront of inclusive learning, members of the team attended the 9th National Conference on Race and Ethnicity in Higher Education. Members also visited the Office for Social Justice at West Virginia University and invited the director and a dean to visit UK in September.

The Inclusive Learning Community team is pleased to sponsor this spotlight on UK progress as an Inclusive Learning Community.

### **The University of Kentucky Principles**

Drawing on a draft "creed" discussed in previous years, a modern statement of principles was drafted by Student Government Association President Alan Aja and Senate Council Chair Janice Cervelli Schach.

The initial draft (*The Kentuckian Creed*) was presented for comment to the

University Senate Council, the Student Government Association, the Student Government President's Roundtable, the Lexington Campus Deans Council, the Lexington Campus Staff Council, the Medical Center Academic Council, the Medical Center Student Affairs Committee, Community College System staff, and a number of student organizations.

Responses and ideas from these organizations led to some revisions, including a preamble and a title change to *University of Kentucky Principles*.

*The Principles* recently was endorsed formally by the Student Government Association. The University Senate and other groups will soon consider official endorsement of *The Principles*.

### **Creating a more inclusive learning environment in the classroom**

To enhance the inclusive learning community, President Wethington made his call for inclusive learning a prominent theme in all of his opening aca-

ademic year communications.

Information and discussions on diversity were themes during fall orientations for new students, faculty and teaching assistants. Individual colleges and departments also held discussions to promote inclusive learning environments within the classroom.

The Teaching and Learning Center offered sessions for faculty to exchange knowledge about research and classroom practices creating a more inclusive classroom. Among the many topics about diverse students and ways to engage all of them in creative and active learning were "The Three C's of White Students' Racial Attitudes: Content, Cause, and Change" and "Controversial Topics in the Classroom."

A resource packet of articles describing ways to combat the "chilly climate" for women and minorities in the classroom was developed.

Please see PROGRESS on page 3



*Photo by Tim Collins*

Attending a recent meeting of the Inclusive Learning Community team are, from left: Derrick Ramsey, director of community relations and development, Lexington Campus; Alan Solomon, American Council on Education Fellow in the Lexington Campus chancellor's office; Tamikia Dumas, training specialist, Human Resources Development; Darren Bilberry, academic counselor, CATS program; Laurreta Byars, vice chancellor for minority affairs; David Stockham, dean of students, Office of Student Affairs; James Chapman, vice chancellor for public relations and outreach; Elizabeth Zinser, chancellor of the Lexington Campus; Linda Worley, director of the Teaching and Learning Center; DeVone Holt, information specialist in the Office of Public Relations; Janice Schach, chair, University Senate Council; Lou Swift, associate vice chancellor for Academic Affairs and dean of undergraduate studies; Ralph Derickson, director of public affairs for the Lexington Campus; and Victor Hazard, associate dean, Dean of Students Office.

## Principles of inclusive learning

The University of Kentucky Principles have been collectively created by students, faculty and staff as ideals to strive for in order to reach a more inclusive campus environment.

It is not intended for purposes of enforcement or to be exclusionary of any race, ethnic background, religion, or culture.

Individuals are encouraged to use

these principles as a learning tool in a process of personal growth and development.

One who reads these principles is encouraged to adopt them as one sees fit

and to continually explore one's own interpretation of them, thus collectively working for the betterment of the University as a whole.



*Photo by Tim Collins*  
UK's Teaching and Learning Center helps faculty members incorporate principles of inclusive learning in their classrooms.

As a member of the University of Kentucky community,  
I will strive to promote:

### Lifelong Learning

• Academic Excellence and Personal Integrity

• Individual Responsibility and Self Empowerment

• Freedom of Thought and Speech

• Mutual Respect and Collective Responsibility

• Cultural Diversity and Human Dignity

• Teamwork and Shared Decision-Making

• Physical Accessibility and Personal Safety

• Environmental Stewardship



*Photo by Tim Collins*  
Mary Jane Hitt, director of the Office of Social Justice at West Virginia University, visited UK last fall to discuss inclusive learning issues.



*Photo by Tim Collins*  
A recent graduate enjoys commencement ceremonies at UK.

## A summary of progress on the Lexington Campus

From page 2

### Fostering Inclusive Learning through curriculum change

Dean Lou Swift provided leadership in the Undergraduate Studies Program (USP) Committee discussions of diversity and cross-cultural studies in the general education curriculum. Among the considerations were

- (1) replacing part of the cross-disciplinary component with a course on diversity in American culture, and
- (2) expanding the definition of "cross-cultural" in the current USP cross-cultural requirement to include matters such as gender, race and class.

The USP Committee decided to foster developments in curricula that expand student understanding of gender in society, "western" and "non-western" thought and civilizations, and other advancements toward learning through genuine and intellectual consideration of

diverse voices, cultures, races and nations.

Discussion continues about replacing the cross-disciplinary requirement with a course in American diversity and about which courses might be matched with an American diversity course.

Other curriculum developments are illustrated by the approval of two new courses in American Culture, the approval of the Judaic Studies program and the enhancement of UK 101 and 201. The UK 101-201 program now

- (1) devotes two class sessions (one the previous year) to diversity and cross-cultural learning.
- (2) provides UK 101-201 faculty supplemental training opportunities and materials and invites them to the inclusive learning workshops of the Teaching and Learning Center.
- (3) supplies a new teaching guide to help faculty facilitate discussion of diversity in the classroom, and

(4) encourages faculty to lead discussions on diversity beyond the two required diversity sessions of UK 101-201.

### Enhanced campus opportunities promoting diversity and inclusiveness

Ongoing curricular and extra-curricular activities and events during the 1996-97 academic year emphasized the further development of inclusive learning as a University priority.

Student organizations, academic departments and central units provided many valuable programs for the University-wide educational environment. Some also involved the Lexington community. There were hundreds of events that contributed to this aspiration. They were advertised broadly through the events calendar of the *Kernel*, the *communi-K* and Dean Swift's monthly bulletin to faculty. Events can only be illustrated here:

- The first Student Leadership Retreat,

attended by 50 students, which emphasized ways student leaders could promote an inclusive learning community;

- The first African-American convocation;
- Guest speakers such as Mary Jane Hitt (executive officer of the West Virginia University Office of Social Justice), Lani Guinier ("Reframing the Affirmative Action Debate"), and Linda Brown Thompson and Cheryl Brown Henderson (Brown vs. Board of Education);
- The Cultural Diversity Festival, which included a lecture by Anthony Cohen ("The Legacy of the Underground Railroad") and a performance by the National Traditional Orchestra of China;
- Participation in a Multimedia Campus Diversity Summit by satellite with more than 200 other campuses;
- The campus showing of pertinent

Please see SUMMARY, page 5



# University of Kentucky racial harassment policy

## A guide for faculty, staff and students

.....  
**"...The University will...  
 promote the concept that  
 all members of the Univer-  
 sity are colleagues, equal  
 as persons and important  
 in their contribution to the  
 community."**

### UK Strategic Plan

.....

#### Definition of racial harassment

No individual or identifiable group of persons shall, on the basis of race, color or national origin, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination in employment or a University course, program, or activity. Racial harassment is a form of race discrimination that includes:

Different treatment without a legitimate, nondiscriminatory reason on the basis of race, color, or national origin in the context of employment, participation in a University course, program or activity which interferes with or limits the ability of an individual or identifiable group to participate in or benefit from privileges provided by the University;

Creation of a hostile environment on the basis of race, color, or national origin that is sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual or identifiable group to participate in or benefit from privileges provided by the University.

#### Conduct

The University of Kentucky is committed to creating and maintaining a community in which students, faculty, staff and guests work together in an atmosphere free of all forms of harassment, exploitation or intimidation.

Racial harassment is usually more than an isolated incident of racial hostility or casual racial comment. In determining whether alleged conduct consti-

To: Members of the University Community

The University of Kentucky is committed to creating and maintaining an educational community in which students, faculty, staff and guests associate in an atmosphere free from all forms of harassment, exploitation, or intimidation.

Racial harassment as well as other forms of race discrimination may substantially interfere with the University's educational mission or with an individual's educational or career development opportunities.

It is the responsibility of each of us to prevent racial harassment and to respond appropriately to such behavior when it occurs. Racial harassment by any member of the University community violates state and federal law as well as University policy and will not be tolerated.

This brochure defines the University's policy on racial harassment and describes various mechanisms which may be used if incidents of racial harassment occur on our campus.

Sincerely,

Charles T. Wethington, Jr.  
 President

tutes racial harassment, the record as a whole will be considered, as well as the totality of the circumstances. This means that the nature of the alleged conduct and the context in which the alleged conduct occurred will be examined and evaluated to determine whether the totality of circumstances of the harassment created a racially hostile and/or offensive campus environment.

Racial harassment is a form of discrimination on the basis of race, color, or national origin and may include, but is not limited to, many different types of action such as:

**Verbal Harassment**—name calling, verbal abuse, epithets, derogatory comments, threats, slurs, unwelcome remarks, or innuendoes in attributing an individual's personal conduct, habit or lifestyle to his/her racial or ethnic affiliation, or taunting about a person's race, color or national origin. Also, racist or derogatory or offensive posters, pictures

or other materials, cartoons, drawings, graffiti, such as degrading or insulting words, messages or slogans, written, drawn or displayed on University property.

**Physical Harassment**—assault, impeding or blocking movement, and any physical interference with normal work or academic participation, the production or distribution of hate literature, vandalism, intimidation, or being excluded because of one's race or ethnic background.

#### Prohibited acts

Every member of the University community is prohibited from:

- engaging in racial harassment;
- retaliating against a complainant or any individual who participates in an investigation; and
- making intentionally false accusations.

#### Counseling

The effects of racial harassment differ greatly from one individual to the next. The University of Kentucky Counseling Center provides support to students who have experienced the effects of racial harassment, and the REFER Program is available to all University faculty and staff.

**What if you are racially harassed**  
 It is your right to pursue an

education or to perform a job in an environment free from racial harassment. If you feel that you have experienced or witnessed this type of interference, seek assistance within the University promptly. Many offices are established to provide assistance in dealing with these violations. Penalties for harassers range from reprimand to probation to termination of the harasser's association with the University.

#### Here are other suggestions:

Talk to someone you trust about the problem. You need not feel as if you have provoked this action or that you must face the situation alone.

Keep a written record of dates, times, places, witnesses, discussions and specific actions for each occurrence. Subtle harassment is better defined in this manner, as opposed to a blatant act.

Make it clear to the harasser that the behavior is offensive and will not be tolerated.

Do not delay informing others of such inappropriate behavior.

#### Help is available

If you feel you have been harassed or discriminated against, there are several places on campus you can go for information, clarification or assistance.

Seek help from your dean, department chair, director, faculty, residence hall adviser or greek adviser.

The staff in the Offices of Minority Affairs in each sector of the University are available to assist you.

Feel free to contact one of the following: vice chancellor for Minority Affairs, Lexington Campus; director of Minority Affairs, Medical Center; or the director of Minority Affairs, Community College System.

You may also seek help from staff, supervisors or other administrative offices on campus, such as Human Resource Services, Counseling and Testing Center, Office of International Affairs or the Martin Luther King Jr. Cultural Center.

Each dean, director, department chair and administrative or supervisory head of an operational unit is responsible for the dissemination and implementation of University policy.

Representatives from one of the offices listed to the left are available to advise administrators or handle both formal and informal complaints.

### Who to call

Title	Location	Telephone
Academic Ombud	109 Bradley Hall	257-3737
Affirmative Action	8 Admin. Building	257-8927
Dean of Students	513 Patterson Office Tower	257-3754
For Community College students	Dean of Student Affairs	or equivalent.

.....  
**Racial harassment is a violation of  
 the Civil Rights Act of 1964. Racial  
 harassment is prohibited and illegal.**  
 .....





## Background and mission statement

### Definition of the Inclusive Learning Community

The UK Inclusive Learning Community fosters learning in a climate of equality, civility, academic freedom, safety and mutual respect for the rights and responsibilities of all members. It reflects the ideals of democracy and world citizenship and is rooted in the multiple contexts and realities that define our world—past, present and future.

### Mission

The UK Inclusive Learning Community promotes and rewards scholarship, collegial dialogue, shared responsibility, equitable access to University opportunities and cooperative learning among all of its members—women and men of diverse heritage, abilities, personal identities, intellectual interests, experiences and aspirations. It inspires and supports learning in all aspects of University life.

As the Commonwealth's research, land-grant university, UK aspires to lead in the area of full inclusion. Therefore, the University attracts, retains and promotes diverse faculty, staff and students. It expects of its new and continuing members a strong commitment to the ideals of excellence through inclusive learning and inquiry.

The benefits of the University of Kentucky's Inclusive Learning Community accrue to the individual and each program and group that participates actively. Because the citizens of Kentucky and our nation are so diverse, the University can achieve its mission with excellence by becoming a microcosm of its ideals for the state and larger society. Most central among those ideals is genuine intellectual capacity to appreciate diversity and to learn inclusively.

Academic excellence draws on the multiple perspectives represented throughout the University—in its people



Photo by Chris Dorst

International students bring different educational and cultural perspectives to the classroom at UK. Here, a Chinese student talks with an Iraqi woman at the Office of International Affairs. Many international students who earn degrees at UK return to their native countries and become leaders, says Carolyn Holmes, foreign student adviser.

and in its curricula, its organizations and its scholarship. The University of Kentucky depends on individual members committed to advancing the highest levels of academic excellence, scholarship, intellectual creativity and leadership.

Changes in our social, economic, technological, and cultural environments demand new, more inclusive approaches to learning, discovering, integrating and applying knowledge.

The Inclusive Learning Community turns on commitment among members as individuals and between the institution and its members. That covenant is the steadfast exercise of interdependent rights

and responsibilities for achieving genuine inclusive learning in the intellectual, cultural and social life of the University.

### Background

The University of Kentucky has emerged from its past as race and gender exclusive into a present reality that links diversity and excellence in its teaching, research and service commitments. The University has achieved progress in the diversity of its students, faculty, staff and administrators due to the leadership of President Charles T. Wethington Jr. and the many creative and energetic efforts of the community colleges, the Medical

Center and the 11 colleges and many services of the Lexington Campus.

To accelerate its progress, the University of Kentucky has set a high priority on overcoming prejudice and discrimination, engaging minorities and women more fully in the affairs of the institution, and learning from and within a more diverse University community.

During the spring of 1996, a number of events and achievements deepened the collective will of the University community to take direct and firm action to improve the campus climate for inclusive learning. Students, faculty and staff were outraged by racial and gender incidents on the campus.

In response to these incidents, concerned members of the campus community advocated more changes. The Black Student Union, AWARE (Alliance Working for the Achievement of Racial Equality), Students for Social Justice and other student organizations sponsored discussions, silent observances and a rally to hear ideas from diverse voices across campus. Members of the University community joined these forums and meetings. Frank discussions of problems led to creative solutions.

To keep the momentum during the summer, a team assembled to explore strategies to help the University become more inclusive as a community. This group of faculty, staff, students and administrators met frequently to identify initiatives and make plans for genuine inclusive learning in the increasingly diverse University community.

Among their activities were trips to the National Conference on Race and Ethnicity in San Antonio, Texas, and the Social Justice Program at West Virginia University. Knowledge gathered from visits to the University of Michigan, Ohio State University, the University of Cincinnati and the University of Tennessee added to the discussions.

Team members developed a high level of trust and mutual respect. They joined individual abilities and perspectives for a level of creativity sustained through collaboration and teamwork.

The immediate outcome of the summer team's work was a first report that addressed the issues expressed and recommendations made in the spring. The report provided the foundation for advancing beyond the original concerns and set the stage for becoming more inclusive.

In the fall 1996 semester, many returning faculty, staff and students responded to the document and expanded its scope. This current version of the Inclusive Learning Community in motion is being made widely available so every member of the UK community can contribute to it. This document is a work-in-progress that will be continuously updated and improved.

## A summary of progress on the Lexington Campus

From page 3  
films and videos, such as "Shattering the Silences," a documentary on the challenges facing minority professors; and

• Panel discussions such as "Women and Social Justice," sponsored by the Women's Studies and the African American Studies programs.



Photo by Tim Collins

### Looking to the future

This has been an enlightening year in the University-wide intellectual conversation about what it means to be an inclusive learning community. The Inclusive Learning Community Team is placing on its web page a *draft* statement of the mission, goals and plans of our inclusive learning community:

[<http://www.cs.engr.uky.edu/~darnell/lo/index.html>]

For those without Internet access, paper copies can be obtained from the Office of Minority Affairs.

Review and comment are sought from colleagues throughout the University for continuing improvements and broadening engagements. The new interactive web page is designed to enhance communication about the ideals and activities of inclusive learning across the entire University community. The team invites the broadest participation possible.

### Progress in colleges, units, and organizations of UK

Progress as an inclusive learning environment in individual colleges, other units and student organizations is described in the document, *Inclusive Learning Progress in Colleges, Student Groups*.



## Inclusive learning progress in colleges, student groups

### College of Agriculture

The college's extension associate for recruitment and retention has been giving special attention to the recruitment of minority graduate and undergraduate students. Minority students have been brought to campus for visits with faculty and an overview of campus. Additionally, the college has made presentations on career opportunities in agriculture for minority students visiting campus.

While the college was unsuccessful in recruiting three minority candidates for faculty positions, the college successfully hired a minority county extension agent. The college also formed a support network for minority extension agents, and the minority agents met to discuss how the college could best support them and how they could assist in efforts to recruit more minority agents into extension.

The college provides the Kentucky Extension Diversity Award to recognize employees who make special efforts to reach a diverse audience.

### College of Architecture

The College of Architecture focuses its inclusive learning community efforts beyond the campus to the local community. The college participates in outreach programs that not only involve students and faculty in the community, but also draw members of the community into campus programs.

The Downtown Design Center is a key element of this effort. Internally, the college continues to increase the diversity of its faculty (the number of female faculty members has tripled during the past five years).

A forum for women faculty and students held this spring addressed the issue

of increasing female student enrollment.

### College of Arts and Sciences

The College of Arts and Sciences conducts on-going programs aimed at promoting an inclusive learning environment in the college. The African-American Studies and Research program, the Women's Studies program, and the Latin American Studies program are central to this effort.

The college also has had success in its efforts to diversify its faculty with an increase in female faculty of 36 percent (53.6 to 73.1 FTE) and African-American faculty of 321 percent (4.2 to 17.7 FTE) during the past four years.

Ongoing efforts to promote inclusiveness include sponsorship of speakers such as Lani Guinier ("Reframing the Affirmative Action Debate"), the Kentucky Women's Writer's Conference, Professor Lourdes Torres' speaker series on "Redrawing the Boundaries: An Exploration of Afro-Hispanic Literature and Culture," and the activities of the project on "Contributions of the Social Sciences to Contemporary Analysis of HIV/AIDS," organized by Professor Mary Anglin.

### College of Communications and Information Studies

Three specific initiatives to increase the inclusive learning environment took place during the fall semester.

First, the college and the Lexington Campus Teaching and Learning Center sponsored a 90-minute seminar discussing the attitudes of undergraduate students on campus toward racial diversity.

Second, the College Faculty Assembly approved an Equal Opportunity Plan.

Third, students in Communication

525—Seminar in Organizational Communication, under the direction of Joachim Knuf, conducted a two-hour public colloquium titled, "Is the University of Kentucky Diverse?" that reviewed the results of a class survey about diversity. The colloquium received extensive coverage in the *Lexington Herald-Leader*.

### College of Education

The College of Education organized a task force on inclusiveness in spring 1996. About 40 faculty and staff have participated in regular meetings to address problems, practices, needed expertise, and positive experiences in the college. The task force participated in planning the college's fall retreat that was devoted to creating a more inclusive learning environment.

Additionally, the college has:

(1) addressed security issues for African-American faculty and students resulting in issuing photo IDs for graduate and teaching assistants in the building after hours.

(2) planned race dialogue groups to be led by Linda Levstik and other faculty, and

(3) collected information about faculty members and graduate assistants with special expertise in multicultural issues.

The college supports the Minority College Awareness Program that meets on Saturdays and is planning a parent conference in the spring to encourage higher education participation by providing information to minority parents.

The college also co-sponsored a multicultural education conference with the Fayette County Schools.

### College of Engineering

The College of Engineering has been vigorously pursuing the inclusion of traditionally under-represented groups in its academic programs for nearly a decade. Successful efforts to recruit a more diverse faculty resulted in 14 female faculty this spring. The college's Society for Women Engineers is rated among the top five nationally.

The first African American joined the faculty this fall, and the college's National Society of Black Engineers (NSBE) chapter has more than doubled in size, to more than 50 students, in the past two years. The college, NSBE, and the Fayette County School System are working together to identify young African-American students with potential to succeed in engineering and then mentoring these students through high school. The college is seeking approval to create a full-time professional staff position to support a minority engineering program.

Finally, the college has created a Continuous Quality Improvement team to recruit and retain minorities, women,

those who are physically challenged, and other students from under-represented groups.

### College of Fine Arts

Major recruiting efforts in the college have yielded a faculty which is now 10 percent African American. The college is working to achieve success in its student enrollment as well.

To sustain an inclusive learning environment, the dean meets periodically with minority faculty in the college to identify and resolve problems.

The college has also modified its curriculum to add new courses and enhance current courses to reflect content supportive of an inclusive learning environment.

Finally, college exhibitions, concerts, and theater performances often contain elements that inform and initiate discussion of inclusive learning community issues.

### College of Human Environmental Sciences

In efforts to enhance the inclusive learning environment, the college has engaged in the following efforts during the fall semester:

(1) a workshop on diversity was part of the college's Student Leadership Training program, which was attended by more than 150 students;

(2) the Faculty Committee on Women and Minorities was charged with identifying strategies for the college's participation in campus-wide inclusive learning community efforts; and

(3) the College Week Planning Committee will include an activity focusing on the Inclusive Learning Community.

### College of Law

The UK College of Law, with the help of its Student Bar Association and Black Law Students Association, held an open house in October for minorities interested in going to law school. Undergraduates as well as college graduates in the workplace thinking of returning to law school attended this program. There was a mock class, a session on taking the LSAT, a luncheon, and a discussion with minority law school graduates about career opportunities.

The College of Law's SBA and BLSA conduct discussion groups on issues of race and gender. These discussion groups were started last spring and are being continued this semester. Students and faculty are participating in these discussions.

The SBA and BLSA conducted an event for Black History Month during the past February. Last spring, BLSA sponsored and organized a campus-wide reception and mixer at the Boone Faculty

Please see PROGRESS, page 7



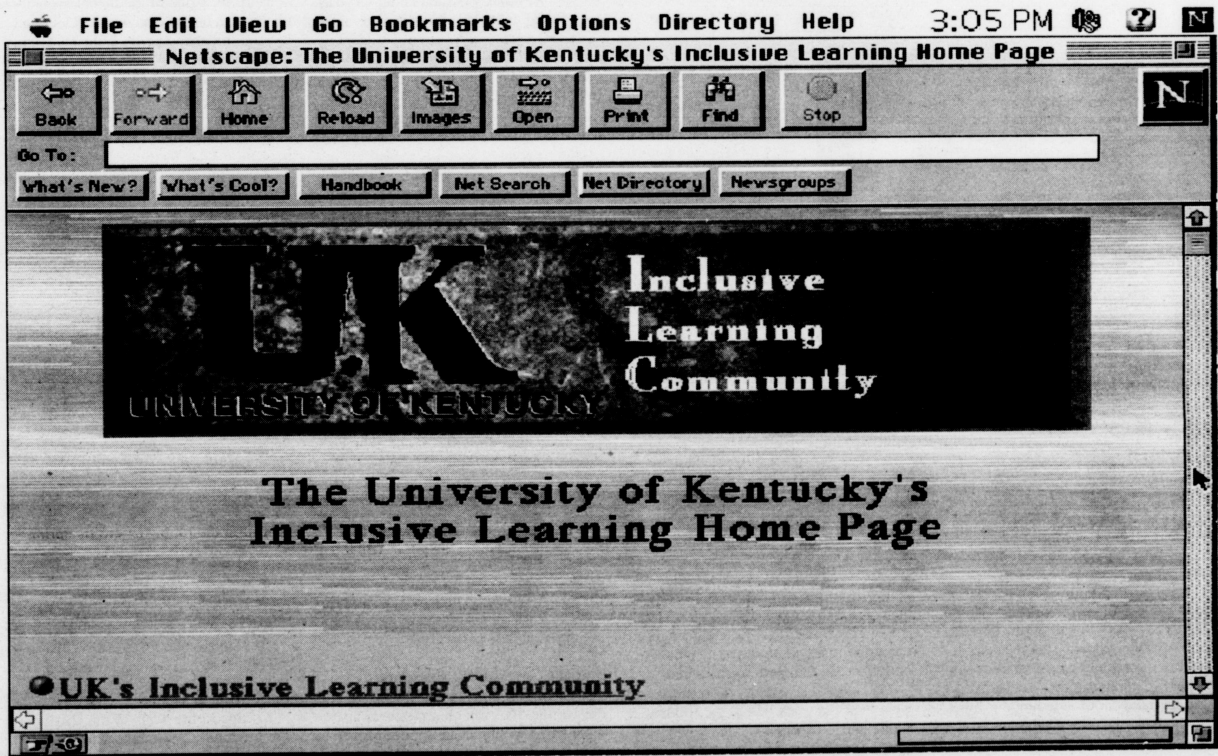
Photo by Tim Collins

Nashid Fahkridd-Deen performs the ceremonial pouring of libations, or water, as done by the Yoruba of Nigeria to ask for ancestral guidance and assistance. Fahkridd-Deen, director of minority affairs for the Community College System and an authority on African and Native American rites and traditions, performed the ritual as part of the first African-American New Student Convocation. The ceremony was one way the University welcomed new students last fall.



## Visit our web site after June 1

### Access it through the Lexington Campus home page



## Inclusive learning progress in colleges, student groups

From page 6

mixer at the Boone Faculty Center for African-American graduate and professional school students.

Additionally, the College of Law conducts an Academic Success Program before and during the fall semester to assist students, including minority and non-traditional students, whose applications indicated that the transition to law school might be especially difficult. The program, now in its third year, has been successful.

### College of Social Work

Inclusive Learning Community efforts in the college have centered on creating greater student cohesion. The acting dean and several faculty members have been working with student leaders to bring students together academically, socially, and for service learning opportunities.

Progress is slow, according to the acting dean, because the college has a

very diverse student body comprised of traditional and non-traditional students. The College already has a relatively high proportion of minority students.

A new course on diversity was added as a requirement in the MSW curriculum: SW 720 "Social Work Perspectives on Human and Cultural Diversity."

### Gatton College of Business and Economics

The college has continued its efforts to recruit highly qualified African-American students to the College's MBA program. The college provides counseling to these students to assure that a high percentage of those who attend also graduate. All eight students admitted in fall 1995 will graduate this year. Nine of the ten students admitted in fall 1996 continue to make good progress.

At the undergraduate level, the college successfully recruited an African-American adviser and continues to re-

cruit African-American students.

To help make international students feel welcome, the college places the flags of their countries in college atrium and has formed an international student club.

As part of its efforts to recruit students to UK, "Project Yes!" a summer institute, provides training in entrepreneurship to sophomore and junior African-American public high school students.

### University extension

University extension is supporting the inclusive learning community by

- (1) using inclusive language and images in its publications and providing a welcoming front door for many students' first experiences with UK;
- (2) serving as the University's primary advocate for non-traditional students;
- (3) offering multiple educational delivery modes, including distance learning, experiential education, correspondence, evening, weekend, and summer

classes, to enhance access and heighten learning as well as for

(4) maintaining one of the University's major systems for accommodating individuals with disabilities and others who cannot attend traditional on-campus classes through the Independent Study Program (ISP);

(5) further broadening access to UK for high school students in every county in the Commonwealth and beyond through ISP's high school correspondence program; and

(6) Providing intercultural exchanges and contributing to UK's efforts to internationalize the campus through the Japanese Saturday School and Japanese Programs.

### Student Organizations

Contributions by student organizations to the aims of the UK Inclusive

Please see PROGRESS, page 8



## Medical Center, community colleges promote inclusivity

### UK Chandler Medical Center

The Chandler Medical Center is committed to providing a learning, working and healing environment beneficial to all



Linda Lambert and Demetres Williams, first-year dental students, talk with David Nash, dean of the College of Dentistry, at the Opening of the Way reception last fall. The initiation ceremony was a rite of passage welcoming last fall's African-American health professions students into the UK programs.

citizens of the Commonwealth.

Efforts at recruiting and retaining under-represented minorities, especially African Americans, will be realized when the medical school graduates the largest-ever number of African Americans this year.

Here are examples of the quality of the minority students:

- (1) An African-American dental student is the president of a national student organization;
- (2) The top nursing school recruit last year was an African-American student; and
- (3) UK's nationally ranked pharmacy program will probably graduate at least two African-American students each year for the next three years.

The mission of the Medical Center Office of Minority Affairs is to "serve as the official entity in addressing the needs of under-represented minority students, employees and clients, particularly African Americans, with respect to education, employment and health care."

The breadth of the mission has allowed the Chandler Medical Center to be on the vanguard of inclusive learning opportunities and activities, including:

- (1) Rites of passage ceremonies that strengthen the ties of minority students to the University by helping them feel as though they belong, and also provide opportunities for the majority culture to learn more about minority cultures and students.
- (2) Special observances have included the first Black Nurses' Day Conference; the play *Womanspeak*, chronicling the contributions of women; displays highlighting contributions of Asian/Pacific-Islanders, Hispanics, Native Americans and those with disabilities; and Women's Equality Day.

### The Community College System

Here are some of the recent accomplishments of the Community College System in enhancing its inclusive learning community:

- (1) The Office of Minority Affairs developed cultural diversity training workshops.
- (2) African Americans represent 5.5 percent of CCS faculty, having grown by 48.8 percent since 1989-90. Five African Americans joined the CCS faculty this year.
- (3) Each of the 14 community colleges has an active African-American student group, and many of the colleges have organized cultural diversity committees.
- (4) Each campus has an Underground Railroad Center of Excellence to help open the doors of education to all minority youth in Kentucky.
- (5) \$1,000 scholarships are given annually to African-American Kentucky students who show promise for continuing academic achievement.

## Inclusive learning progress in colleges, student groups

Learning Community have been enhanced by the participation of 45 student leaders in the leadership development program. The objectives of this program were to bring together a broad cross-section of students who would not normally work together in an atmosphere conducive to the establishment of a common campus agenda that was to be taken back to their respective groups for implementation.

At a retreat in early fall, the students agreed upon three major goals:

- (1) enhancing faculty/staff/ student communication,
- (2) strengthening appreciation for diversity on campus, and
- (3) creating a sense of community spirit on campus.

Student Affairs staff, faculty and administrators functioned as facilitators in this process and have remained connected to serve as a resource by providing avenues for student groups to work with one another.

Openness in talking about challenges and differences in a non-threatening environment has been evident in the interaction between groups that previously would not have come together.

Specific instances in progress toward inclusive learning goals are exemplified by the following accounts of action by specific groups.

### Fraternities and Sororities

Fraternities and sororities have made significant efforts to promote an inclusive learning environment during the fall

semester. Several efforts were implemented to promote cultural sensitivity among Greek organizations:

- (1) The Panhellenic Council sought to attract minority prospective members to participate in the recruitment process;
- (2) Cultural sensitivity workshops were held the week before recruitment week; and
- (3) "Inclusivity, Understanding, Celebrating," an event that focused on the importance of cultural diversity and resources on campus, was held last fall. Participating in this event were the International Student Council, Black Student Union, Martin Luther King, Jr. Cultural Center, Student Government Association, Greek governing groups, Student Activity Board, and Student Religious Affairs.

Several chapters combined to promote inclusive events. Pi Beta Phi sorority and Phi Beta Sigma fraternity sponsored "Tearing Down the Walls," and Sigma Chi fraternity and Zeta Phi Beta sorority sponsored a non-alcoholic mixer to promote better relationships between predominantly African American and predominantly white sororities and fraternities. These well-attended events focused on improving race relations.

Many Greek organizations have also been involved in community service activities that promote understanding of different cultural backgrounds. Some of these activities included assembling school supply bags for needy children; volunteering at city parks, the Hope Center, the Salvation Army, nursing homes, and God's Food Pantry; canned food

drives; a book drive for the Storybook Christmas project, which serves Eastern and Central Kentucky; a baby needs supply drive; and Toys for Tots.

### Student Government Association

The current president and vice-president of the SGA ran on a platform that included diversity as an important theme. During the fall semester, the SGA:

- (1) Sponsored a lecture on Brown vs. Board of Education;
- (2) Restructured SGA committees to better represent different campus groups;
- (3) Conducted diversity training at a meeting of the Board of Student Body Presidents;
- (4) Funded the International Student Orientation and American/International Multi-Cultural Retreat;
- (5) Participated in discussions on developing a campus creed;
- (6) Cosponsored National Coming Out Day with UK Lambda; and
- (7) Sponsored Women's Awareness Week.

### UK Lambda

UK Lambda has formed a committee to work with the Inclusive Learning Community team and hosted a discussion at one of its meetings to educate the lesbian community about the ILC effort.

- (1) Passed out flyers and pamphlets and sponsored a quarter-page ad in the *Kernel* to dispel gay myths;
- (2) The Lambda president wrote several columns for the *Kentucky Kernel*

about what it means to be gay;

- (3) Hosted a public discussion of religion and homosexuality; and
- (4) Sponsored a workshop on homophobia.

### Black Student Union

To support the goals of the UK Inclusive Learning Community, the Black Student Union held a number of discussions to inform their members and the members of other organizations under the BSU umbrella about the plan.

Additionally, the BSU made "Building Community" its theme for the year, participated in a number of community service activities, sponsored a town meeting to explore how faculty and staff could work together to build community, and invited traditionally white organizations to participate in Fall Fest, an activity held in previous years for African-American students.

### AWARE

During the fall semester, AWARE's (Alliance Working for the Achievement of Racial Equality) primary programming effort was to show the film, *Color of Fear*. It was first viewed by the group's membership and was later made available to the campus at large. An open forum for its discussion was sponsored on Nov. 4. This film is a discussion consisting of a diverse group of men. It offers a dramatic and thought-provoking experience. AWARE also sponsored a panel discussion on Affirmative Action during the spring semester.