

fessors were hired in 1984 and 1985 through personal contacts, according to the OAA report.

The University should not rely on personal contacts for hiring purposes, contends Bernd Crasemann, a physics professor and chairman of a faculty search committee. "We don't want to just call our pals or hire old students. That might later look like we circumvented the proper approach," he said.

The problem lies with the small pool of applicants and the competition between universities for those minority professors, said University Provost Richard Hill. "The future pool of potential minority faculty is shrinking," he said.

The University can contribute to that pool by encouraging its minority students to continue with their education, Jackson said. "We need more Chicano students to go through our department and then identify the strong ones and encourage them to go on," he said.

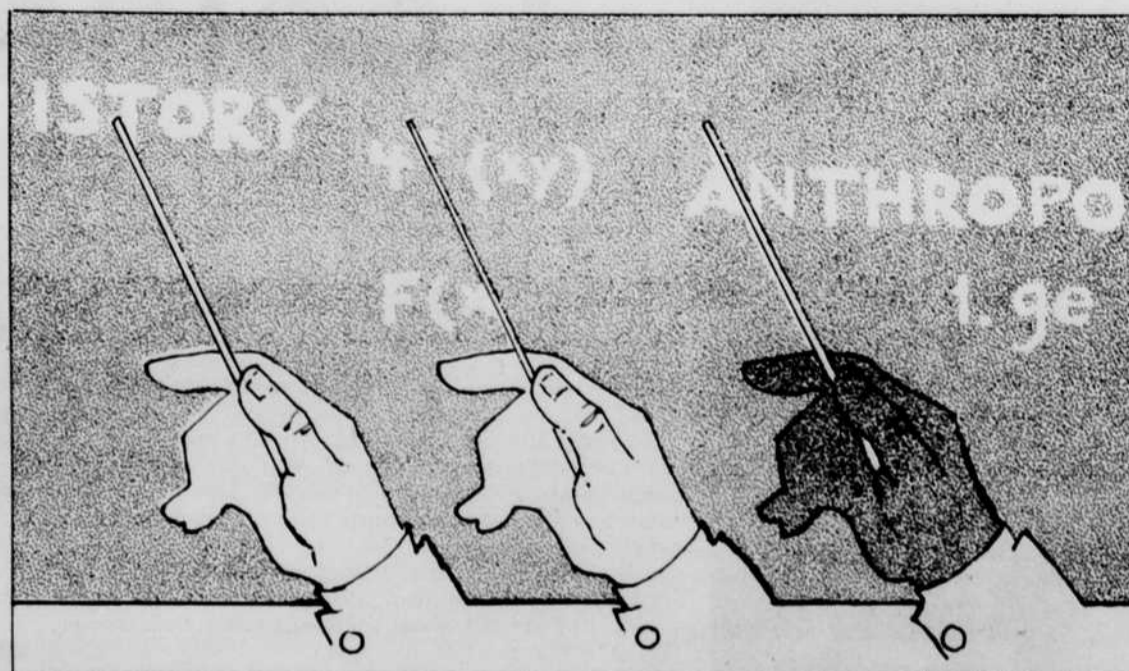
The University must begin that process by recruiting minority students, Coleman said. "What we've seen in the past six years is a reversal of many of the gains made in the past 20 years. As far as recruiting (minority) students, I think we've done a miserable job," he said.

The University has difficulty attracting minority professors because it has little to offer them, Okahara said. "The University salaries are low compared to other universities. Plus the minority community is very small," he said.

"If there's no community, if there's no other black faculty, if there's no black culture and no pay, what's in it (for them)?" Coleman asked.

To combat these problems, the University might need to pay a minority professor more than his or her University colleagues in an effort to be competitive with other institutions, Okahara said.

While the University has a lack of minority professors, the administration must be given credit for their attempts to improve the situation, Okahara said. "This isn't Utopia, but in terms of commitment and



Graphic by Lorraine Rath

awareness in efforts to attract minorities, this campus is a whole lot better than other places," he said.

The problem is not unique to the University, said Robert Proudfoot, a Sioux Indian and a professor in the education department. "It's endemic in our society," he said.

Jan Oliver, director of the Minority Affairs Council, however, questions the University's hiring practices. "We were raised in America; there are shortcomings to the thinking here. Racism is unconsciously embedded," she said.

"Sometimes those people have had one bad experience, like getting mugged by a non-white in New York while at a conference; that legitimizes their racism then," Oliver said.

For minority students, a lack of non-white professors poses special problems, Oliver said. "The few black professors can't be there for all the black students, it is too big of a burden to bear."

Support offered by a professor who shares a similar culture and interests is more valuable to the students, Cogdell said.

"When I had my mentor (a white professor) read a story I had written, he said, 'People don't talk like that.' I said,

'Black people do.'" Cogdell said.

It is common for white professors to treat minority students differently than their white counterparts in the classroom, said Tammie Jo Rhodes, a Black Student Union member who is majoring in

public policy planning and management.

"The stereotype of the minority student doesn't include ambition and drive," she added.

The white professors also assume the minority students will be experts in issues relating

to their race, Rhodes said. "Anything about blacks, the professor will turn to me for verification, thinking that is the limit of my knowledge. They don't realize how racist that is."

The handful of University minority professors are specialized in the fields of their ethnic background, which perpetuates their uniqueness, Rhodes said.

She noted that Coleman teaches classes on black poetry and prose, and David Anthony teaches Afro-American history.

"It gives credibility to the classes. But the professors are not mainstream — you don't see a minority teaching Writing 121," she said.

On the other hand, classes with specific emphasis on ethnic studies are sometimes taught by white professors. "It's true, someone brought up in a particular African culture will know things you can't study and then teach," said Vernon Dorjahn, a white anthropology professor who has taught classes on Africa at the University for 30 years.

But he maintains that someone teaching about their own culture would be too biased.

**HALLEY'S COMET PEPSI**

sm. 12 oz.	35¢
med. 16 oz.	45¢
lg. 24 oz.	55¢
Comet 32 oz.	65¢

**Open 24 Hours**

**kinko's**

Great copies Great people  
860 E. 13th 344-7894

*Rags to Riches*

Second Hand Clothing

**NEED CASH?**  
We BUY used clothing.  
(New-2 yrs. old)

Call Mornings for Appt.  
344-7039

**10-6 Mon.-Sat.**  
360 E. 11th  
between Mill & High

**KARATE!**

sponsored by  
U of O Club Sports  
(686-3733)

Training workouts and instruction are held  
Tues & Thur 7-9pm,  
B-50 Gerlinger  
and Sat 10-12am,  
Esst. East Gym  
Beginners welcome

For more information call  
Logan at  
**683-4824**  
or contact Club Sports.

From Athens Georgia  
Home of College Bands

**LOVE TRACTOR**

**EMU BEER GARDENS**  
**WEDNESDAY, JANUARY 28**  
\$1 at the Door  
ID Required  
Alternative Food and Beverage Available

Produced By The Cultural Forum and the EMU Food Service

**shop & save**  
**FOOD CENTER**

**COMPARE** We make saving simple

- ★ Excellent Grocery Selection
- ★ 450 Bulk Food Items
- ★ Super Quality Meat & Produce
- ★ Cleanest & Friendliest Stores around

**The Big Y**  
OPEN 7 a.m.-12 a.m.

**FRENCH BRIE CHEESE**  
**\$3.49** LB

**LOWENBRAU**  
6 pack bottles  
**\$2.79** + DEP

**MD 4 Roll BATHROOM TISSUE**  
**88¢** EACH

**CREAM CHEESE**  
Shop and Save cut  
**\$1.69** LB

**17 Coburg Rd.**  
OPEN 24 hours