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## Diversity

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University does a good job ensuring ethnic diversity, it does not use the quota-type methods that often stir controversy at other universities.

"Ethnic diversity is big, but students have to be able to do the work," she said. "That's always our first priority in admitting students."

The issue of affirmative action in university admissions has been a topic of heated debate ever since the 1978 Supreme Court ruling in Regents of the University of California v. Bakke, which ruled that colleges could use an applicant's race and identity as a factor in the admission process, but prohibited the use of quotas to remedy past discrimination. Recent rulings, such as the 9th U.S. Circuit Court of Appeals' decision to uphold the University of Washington Law School's affirmative action policy — which ruled that universities could consider ethnic diversity in the recruitment and admission of students — have added weight to that ruling, but others have served to muddy the waters over the years.

The University has made ethnic diversity a priority in recent years, even unveiling a five-year Campus Diversity Plan in 1997 that outlined ways to "immediately increase the ethnic and cultural diversity of the student body."

The specific goals of the plan include increasing the population of:

- African American students to 500
  - Native American students to 500
  - Asian American students to 2,000
  - Hispanic students to 1,000
  - International students to 2,000
- While the overall percentage of

Among the most controversial was the 1996 decision of the 5th U.S. Circuit Court of Appeals in Hopwood v. Texas, which overturned a District Court decision allowing continued use of race as a factor in the admissions process at the University of Texas Law School, essentially contradicting the Bakke decision.

"I suspect that eventually the Supreme Court will have to make another judgment on the issue," Jernberg said, explaining that affirmative action is an issue that in-

minority students increased from 12.5 percent in fall 1997 to 13 percent in fall 2000, the numbers of specific ethnic groups have continued to fluctuate. According to the University's diversity Web site, numbers of blacks and Native Americans have increased slightly — from 253 to 259 and from 188 to 195, respectively — but the number of Asian American students has fallen from 1,175 to 1,070. The largest increase has been in the number of students identifying themselves as "multi-ethnic," which has increased from 57 in 1997 to 252 in 2000.

— Leon Tovey

spires a great many "complex misconceptions" that need clarification.

But until the U.S. Supreme Court or the 9th U.S. Circuit Court of Appeals — which have jurisdiction over the University of Oregon — make such a decision, it seems unlikely that the administration will make major changes to its admissions process.

Leon Tovey is a higher education reporter for the Oregon Daily Emerald. He can be reached at leontovey@dailyemerald.com.

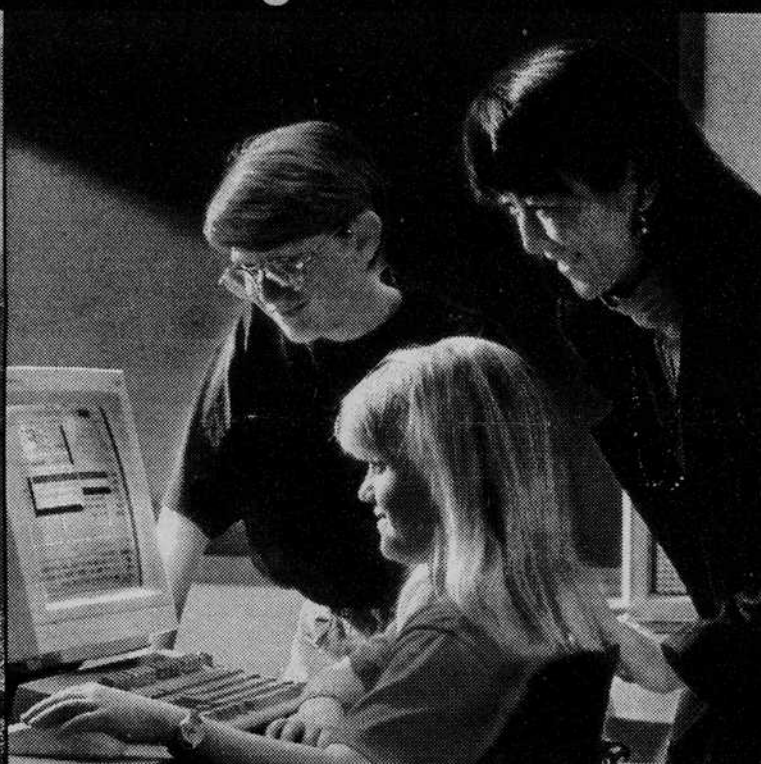
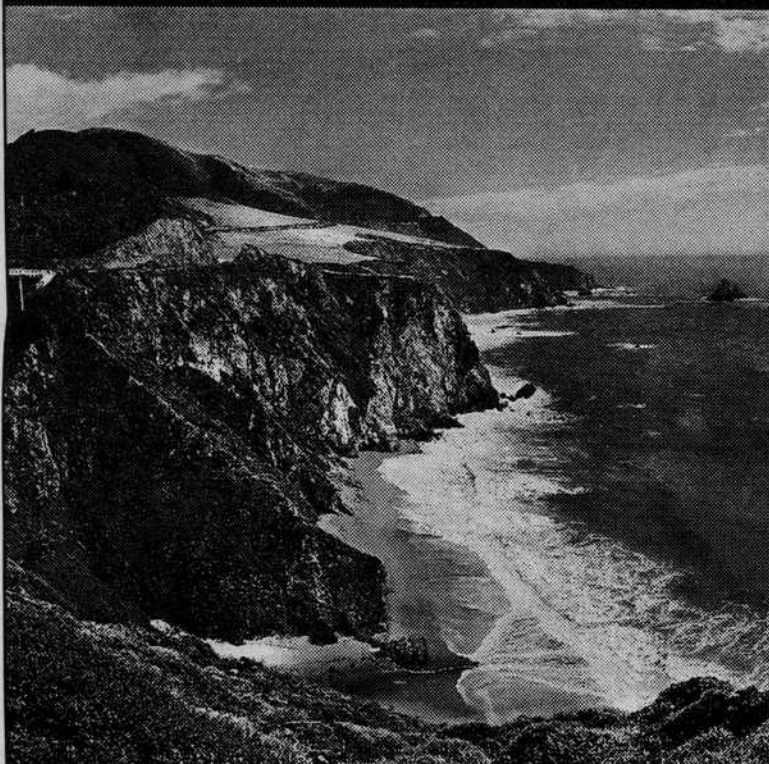


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## Airline CEO forgoes pay in wake of cuts

By Terry Maxon  
The Dallas Morning News

American Airlines Inc. Chairman and Chief Executive Donald J. Carty, whose company is preparing to eliminate 20,000 jobs, told employees Monday that he'll give up his pay for the rest of the year and asked them to volunteer to give up some pay as well.

Carty's offer to forgo pay comes after a severe drop in passenger traffic and dramatic revenue losses among U.S. carriers, precipitated by the hijacking and crashes of four jets. Two of them were American Airlines planes.

Based on an annual salary of \$772,500, Carty would lose about \$200,000 in base pay, plus any bonuses or other compensation he may have qualified for as leader of American and its parent, AMR Corp.

Carty said he has asked unions to let members participate in the voluntary pay cut, "and since the decision to participate is strictly up to the individual, I expect the unions will agree."

Twenty cents of each \$1 in pay cuts will go toward an education fund for the children of the American Airlines pilots and flight attendants who died in the two American crashes, and to help "unique hardship cases" from the job cuts, he said.

American, commuter airline American Eagles Airlines Inc. and TWA Airlines LLC will altogether cut about 20,000 jobs in coming weeks. In other cost-cutting moves, American informed the 435 employees at its 107 city ticket offices around the nation that it will close all but seven offices at week's end.

American also closed its Admirals Clubs in six airports last Friday: Bush Houston Intercontinental Airport; Cleveland; Detroit; Nashville, Tenn.; Honolulu; and Phoenix. It also has shut down its five Platinum Service Centers: two at Dallas/Fort Worth Airport and one each at Miami, Chicago O'Hare and San Juan, Puerto Rico.

American's unions have complained that American is using exceptions allowed during national emergencies to avoid providing severance pay, moving expenses and other benefits.