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FLOOR DEBATE

April 25, 2001 LB 543

SENATOR FOLEY: Thank you. I...I know we've got a wide variety of views on affirmative action, diversity hiring and so forth. And I'm sure we could spend hours on that question. But I would hope that all of us could at least agree that what we ought to be working toward as our ultimate goal here is a process that's open, it's competitive, it's fair, and that hiring decisions are based on the merits of the candidate making the application, and that we can root out discrimination and other evils, and we can simply hire people based on their talents. And if we do that, we work towards that, ultimately we should end up with a very diverse faculty at our university. I think that's what we ought to be working toward. And if that's what we're working toward, isn't it appropriate to start taking some measure of how often we're able to use a competitive process? And that's what my language does, it requires the university to make a filing with us, telling us of the number of vacancies that occurred and the number of instances in which they were able to fill that vacancy through a competitive process. That's what I'm trying to do, take some measure. I've asked them for some data on that, and they're not able to produce it. Thank you.

SENATOR CUDABACK: Thank you, Senator Foley. Senator Suttle, followed by Senators Wehrbein, Vrtiska and Wickersham. Senator Suttle.

SENATOR SUTTLE: Thank you, Mr. President. Members of the Legislature, I hesitate to...to give this amendment any attention. I think that what Senator Foley is trying to do is say we have to hire minorities and be gender equitable, but we're going to take away any tools that we can to make it as possible, as quickly as possible, to hire someone who would be classified as diversifying the faculty. My reading of this is you must do this, but we're going to take away the tools for you to do that. Most of the faculty that...vacancies that are put out, they do advertise, they do competitive. When it comes to a minority faculty member or a woman faculty member, you are taking away the opportunity to hire someone who is available and can be hired immediately. These are difficult people to find. I don't know whether you've noticed or not, but Lincoln and the state of Nebraska is rather white. We...we don't have a huge diverse population like some other states, and we have to go far