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their goal in the past. I don't know that exactly what...there's no history as to what we have done, so I think this is a positive direction to go in to help them meet their goal, meet their benchmarks.

SENATOR CUDABACK: Time. Thank you, Senator Bourne. The lights that are currently on are Senators Bohlke, Suttle, Bourne, Bromm, and Hilgert. Senator Bohlke, on the Kristensen amendment to the Chambers amendment. Senator Bohlke.

SENATOR BOHLKE: Thank you, Mr. President and members. I've been having some discussion over to the side with Senator Chambers. I remember when we were on this issue before, and I believe by setting the goal and having to meet a very certain percentage or number, absolutely guaranteed that we'd be at this point today having some problem and, unfortunately, we missed that by a small amount. But what I was saying to Senator Chambers, I support the Kristensen amendment. My discussion with Senator Chambers was with regard to some of the problems I believe the university and school districts also have in hiring minorities, and that happens to be that we do not retain and keep students at the university who are minority students on campus. I can tell you the highest dropout rate, I believe, is with American natives. I think that's closely followed by Hispanic students. Creighton University has a program now of mentoring and helping students as they come on to campus if they haven't had appropriate curriculum background and making sure that it is easier for them to remain on campus and be successful. I believe that that's really at the root of part of the problem that we face, because in Nebraska, if you have an American native graduate and you would want to encourage that person to stay and teach in Nebraska, or if that graduate goes on and gets the...their doctorate, their masters, their doctorate and ready to become a professor at the university, they are so highly recruited across the nation that because we are not able to be competitive they are not...they do not stay in the state of Nebraska. That's true with most minorities who are recruited very much by other states who are having the same problems and wanting to increase the representations of their staff in the areas of minorities. And so I think there's some discussion as directing this money towards recruitment and retention. However, I would say that at some time you need to