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university's problem is if they just kept one of these faculty members we wouldn't be having this discussion. They would have met their benchmark. So retention is also a big problem, in my estimation. It's hard to be an outsider, no matter whether you're white, orange, or purple, and come into an academic setting and be accepted by the people who are down in the departments working on a day-to-day basis with students. So I...I do support the Kristensen amendment and hope that the body does too and we can be of help to the university as much as possible. They may have difficulty without extra funds meeting this requirement and when we take money away from the university we end up crippling them more than we help them. Thank you, Mr. President, and yield my time back.

SENATOR COORDSEN PRESIDING

SENATOR COORDSEN: Thank you, Senator Suttle. Senator Bourne, please, on the Kristensen amendment.

SENATOR BOURNE: Thank you, Mr. President, members. I'm not so sure that I'm going to support either the Chambers amendment or the Kristensen amendment because maybe I'm misunderstanding, but Senator Suttle spoke of in the E & R amendment to LB 1217, it says beginning with the 1998...and this is found on page 81, beginning in line 19: beginning with the 1998-99 budget, and each year thereafter, the budget division of the Department of Administrative Services should use its allotment authority to withhold one percent of the state of Nebraska's appropriations for...basically for the university if they fail to meet the benchmark standards established by the five-year plan, as reported to the Legislature. Well, unless I misunderstand this, all this is doing, it's not taking away one percent, it's just reallocating the money, whether \$3.5 million under...or \$3.6 million under Senator Chambers' amendment or \$1.5 million under Senator Kristensen's, it's just reallocating it to encourage or it says for the recruitment, development, and retention of minority and women faculty members in all areas of academic pursuit. Well, I don't see how this is going to act as a lever in any fashion to encourage the university to...to meet their...their self-imposed goals. You know, I would think that an organization, if they truly didn't want to meet these goals, they could do things. I would think that retention of minority