

Foreign, U.S. Students Form International Group

Some 110 students, over two-thirds of which were foreign students, attended the first general assembly of the Nebraska International Association (N.I.A.), according to Jack Kosmacek.

The constitution was presented at the meeting, which was designed to form an organization "to serve the entire student body, the city of Lincoln, the state, the nation, and the peoples of the world in the promotion of better social and cultural relations," Kosmacek stated.

The constitution stresses the purpose of the new for-

ation (Article II) to:

1. Create mutual understanding and friendship among international students.
2. Encourage international students to present social and cultural programs.
3. Help new students individually and collectively, especially international students, by acquainting them with the various types of services and facilities available on the campus and in the community.
4. Any other activity or service related to the student welfare in the University community."

The officers will be two co-chairmen, secretary, treasurer, social chairman, program chairman, publicity chairman, liaison officer, parliamentarian, orientation chairman and Student Council representative.

Fees will be assessed and any student or faculty member is eligible for membership in this association.

Lack of Interest

The formation of the N.I.A. came about after a lack of interest on the part of American and foreign students on invitations and acceptance of foreign stu-

dents for Thanksgiving vacation.

Instrumental in starting the movement for the NIA were Javad Abedi of Iran, Yilmaz Aksos of Turkey, John Elise, Mike McCann, Kosmacek and Mrs. Olga Steele, foreign student adviser.

Officers will be nominated and the constitution will be ratified at the next meeting which will be at 8 p.m. Sunday, Dec. 11 at the Student Union.

Kosmacek stressed "the Association encourages all of the students to recognize this opportunity for what it

is. The NIA urges you to take an interest in the NIA to the extent that you feel a sense of responsibility to promote a future of peace, international understanding and cooperation in harmony with the customs and ideas of all peoples throughout the world."



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NU Pay Below Average

By Nancy Whitford

(First in a series of reports by Nebraska educators presented to Dr. Lyman A. Glenn for his use in a study of higher education in Nebraska.)

Nebraska institutions of higher education, including

the University, are "not in a satisfactory position to attract or hold faculty members above average in competence."

This report, made by Dean Frank Weyer of Hastings College and Dean Merik Hobson, head of the College of Engi-

pointed out that the University offers a lifetime faculty salary increase from \$4,000 to \$11,000—the largest in the state, but still considerably below the national average.

Salary Range

The University salary range, an increase of 2.6 per

cent, compares with a range from 1.4 to 2.5 per cent for other institutions throughout the state, a 4 per cent increase for the national average and a reported 8 per cent increase in typical Russian institutions.

Other findings in the report indicate that student-faculty ratios at the University are about 15-6 or "typical of what would be found at similar institutions."

ka institutions while 28.5 per cent have earned their highest degree from Nebraska institutions.

Experience Restricted

"Institutions whose faculty experience is restricted to the school which he serves will suffer from a lack of the infusion of new ideas essential to growth and development," the report explained.

An earlier report that at all levels of rank, the salaries paid by the University during the 1959-60 academic year were below the average salaries of comparable institutions in the region, was confirmed.

The average professor's salary at the University is \$9,500 compared to a regional average of \$10,330; associate professor, \$7,600 compared to \$7,980; assistant professor, \$6,390 compared to \$6,550 and instructor, \$5,160 compared to \$5,350 for the region.

Distribution of academic rank at the University is comparable with regional and national averages and indicates that the University is "not substituting academic rank in lieu of salary."

"The surprisingly low turnover of faculty personnel appears to be due to personal ties to the state which influence a faculty member's decision to remain in spite of salary disadvantages," the report said.

The estimated annual faculty turnover rate for the University is 9.3 per cent as compared to a state-wide average of 10.4 per cent.

The lower University turnover within the state was attributed to the greater opportunity for increased compensation throughout the lifetime of a faculty member.

Reflect Needs

"These figures, however, reflect the traditional educational needs and attitudes of the several disciplines," the report stated.

The University ranks as the largest single institution of higher learning in the state and employs a total of 438 full-time faculty members and 106 part-time faculty members, excluding those in the professional and administrative areas.

"This staff is subject to a considerable amount of faculty inbreeding, a situation generally considered to be undesirable."

Some 40.7 per cent of the faculty members, "an inordinately high figure for a state university," have earned one or more degrees from Nebraska institutions while 28.5 per cent have earned their highest degree from Nebraska institutions.

"The lower University turnover within the state was attributed to the greater opportunity for increased compensation throughout the lifetime of a faculty member."

FACULTY FINDINGS

	Distribution of Academic Rank			
	All Ranks	Professor	Assoc. Prof.	Prof. Instructor
University	438	24.4	24.4	32.0
Region	9,139	23.0	24.3	28.2
Nation	29,952	28.4	25.2	29.3

	Distribution of Highest Degrees		
	Doctorate	Masters	Baccalaureate
University	58.2	34.2	6.6
Average for Public Institutions	40.6	51.9	7.5
Average for Nonpublic Institutions	35.9	62.8	11.3

	Faculty Members Educated in Nebraska	
	% With one or More Degrees from Neb. Institutions	% With Highest Degree From Neb. Institutions
University	40.7	28.5

	Average Teaching Assignments	
	Average Class Hours Taught Per week by full-time faculty	Average Class Hours Taught Per week by part-time faculty
University	10.7	4.3

	Faculty Functions in Percentage of Time Devoted to Each					
	Graduate & Undergrad Prof. Instruction	Instruction	Research	Extension	Other	
University	15.5	53.7	18.9	0.8	11.1	
Institution						Estimated Student-Faculty Ratio
University						15.6
Nonpublic Institutions						14.3
All Institutions						15.6

	Comparisons of University Salaries with Regional and National			
	Professor	Assoc. Prof.	Asst. Prof.	Instructor
University	\$ 8,500	\$ 7,600	\$ 6,390	\$ 5,160
Region	10,330	7,980	6,550	5,350

Reasons	Frequency in Per Cent	
	1. Professional advancement and financial gain	27.5
2. Graduate study	11.8	
3. Retirement	10.0	
4. Temporary appointment	9.2	
5. Discharged	6.8	
6. Other reasons	24.7	

Today On Campus

Faculty recital, 7:30 p.m., Holy Trinity church, 60th and A.

Y.W.C.A. Christmas Bazaar, 11 a.m. to 9 p.m., Indian Suite Student Union.

A.C.E., 4 p.m., Teacher's Ag "Y", 7-15 p.m., Warren Methodist Church, 45th and Orchard.

Honorary Commandant Will Be Elected Today

One university Co-ed will be elected today to reign as the 1960 Honorary Commandant over the Army, Navy, and Air Force ROTC departments for the coming year.

Her identity will be revealed during coronation ceremonies at the 49th annual Military Ball on Dec. 10.

All Eligible

All students are eligible to vote at the polling places in the Student Union and in the Ag Union. The polls will be open until 9 p.m.

Prior to the ball the ROTC students will elect their respective Army, Navy, and Air Force Queens.

During the coming year the Honorary Commandant and the three service queens will take part in formal ROTC parades, inspections and the presentation of awards and citations to ROTC students.

The crowning of the new royalty will take place in conjunction with the traditional Grand March during the ball. Following the coronation, the new Commandant and her escort will lead the senior ROTC students and their ladies in the Commandant's Dance.

Richard Malby

This year's Military Ball features Richard Malby and his orchestra, the theme "Missiles to Missiles," and intermission entertainment provided by the Cadence Courtesses and the Pershing Rifles drill team.

Tickets for the event are on sale in the Student Union lobby and in the M&N lobby for \$3.75. Spectator tickets for \$1 are on sale in downtown stores and in the Student Union lobby.

Semi-formal dress is required for spectators, according to Dick Ruetter, tickets & tables committee chairman.

"Formal dress, either tuxedos or ROTC uniforms with white shirts and black bow ties, is the proper dress for the actual Ball," Ruetter said. "Spectators will not be allowed to dance."

Parking on Trial

Nebraska Hall Lot Now Open

The parking lot near Nebraska Hall, the old Elgin building, is now open on a trial basis to daily commuters, according to Jim Pittenger, assistant to the chancellor.

During the three week period between Thanksgiving and Christmas vacation only daily traffic will be allowed to use the area formerly used by Area 2 students. Violators will be ticketed by the University Police, according to Pittenger.

Pittenger said he suggested that the area be used for commuters only and received no objections from the Student Council parking committee.

The Council, however, "co-ordinated the matter with the RAM Council and found that there were objections from that organization. The RAM Council contended that the holders of Area 2 permits should be permitted to move into this area," Pittenger explained.

Conference

In view of the conflict of opinion, Pittenger and Captain Eugene Masters of the University Police met with RAM representatives on Nov. 21 to discuss the matter.

"It was generally agreed that specific data was not available and that it would be helpful to all concerned if such information could be made available," Pittenger said.

If the three week trial basis shows that additional parking is needed for the daily traffic the Nebraska Hall parking lot will continue to be reserved for the commuters. If the survey indicates the commuters do not use the lot, priority will return to the Area 2 parking, according to Pittenger.

"There is no reason to have an empty lot. We are meeting with the Student Council to determine who shall use the lot. We shall continue to meet with them before any further decisions are made," he noted.

Re-Opened

The parking lot was re-opened Monday as promised last fall after the ROTC department could no longer use the lot for drill. Immediately following Spring vacation the ROTC department will again use the area and parking will not be available, according to Pittenger.

Pittenger pointed to three reasons daily parking should have priority over "storage parking."

1. "Active traffic will prolong the life of surfacing."
2. "Daily traffic will free the lot for drill. Immediately following Spring vacation the ROTC department will again use the area and parking will not be available, according to Pittenger."
3. "Daily commuters should have priority over students requiring storage parking facilities."

Award Given To Loeffel For Service

Prof. W. J. Loeffel, retired chairman of the animal husbandry department, has been named the recipient of the Fellow Award and has been given life membership in the American Society of Animal Production.

The announcement of the award was made last Friday at the group's annual awards dinner at the Hotel Sherman in Chicago.

"This is considered the most outstanding award presented by the Society," said J. K. Loozil of Cornell University, president of the society. "It is reserved for a limited number of members who are judged to have given the most distinguished service."

Loeffel received his Master of Science degree at the University and has been a member of the staff since 1919. He served as chairman of the animal husbandry department from 1938 until 1959.

ICA Head Discusses Economics

Poses Question of Proper Approach

The director of the International Cooperation Administration, James W. Riddleberger yesterday posed the question of how to approach the problem of economic improvement for underdeveloped peoples.

The answer is in the development of physical and human capital, he told the students.

The former ambassador to Greece and Yugoslavia laid out the following points:

1. Unless the drive by underdeveloped nations for social and economic improvement succeeds in a framework of a free society, the countries "will adopt an extreme avenue of approach" based on Communism.
2. Whether this occurs depends largely upon the amount and type of foreign aid given to them by the U.S. and other developed countries.

One thing is known from past experience, he said. "We have learned that the process of helping others to master strange skills and to accept new ideas and values is a long-term process.

"If we expect to make a real contribution to the economic and social progress of less-developed peoples, we must reconcile ourselves to a sustained and long-term technical cooperation effort and we must organize ourselves accordingly."



QUICK SOLUTION FOR SHOPPING PROBLEM

The fifth annual YWCA Christmas Bazaar could be the single solution to your seasonal shopping problems. The Bazaar features a large variety of items from many lands ranging in price from 10 cents to 15 dollars. The Bazaar will be held in the Indian Suite of the Student Union today through Thursday from 11 a.m. to 9 p.m. daily. Shown displaying a delicate Japanese bowl is Elaine Bernard. Anita Rabon-cuddles a doll from the South Seas and Susan Woods holds carved statuettes from Africa.

'Serenades' For 'Classics'

The Student Union Music Committee has cancelled the featured record program "Classical Culture" on Tuesday at 5 p.m., according to Mary Beth Larson, committee chairman.

In its place the committee will present a new program "Sunset Serenade" at 4 p.m. every Tuesday, which will feature records from Broadway musicals, soundtracks from movies, jazz, and contemporary music.

- The committee has scheduled weekly programs through February 28:
- Nov. 29—"Porgy and Bess"
 - Dec. 6—"Sound of Music"
 - Dec. 13—"Nutcracker Suite" and "The Kingston Trio Plays Medieval Christmas Music"
 - Jan. 10—"Music from Exodus"
 - Feb. 7—"Selections from Films by Mantovani"
 - Feb. 14—"Westside Story"
 - Feb. 21—"An American in Paris" and "Rhapsody in Blue"
 - Feb. 28—"Victory at Sea"

Panel Discusses Proper Ball Etiquette

What should be worn to the Military Ball? Where should the corsage be worn? Should a boy ask a girl the color of her dress before buying a corsage? What should a girl do with her purse?

These are a few of the questions concerning etiquette which will be answered by students and faculty panel members Tuesday in Love Library auditorium.

Kay Stute will be mistress of ceremonies at the 7:15 meet which is open to all University students.

Panel members will be Dr. Jeanette Sayre, associate professor of physical education for women; Debra Gade, state FHA adviser; Captain Rex Wallace, Captain George Kerley, John Elise, Bob Stine, Gladys Reitsmeier and Linda Sheelitz.

'Holiday Festival' Set for Dec. 19

All University employees, excluding faculty and professional staff, may attend the "Holiday Harvest Festival" open house at the Student Union Dec. 19.

The open house will replace the annual formal banquet held previously. This year's event will be informal, except for a brief ceremony honoring two employees who have completed 25 years of service with the University. They will be given certificates of appreciation by Chancellor Clifford Hardin.

Spouses or dates of employees from all three campuses may attend, said Mrs. Helen Earl, a member of the open house planning committee. All Union facilities have been reserved for the evening, she said.

Otto to Speak At YD's Meeting

Norman Otto, recently appointed administrative assistant to Governor-elect Frank Morrison, is the scheduled speaker for the Young Democrat meeting tonight at 7 p.m.

Otto will speak on the problems of changing an administration, including a change in political parties on the state level, Ted Muenster, first vice president of the YDs, said.

The constitution of the Nebraska Student Federation of Young Democratic Clubs will be discussed during the regular business meeting, according to Muenster.

Foreign Students To Explain Flags

Foreign students, representing more than 25 foreign countries will be guests at a Foreign Student Party in the Ag Student Union on Nov. 30 at 7 p.m.

The theme of the party will be "Flags" and a representative of each country will explain the meaning of their flag, said Sonja Erickson, chairman of the Ag Union general entertainment committee.