



University students prepare for Spring Day Festivities.

## Salary increases stop NU's faculty turnover

by Kent Cockson  
Senior Staff Writer

Increased salaries appear to have plugged the University faculty drain, according to several members of the teaching staffs and administrators in various colleges.

Merk Hobson, dean of faculties, said that faculty salaries on all levels are such that the University falls into the B factors for full professors and the A category for the remaining three levels of faculty members.

The turnover rate for all four academic ranks of college faculty is about 10 per cent, and the University no longer seems to be in excess of that figure, according to Hobson.

Hobson said that although it is almost impossible to give any statistics on faculty turnover at this time, his impression is that the number of faculty dropouts is about normal.

### Many factors involved

"There are many factors that make an institution attractive to college faculty members," he said. Salary is one important consideration, but they also consider the kinds of colleagues they will be working with, their chances for professional development and other factors.

"We think that all these factors have improved in the recent past at the University and will continue to improve," he said.

Hobson indicated that the "teacher drain" that has been evident over the past few

years at the University is slowly falling within the limits of the national average.

Robert Hough, associate dean of the College of Arts and Sciences, said that this year the college has certainly retained more faculty members than in previous years, and he attributed the reversal of the trend to much more competitive salaries.

"We are in the B category whereas formerly we were in the C category of the AAUP, and we have not lost people this year where there is a great differentiation in salaries," he said.

Hough said he would like to think that there have been fewer crises within the college this year, and that the program seems to be moving ahead in several areas that are of special interest to some faculty members.

This development, he said, could be another factor in retaining the current faculty as well as attracting new teaching talent.

Dean E. F. Frolik of Agriculture agreed that the faculty turnover rate in his college has decreased among associate, assistant and full professors due mainly to improved salaries.

Regarding instructors, he said that many are in the process of obtaining degrees, and the turnover rate among that group still remains high although the Ag College employs few instructors in absolute numbers.

Another contributing factor to the declining rate, he said,

may be in the increasing number and amounts of research grants, but they have always been available.

"We have received good treatment with the experiment station. There was a 42 per cent increase in the station's budget, which not only made it possible for salary increases, but it also made more money available for advertisement."

Prof. Richard Walsh in the department of agricultural economics, who is among those leaving the University this year for Colorado State University, also said that salary had effected his decision.

"In many ways Nebraska is an excellent school and superior to Colorado State, so I'm not going because of the quality of the ag economics program," he said.

"The University is lagging in salaries, and the only way for an assistant or an associate professor to get ahead is to move."

Walsh added that many faculty members stay on because of devotion to their programs, or because they are the one in 50 who receives a Regent's professorship.

The consensus of opinion among several other faculty members showed that new people coming in must be paid a starting salary comparable to the national average in order to get them here in the first place, but that those who have been here five years or longer and who are competent in their work are penalized with disproportionate salary increases.

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## Tuition waiver to aid entering freshmen

by Jim Evinger  
Senior Staff Writer

The Board of Regents approved a plan Tuesday to waive tuition for 20 entering freshmen who are in extreme financial need, G. Robert Ross, dean of student affairs, said.

He said the plan is part of a general program to encourage and aid high schools students in the state who would otherwise be prohibited from entering the University because of financial need.

The University will receive about \$300,000 in federal matching funds next year under the Educational Opportunity Grant program to be used to aid needy students, he said.

The University will match the federal funds making some 400 grants available to students next year, Ross explained. This year the University provided 171 grants to freshmen.

In order to qualify for the funds, the University submits a report on the basis of projections and predictions of the number of financially needy students in the state who will be entering, Ross explained.

He said the students in the state who fall in that category are identified and contacted their junior year in high school. Their senior year they are encouraged to apply knowing that the University intends to help finance their education, Ross explained.

He said the University often will work to prepare these students for University once they enter, particularly helping them to adjust to their academic load.

He said this "outreach" was accomplished through the office of scholarships and financial aids, the admissions office and student affairs. He added that student organizations, such as Builders and YW-CA, were often contacted to aid in the student's welfare and adjustment.

Ross said three groups were taken into consideration when looking at students termed in extreme financial need. First are the students that are severely economically disadvantaged.

Second are those that are not able to compete for scholarships and awards because of academic standing. Third is the group that is socially-culturally disadvantaged.

Ross said the University was interested in reaching members of minority groups in the states. He

explained that this encompasses Indians, Spanish-American and Europeans as well as Negroes. He said Joe Butler, recently hired to join the student affairs staff, has been contacting Negroes throughout the state regarding possible enrollment in the University.

"We need to do more than say we're anxious to have these people," Ross said.

He said that already the University has identified 58 freshmen entering next fall who have financial needs over \$1600, and another 600 with needs over \$1000. He explained they could be helped by loans, work programs and scholarships.

He gave an example of a girl in Omaha who had been identified. Her family consists of six brothers and sisters all in school and both parents are unskilled but the father is working.

He said the family cannot even support themselves let alone begin to finance her college education. He added she is barely in the upper half of her graduating class.

Ross said the University could help her find summer employment and, if she could afford the time during the school year, help her to find part-time employment for the school year.

He estimated that the University could probably reduce her financial needs through similar programs to about half of what it will cost her to attend for a year.

Ross explained the University acknowledges an obligation to help people similar to the Omaha girl, even if it means bypassing someone who has a better scholastic record.

Adding that the pressure on these marginal students will be greater, he said the University would have to be "willing to along with someone who doesn't do well from the outset."

### Carpenter: there are limitations

The Chancellor is spending too much time away from the University, Senator Terry Carpenter, from Scottsbluff, said in a telephone interview Tuesday.

"If the Chancellor can't do a good job, he ought to resign," Carpenter stated. "He can't do it on a part-time basis."

Students have no business running the University, the Senator added.

He said the action of 18 University professors who signed a statement advocating the legalization of marijuana-smoking was "completely uncalled for."

"There are limitations to the freedom of speech, of education, of anybody," Carpenter said.

The Senator commented that he would attempt to correct the present situation when the legislature convenes next fall.

## Richard Scott . . . Greeks need to become more aware, concerned

by Andy Cunningham  
Junior Staff Writer

While the Greek system does have something to offer to students and the University, it should become more aware of, and involved and concerned with its environment, Richard Scott said Tuesday.

Delivering the keynote address at the opening of the IFC Pledge Education Seminar, Scott, former IFC advisor and present Coordinator of Residence Halls, said his speech was based on Darryl Glass' Pledge Training Report.

Outlining the main points of the report and injecting his own ideas, he stated that both the individual houses and the system were in need of a real statement of purpose.

The goals of pledge education, which up until now have consisted primarily of negative activity, need definition, according to Scott.

"Without the three goals of equalitarianism, interest in individual performance and self-fulfillment," Scott said, "you are not educating a pledge, although you may be training him."

Scott defined the original purpose of fraternities as to provide opportunities for activities not provided by the institution.

The colleges of today, however, have advanced considerably since the early part of the last century, he noted.

Today, for instance, there is ample opportunity for discussion between students and faculty or administrators. The institution of this

age, Scott said, shows much more concern for the individual.

With the avenue to higher education wide open, there are more sophisticated student bodies, meaning that new opportunities for in-Greek houses, he added.

Finally, Scott said the fact that minority groups are moving into their rightful place on the University scene is of immediate importance for the Greek system.

"I do not ask for drastic changes — I don't expect them," Scott said. "Fraternities need to demonstrate and have concern for the welfare of each member in the area of individual development," Scott commented.

"You can't build unity through a group program, he added. The program, he said, should be developed around the individual and then projected to the total group.

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## Housing committee letter to ask non-discrimination

by John Dvotak  
Junior Staff Writer

University approved landlords may receive a letter within the next several weeks requesting that they not discriminate against students, the Dean of Student Affairs said Wednesday.

Vice chancellor G. Robert Ross emphasized that such action has not yet been approved by ASUN Student Senate, but that he "sees no problem in getting it done."

The Student-Faculty Committee on Housing and Housing policy proposed the sending of such a letter, Ross explained. "I will now ask the Student Senate to support it," he said.

### Landlords may not discriminate

In effect, the letter says that landlords must, after reading it, return the letter to the University indicating on it that they do not discriminate against any students, according to ASUN President Craig Dreezen. He stressed, however, that the letter has not yet been officially approved.

If landlords do not return the letter and promise not to discriminate, they will be removed from the University's list of approved landlords, Ross said. Students who live off campus may live only in

University approved housing.

It is imperative that students who encounter problems in obtaining off campus housing report such problems to the housing office.

### Report predicament

"We've had problems in this area before," Ross said. "Students will find a problem, be unhappy but will not report their predicament to the University."

The Student Affairs Department has encouraged, through such groups as the Foreign Student Office, the reporting of any housing problems, Ross said.

The crucial aspect is if students will take a stand and move out of segregated housing, Ross said.

### Discrimination is reported

Currently, about three to six cases of discrimination are reported annually, Ross estimated. "This is not to say that more doesn't take place," he added. No one knows just how much discrimination exists, he said.

Poss expressed the hope that action would be taken within a short time, after the proposal is approved through the proper channels, such as Student Senate.

The University cannot, at the pre-

sent time, take legal action against any landlords who discriminate. However, an open-housing law was passed by the United States Congress last month, but it will not become effective until 1970.

Ross pointed out another major issue connected with housing discrimination. Can students already living in segregated housing be forced to move out?

Immediate attention must be given to this question, he concluded.

### On Campus . . .

### Today

The German Club will present Brecht's "Mutter Courage" on Thursday at 7 p.m. in Sheldon Art Gallery. The film will be in German. There will be a service charge of \$1 for non-members.

The Cinema Underground, a program of local student films, will be presented Thursday and Friday at 3:30 p.m. in Sheldon Art Gallery. Admission will be 25 cents.

The European Student Association will sponsor a "Scandinavian Evening" Thursday at 7 p.m. in the UMHE Building. Two Scandinavian film,

"Joint Effort" dealing with tourism and welfare services, will be shown. Miss Marianne Andersen, a student from Denmark, will present a talk on Scandinavia.

Pi Sigma Alpha, the political science honorary, will meet in the Union at 7:30 p.m.

Alpha Kappa Psi, the business fraternity, will hold a smoker for all interested Business Administration majors Thursday at 7 p.m. in the Union.

All interested are urged to attend. The fraternity is in the process of reorganization on the campus.



Mrs. Eugene McCarthy campaigns in Lincoln.