

**Committee
report:
salaries
below par**

A report issued Tuesday by the Faculty Senate confirmed an earlier report of large differences between teacher salaries at UNL.

The average salary of a full professor in the College of Arts and Sciences is \$16,260 compared to \$17,340 for a full professor in the College of Business Administration.

To eliminate these disparities, the committee proposes a standard salary policy—a step system where salaries are determined by a teacher's merit and service.

The committee said, "Although setting up such a system would involve a considerable effort in classifying staff initially, the actual operation of the system would simplify the problems of the chairman and deans in allocating raises."

Promotion must be based on a recommendation involving a review by colleagues and administrators, the report said.

The report also shows that salaries of faculty members at UNL have not kept pace with inflation and other universities in the nation.

"A university with even a mild pretense towards excellence should aim to be at the fiftieth percentile of institutions in its own category," the committee said. UNL is now below the fiftieth percentile.

To bring salaries in line with the projections of the American Association of University Professors, the committee recommends an overall average increase of 19%.

The committee arrived at their recommendations after looking at what they found to be the two most critical issues.

"First there is the sticky problem of salary disparities within UNL. This problem has become the focus of increasing dissatisfaction among several groups. The proposed solution would make the maintenance of such disparities more difficult than their elimination."

"Second, there is a dismal picture of deteriorating faculty salaries. The proposed step system could be the vehicle by which the faculty salaries might be adjusted to competitive levels."

The committee said it had not yet dealt with the problem of achievement of salary goals but a study is underway and the results will be reported to the senate sometime this fall.

The salaries of full professors in colleges: Agriculture \$15,230, Dentistry, \$18,550, Engineering, \$16,740, Home Economics, \$15,010, Law, \$21,810, Teachers, \$16,120, Library \$14,870 and Architecture \$16,820.

**Zumberge goal:
better teacher wages**

By Ivy Harper

UNL Chancellor James Zumberge spoke to the Faculty Senate Tuesday and said improvement of teacher salaries has top priority this year. He said he is concerned that teacher salaries are not keeping up with the rising cost of living.

Zumberge told teachers that Gov. J. James Exon has asked the University to live within its 1973-74 budget.

For this reason Zumberge said, cuts will have to be made somewhere.

Zumberge said the cuts will be made where they cause the "least amount of pain and the smallest amount of blood."

Zumberge said the total enrollment at UNL is down from 21,160 in 1973 to 20,892 this year. The total student credit hours, which is one source of teacher income is down from 271,000 in 1973 to 265,000 this year.

This is a good omen, he said, because he had expected it would go down more. This means that although there is less money available from student credit hours it has not decreased as much as has been projected, he said.

The budget begins with a base budget and goes to a continuation budget and from that is added new money requests, he said. Zumberge said because Exon has asked UNL to keep within the 1973-74 budget, it is going to be difficult to improve salaries to the level needed.

Currently the legislature and the governor's office is in the process of comparing the salaries at UNL with other universities, Zumberge said.

"He said he has not given a specific budget figure because "the longer we are able to wait, the better we will be in identifying the best figure."

Zumberge said state support went from 59% of the total operating budget five years ago to 65% this year.

The extra money, he said, has gone to replace the decline in student tuition. He said this is the reason teachers cannot get the increase.

This year teaching and resource expenditures exceed income by \$2 million, he said.

"We have only one choice," Zumberge said, "to cut expenditures. We can't raise tuition."

Fall conference to study ASUN alternatives

By Lynn Silhasek

It started out as Student Council by title, was changed to ASUN in 1966 and has become what one ASUN senator called "playing Boys State".

Student government at UNL may be undergoing additional structural changes as a result of an October ASUN-sponsored seven-state Student Leadership Conference, according to ASUN executives.

The conference, to be held at UNL Oct. 17-20, is aimed at improving administrative skills of student governments to improve overall government operations, according to David Howlett, ASUN second vice president.

All three executives and three of seven senators polled agree an ASUN constitution revision must precede any improvements.

"Campus politics have changed," Howlett said. "Since the late '60s, activism on campus has faded. There's been a development of attitudes since then. Students are drifting away from a commitment to loftier goals. Students are working through traditional channels."

Because of the change in student body attitude, "we have to decide if ASUN is doing the best job it can of reflecting student opinion," Howlett said.

Howlett said he hopes an ad hoc committee will be formed,

as a result of ideas presented at the conference, to study the possibility of revising the ASUN constitution.

He said he would want the committee to present definite alternatives to the ASUN model of government to the ASUN Senate by December.

The process of revision has been tried before, ASUN records indicate.

The most recent attempt to revise the constitution was in the form of an amendment on the ASUN election ballot last spring. As the amendment read, the existing ASUN constitution would be abolished. In its place would be an interim ASUN which would rewrite the constitution.

The amendment was not passed because it lacked the 15% of the entire student vote required for adoption. Eleven per cent of the student population voted in the elections.

With the election, however, the United Student Effort (USE) party won all ASUN executive positions and 29 out of 35 Senate positions. Howlett said he felt that with these results, ASUN would be able to work closely together in promoting an amendment to revise the constitution.

Last year the Senate killed a resolution to place the revision amendment on the election

ballot. Student signatures were collected in order to place the amendment on the ballot.

Senator Mark Hoeger, former ASUN first vice president (who labeled ASUN a Boys State operation), introduced the amendment to establish the interim ASUN.

The interim ASUN would have combined both the legislative and executive ASUN powers in

its structure, according to the amendment.

Last year Hoeger was quoted in the Daily Nebraskan as saying the constitutional division of the powers in ASUN "is a real deterrent to ASUN effectiveness."

This year, Hoeger said "We're concerned with the separation of powers in ASUN when we (as

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Followers of the Maharishi Mahesh Yogi (above) are trying to establish a school in the Midwest. See story on page 9.