

# 'Underpaid' faculty said to deter search for dean

By Rex Seline

The problem of an "underpaid" faculty may be an important deterrent in attracting a new dean for the college of Arts and Sciences, according to the chairman of the search committee.

"The very poor condition of faculty salaries, especially within the Arts and Sciences College and the problem that it creates for a dean will make it even more difficult for us to attract a first-rate person for the position," said John Yost, vice chairman of the History Dept. and chairman of the search committee.

Committee recommendations for a new dean should be completed by the end of October and the new dean should assume office by July 1, 1976, Yost said.

The original group of 75 applicants has been narrowed to a list of "about 40" for more consideration, he said.

"We met three times last May to establish the prime criteria for filling the deanship and to define the operation procedures of our committee," Yost said. "We had two screening committees operating this summer who performed the job of undertaking preliminary evaluations."

"Chancellor Zumberge told us last May he wanted us to provide him with a short list of about five names no later than mid-November or December 1. I intend to move as efficiently and expeditiously as possible. We should be done sometime in October," he said.

In the wake of UNL Chancellor James Zumberge's announced resignation, Yost said the committee now will be submitting the names to Adam Breckenridge, vice chancellor for Academic Affairs. Breckenridge will consult with whomever is acting chancellor before recommending the candidate to the NU Board of Regents.

Yost said that Zumberge's resignation itself should have no effect on the search committee's work although some candidates may have their doubts.

"The only problem we would have would be if a candidate felt that the vacancy in the position of chancellor would create a state of uncertainty and instability at the top and that he might have trouble getting support from an interim chancellor for his programs," Yost said.

"My position on the matter is that in no way should the resignation deter the search committee, but we should be aware of the problems that it might present in regards to appointing a candidate from outside the university. The outside candidate might, and I stress might, be concerned about the resignation's effect."

Yost said he thinks that the recent appointment of Breckenridge as permanent vice chancellor has more effect on the selection than Zumberge's resignation.

"The Dean of Arts and Sciences reports directly to the vice chancellor for Academic Affairs," he said. "We now know who that is. We shouldn't have to wait for the selection of a new chancellor before we appoint a new dean."

### Interim dean

One reason Yost is emphasizing speed in the selection process is the fact an interim Dean, Max Larsen, already has served over a year in the position.

Former Dean Melvin George had worked with the State University of Nebraska before leaving for the University of Missouri, according to Yost.

"It's difficult for the interim dean to tackle long-range problems," Yost said.

Presently the committee, made up of ten faculty members, a student representative, a graduate student representative and an alumnus is working to determine which candidates still are interested in the position and to compile more information on the prospects.

"The two most important criteria we've established is, first, that we'll seriously consider only those candidates who have



John Yost

Photo by Ted Kirk

attained a level of scholarly achievement that would merit the rank of full professor," he said, "and second, we'll only consider those who have had administrative experience including ultimate responsibility for personnel and budgetary decisions," he said.

### Minorities represented

Yost declined to name candidates being

considered but said that women and minorities were represented in the group still under consideration.

"We have some highly qualified people under consideration at this time," he said.

The recent questioning of the ability of the university to hold qualified people in top administrative positions as "one on the question marks we'll be facing for the next few weeks," he said.

### High qualifications

"Problems of this sort could arise, but in the past decade we've been extremely fortunate in being able to attract the highest qualified administrators to the post."

He cited the past two former deans, Peter Magrath and George, as examples of top administrators that have been attracted to the position. Magrath is now president of the University of Minnesota.

Yost sees an attitude of "retrenchment" in higher education as opposed to the progressiveness of the college "boom" years as one of the major problems facing any candidate selected to be the new dean.

The new dean will have to cope with budget problems and maintaining quality instead of developing many new programs, he said.

"As I see it, the greatest challenge confronting the next dean of Arts and Sciences will be to determine how we can do fewer things better in order to improve quality and avoid mediocrity," he said.

# NU insurance costs rise

By Marian Lucas

A viable insurance protection policy has been approved by the NU Board of Regents for the university after much searching and added expense.

According to NU Personnel Director Roy Loudon, the university got "an excellent" offer from Aetna Life and Casualty Co. considering what he called the state of the insurance market.

Loudon said the liability market became tighter because companies were paying significantly more money for damages than they were receiving in premiums, and that the market was shrunk between claims and investments.

The search for a new company was started when Aetna Insurance Company, the university's former underwriter, told the university it could not continue its coverage.

"Aetna Insurance Company told NU they would have to charge \$400,000," said Loudon. "We couldn't search the market in 31 days, so they extended our policy until July 31."

### Both subsidiaries

Aetna Life and Casualty Co., the new policy holders, and Aetna Insurance Co., the former underwriters, although not the same company, are both subsidiaries of Hartford Insurance Company.

A professional brokerage firm, Alexander and Alexander, shopped for the top companies in the country. "They (Aetna) took a look at the risk and made us an offer," said Loudon. He added that the new underwriters thought the NU Medical Center was one of its finest risks because they said it was superbly managed.

Approved by the regents, the new policy went into effect August 1. Under it, NU will pay \$207,000 annually for \$1 million worth of protection in personal injury, \$1 million in personal injury for more than one person in a single accident, plus \$100,000 property damage liability.

In addition, NU will pay a \$100,000 deductible to retain that amount of risk.

### Regents surprised

Regent Ed Schwartzkopf of Lincoln said the regents were surprised at the increase of premium rates. He said there is a possibility NU might be self-insured in the future. "It will take more study," said Schwartzkopf, "but it's the regents' responsibility to look at the course to take."

Concerning the current policy Schwartzkopf said, "It benefits the piece of mind to know that you do have the insurance." He added that if 10 malpractice cases were awarded to NU, the

university would benefit.

But in the three year's coverage of Aetna Insurance Co., only four malpractice suits were filed and several small suits in general liability," Loudon said. "We just haven't had them," he said.

### Main concern

A main concern of underwriters was the malpractice category, which involves hospital and medical professional liability. Loudon said the company would pay on these claims up to 10 years from the time of the alleged malpractice.

Dr. Kenneth Hubble, UNL Health Center director, said not only physicians but also x-ray technicians, lab technicians, and nurses are covered under malpractice insurance.

The new policy will expire next August 1, and in the meantime, legislators will be trying to attack the problem of malpractice, Loudon said.

"Somewhere these problems are going to have to be mitigated," he said.

"When you look at the catastrophic exposure we have, it scares you," he added.

## Recent bar decision

# Public officials affected

By Dick Piersol

Many Nebraska public officials at all levels of government may be guilty of conflict of interest if they or their law partners in private practice handle certain cases, according to a State Bar Assn. advisory committee chairman.

William Baird, chairman of the committee, said, for example, it would be a conflict of interest if a state senator practicing law privately or his law partner defended a client charged with violating a state law.

He said any public official practicing law privately would be guilty of conflict of interest if he or a partner defended a client charged with violating a statute passed by the law-making body of the political subdivision the official serves.

### Survey

Baird referred to bar association advisory committee rulings requested by Lincoln City Councilmen John Robinson and Max Denney, and Lancaster County Commissioner Bruce Hamilton. The opinions stated that a conflict of interest would exist if Robinson or Hamilton, who are law partners, defended a client on a criminal charge in either municipal or county court. The ruling would apply to Denney or any law partner in municipal court.

Baird said the ruling does not apply in civil cases unless the pertinent political subdivision were a party to the case.

As a result, Robinson and Hamilton are breaking up their partnership of Hamilton, German and Robinson. Denney is withdrawing from the firm of Bailey, Polsky, Huff and Denney.

Hamilton said that both he and Robinson expected the ruling when they requested the opinion although they were surprised that the ruling included the other firm members.

### Spread word

He said the bar association should spread the word to all members because he

is sure there are county attorneys, City Council members and other officials to whom it would apply.

"I think the ruling would apply not only to criminal court proceedings but to legal appearances before state and local boards and agencies," he said. I can live with the decision but I want it to be applied evenly to everyone potentially involved."

He said he is looking for a salaried position in government or education and plans to take very few, if any, private cases after his partnership is dissolved. Robinson and German, the other firm members are looking for office space to rent to continue their individual practices.

Baird said opinions on conflicts of interest are given on request by the State Bar advisory committee. He said, beginning Monday, complaints of conflicts of interest would be received by the State Bar Association's counsel for discipline. They then would be referred to a committee of inquiry located in each of Nebraska's 21 judicial districts.

### Broad concept

Baird said the concept of conflict of interest is sufficiently broad and that each case is handled separately and judged according to the American Bar Assn. code of professional responsibility.

The Nebraska Supreme Court has adopted the code as the standard by which legal conduct is judged.

Baird said it would be impossible to legislate proper legal conduct because of the variety of possible violations.

He said the bar association's policy on public officials regarding the private practice of law is that, "you can't wear two hats. If there is potential danger we would rule that a conflict of interest exists."

The Lincoln and Omaha city attorneys and Lancaster and Douglas county attorneys already are prohibited by law from maintaining private law practices.

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### Weather

Friday: Partly cloudy and humid with highs in the 90s. Slight chance of afternoon thunder showers. Winds southerly from 5 to 15 mph.

Friday night: Partly cloudy with 20 per cent chance of thunder showers. Low in the upper 60s.

Saturday: Partly cloudy with slight chance of afternoon thundershowers. High in the mid-80s to 90.

Sunday and Monday: Clear to partly cloudy with highs in the 80s and lows in the 60s.