



Photo by Ted Kirk

The south lawn of Love Memorial Library was the stage for two performances given by the Lamb's Players Wednesday at 12:30 and 6 p.m. Here Kathy Blackburn makes herself up to look like Henley, the character she portrayed in 'Hark the Ark.' A story about the troupe is on p.8

Vet aid, regional school might be jeopardized

By Terri Willson

A program by which Nebraska helps veterinary science students pay their way to veterinary school in other states, as well as plans for a regional veterinary school could be jeopardized by an upcoming Nebraska attorney general decision.

The Old West Regional Commission has decided that there is a "definite need" for a regional veterinary school in one of its five midwestern states and last week decided to start searching for a site. The commission comprises gubernatorial representatives from Nebraska, North Dakota, South Dakota, Wyoming and Colorado.

Meanwhile, the Executive Board of the Nebraska Legislature has questioned the legality of UNL's written contracts with six universities. These allow UNL veterinary science students to attend other schools and pay resident tuition with Nebraska paying the difference between the resident and nonresident tuition, according to Bill Nicholas, research assistant for the Unicameral's Educational Committee.

According to the contracts, each year a certain number of UNL students are allowed to enter one of the six schools: Iowa State University, Colorado State University, Kansas State University, Oklahoma State University, the University of Missouri and the University of Minnesota.

Marvin Twiehaus, chairman of UNL's Veterinary Science Department, said NU now supports 67 veterinary students at these state universities: Oklahoma, Colorado, Missouri, Kansas, Iowa and Minnesota.

NU has a Department of Veterinary Science which offers two years of pre-veterinarian study and conducts research,

teaching and educational extension programs.

But students must take four years of doctorate work at another university.

The executive board asked Atty. Gen. Paul Douglas in June for a judgment in the case, but no opinion has been rendered yet.

Nicholas said the written contracts with the other states are being questioned to see if they conform with Article 7, Section 11 of the Nebraska constitution which states that no state or local money can be spent

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on any project not under the control of Nebraska or any of the state's local political subdivisions.

If Douglas decides that tuition payments by Nebraska violates the state constitution, UNL students attending veterinary school in one of these states will have to pay the entire nonresident tuition themselves.

Clarence Cole of Ohio State University and B.W. Kingrey, former dean of veterinary science at Missouri, co-chair an Old West Regional committee investigating the regional school idea. The study committee is composed of two representatives from each of the five states.

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NU salary suit may reach high court

By Dick Piersol

A declaratory judgment which was reversed by a three-judge panel of the U.S. 8th Circuit Court of Appeals in favor of 92 male employees of the UNL College of Agriculture, may be headed for the U.S. Supreme Court.

The appeals court ruled Aug. 26th that the university violated the Equal Pay provision of the Fair Labor Standards Act of 1963 by adjusting the salaries of 33 female employees without making the same adjustments for the 92 men.

The judgment originally was requested by the NU Board of Regents in federal district court which ruled that the university did not discriminate against the men. The federal appeals court reversed that decision.

A motion for a rehearing before all nine judges of the appeals court is pending. Because of the large case loads only three judges heard the first hearing.

Vice Chancellor for Business and Finance, Miles Tommeraaen, said that if a rehearing is not granted or if the appeals court rules again in favor of the 92 men, the regents will appeal to the Supreme Court.

1964 Civil Rights Act

Bruce Wright, a Lincoln attorney representing the regents, said the charges of salary discrimination by the male employees were a result of the university's attempt to comply with the Civil Rights Act of 1964.

That effort was made to reverse what Wright called the history of salary discrimination toward women. He said other universities had been directed by the federal government to comply with the act but that NU had acted on its own initiative.

Tommeraaen said each UNL college was to provide a plan to eliminate salary inequities between men and women for comparable jobs.

"The colleges of Agriculture and Home Economics set up a joint committee to provide a formula to see if salary discrimination existed and to deal with it accordingly if it did," he said. "They very professionally came up with a quantitative formula for examining salary inequities."

Court description

The appeals court decision described the formula in the two colleges.

The committee first identified comparable jobs, then examined the salaries of males and assigned monetary values to all factors which determine those salaries—education, specialization, years of direct and related experience and merit ratings. Finally it compared a hypothetical male salary breakdown with individual female's salaries based on a formula derived from the same first two stages.

The committee decided that exact comparisons of jobs were impractical so they classified employees as academic research and extension specialists or as employees in the extension field staff, such as agricultural and home economics county agents.

The committee determined that Ph.D.'s with no experience were hired at \$14,000. Of that salary \$8,000 represented the value of a bachelor's degree, \$12,000 for a Masters, \$13,000 for a Doctor's and \$1,000 for the value of specialization.

The portion of a male employee's salary remaining was attributed to experience and merit.

Value in dollars

The committee developed a formula to express the average value in dollars of experience and merit. They assigned three points for each year of related experience. The totals of the experience points were calculated and divided by the average individual annual merit ratings. Merit ratings were on a scale of one to five, one being the best rating.

That quotient gave the total "experience rating points" for the two staffs. The salary portions attributed to experience and merit were divided by the totals of experience rating points which resulted in allocating \$120 for each experience point for field staff and \$106 for each experience point for the specialist staff.

The committee then set forth a formula by which it could compare on actual individual female salary with a hypothetical average male salary based only on education, specialization, experience and merit. That female is expressed as follows:

$$A + B + [(3c + 1.5D) \times \$120.00] = \text{salary E}$$

$$A + B + [(3c + 1.5D) \times \$106.00] = \text{salary E}$$

A = Education B = Specialization C = Years of Direct Experience D = Years of Related Experience E = Merit Rating

Females receive less

The committee compared the hypothetical salaries with individual female's salaries and found that of 125 females, 33 were receiving less than the formula expressed.

Those salaries were adjusted accordingly for the next fiscal year, 1972-73.

The appellate court's decision in favor of the men said this process established a hypothetical average male salary as a minimum salary for women.

Of 272 males whose salaries were used in computing the formula, 92 received less than the formula expression, according to Robert Crosby, attorney for the men.

Those 92 men submitted a claim for salary increases to the university, and the regents went to court for judgment. \$85,000 needed

Crosby said the university at the time did not have the \$85,000 needed to make

the men's salaries consistent with the formula. He said nothing was ever done to increase their salaries.

"Since salaries have increased on a percentage basis since 1972, the men deserve retroactive compensation," Crosby said.

Tommeraaen said that if the male salaries had been brought up to the formula, the resulting higher salaries would have invalidated the process and placed the university in a position of noncompliance with the Civil Rights Act. He said the two acts are irreconcilable and if the university tried to comply with both, an unending cycle of increasing women's salaries to meet one demand, then increasing the men's salaries to meet the other would result.

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Weather

Thursday: Mostly sunny and warm. Highs in the low 70s. Southeasterly winds ranging from 5-10 mph.

Thursday night: Fair, with temperatures in the low 40s.

Friday: Partly cloudy, temperatures ranging from the low to mid 70s.