

# Officials disagree about administrator continuity

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However, Regent Schwartzkopf said he believes that when administrators leave NU, the continuity of the university is disrupted, so that administrators' colleagues and NU students are affected.

Some said that administrators' leaving has a favorable effect on the quality of education.

The exchange of administrators has a healthy effect on the quality of education because new ideas and perspectives are needed, according to Hoppner, Exon's press secretary.

Schwartzkopf expressed dissatisfaction with Hoppner's views. He said that NU has some quality administrators it cannot afford to lose.

### Token few

"And we need more than a token few scattered around the university," he said. "I'm proud that they receive offers, but I am upset about the exodus."

Yet, what is being done to prevent this exodus of top administrators?

According to Regent Raun, the regents continually look at ways to keep top administrators. He said they consider salaries, fringe benefits and general working conditions.

According to Regent Koefoot, although there are ways of keeping administrators at NU, state funds are needed from the Legislature.

However, nothing can be done in the Unicameral, Sen. George said, because the responsibility lies with the regents.

### Administrator responsibility

Others, including Sen. Marvel, Sen. Clark and Regent Kermit Hansen, said responsibility lies with the administrators themselves.

"Administrators should go through each area with a fine toothed comb and cut out the outmoded programs," Marvel said. "That way we can support the new and existing programs."

Sen. Savage said, "I don't know the answer for keeping administrators at NU. I suppose the solution is to pay them more."

All state employees, including those at the university, received a \$468 plus five per cent raise for the 1975-76 fiscal year under LB588.

"This response by the lawmakers resulted from frustration over the subjective judgment evaluations of employees," said Eldin Ehrlich, legislative fiscal analyst.

Ehrlich said that evaluations were based on more than hard facts and therefore, the merit pay plan could be used as an excuse to give employees more money.

According to Marvel, regents complain to the Legislature about the budget, but the senators have to "take the heat" for money that is raised.

"It's a little easier for them to ask for a raise than it is for us to give it to them," he continued. "As far as expenses go, we're on the firing line all the time."

Hoppner said that administrators leave

for promotions as well as for higher salaries and that salaries are not valid reasons for administrators leaving.

Sen. Burrows expressed similar views. "If those people are only interested in getting a pay check, I wish they would move out," Burrows said. "There are plenty of people to fill their shoes."

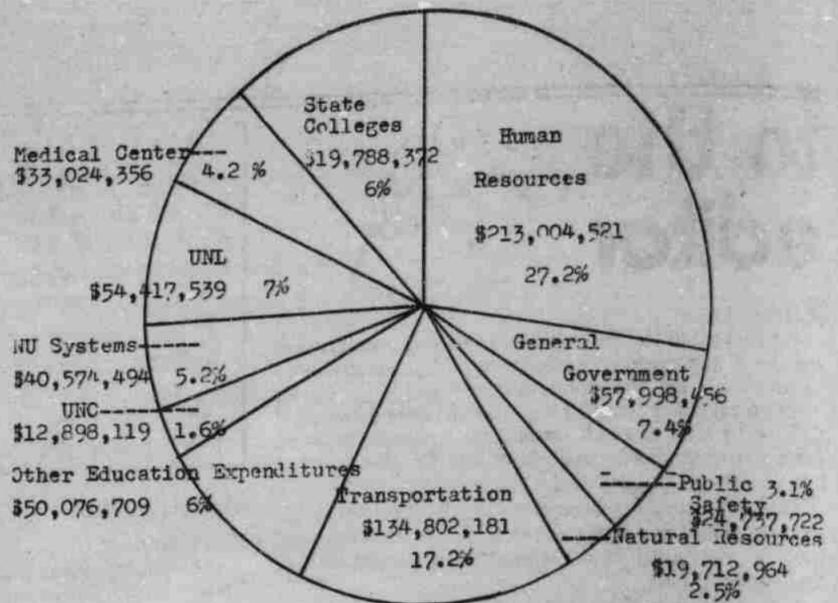
Sen. Marsh said she is certain salaries are valid excuses for leaving NU, but added administrators should remember that Nebraska has clean air, safe streets and favorable conditions for raising a family.

Sen. Goodrich said that salaries are not valid reasons for leaving NU.

"If administrators want to leave, so be it. Let them go," Goodrich said. "But if they want to stay in a progressive university and community, then we're happy to have them."

Goodrich said there are some administrators he would like to see taking jobs elsewhere.

1975-76 State Appropriations



Gov. J. James Exon (left) and Regent Robert Prokop (right). The two men said that NU has never had problems replacing administrators and that the quality of education does not depend heavily on administrators.



Daily Nebraskan Photo

## Comparisons questioned

One way to rate NU administrative salaries is to compare them with those at other Big 8 schools. However, some NU Board of Regents members and state senators said they doubt the validity of such comparisons.

"The Big 8 is an artificial standard," according to Regent Robert Simmons of Scottsbluff. "There is no common denominator except the athletic aspect."

Lincoln Sen. Harold Simpson, an Appropriations Committee member, said that figures and surveys can be used any way a person wants, and added that he questions figures when used to someone's advantage.

"We're being compared with Big 8 schools just as if we were competing with the Joneses," said Sen. John Savage of Omaha, who is also on the Appropriations Committee.

However, some regents and state senators expressed concern about the university's salaries when compared with other Big 8 schools.

"Salaries at NU are not comparable to those at other schools and they should be," according to Grand Island Regent Robert Koefoot.

Sen. Douglas Bereuter of Utica, Appropriations Committee member, said that Nebraska's position in the Big 8 does not surprise him.

"I've felt we are not keeping up with other schools for quite a while," he said. "It's not that the state hasn't tried though."

NU has come a long way, according to North Platte Sen. Myron Rumery, an Education Committee member. But he added that in comparing NU with other schools "we haven't come along as quickly as we would like to."

## Big 8 administrators' salaries

The following table compares administrative salaries of Big 8 schools for the 1974-75 fiscal year. The table was prepared by the NU Office of Business and Finance from 1974-75 Big 8 budget books. All salaries listed are for comparable positions, according to Miles Tommerasen, vice chancellor for business and finance.

	Univ. of Nebraska	Univ. of Colorado	Iowa State	Univ. of Kansas	Kansas State	Univ. of Missouri	Univ. of Oklahoma	Oklahoma State
Chancellor	39,990	50,000	46,500	42,000	42,000	40,500	47,000	47,000
Assistant to the Chancellor	21,500	20,400	19,800	26,600	28,620	37,100	29,500	23,700
Vice Chancellor for Academic Affairs	37,500	42,000	41,700	35,500	37,500	35,500	40,000	39,600
Assistant Vice Chancellor for Academic Affairs	25,000	33,000	24,469	30,840	20,880	25,800	23,500	24,000
Vice Chancellor for Business and Finance	32,500	32,500	37,300	29,000	28,620	37,100	38,000	36,900
Vice Chancellor for Student Affairs	32,000	36,000	33,800	28,900	31,860	32,000	31,000	32,100
Business Manager	25,500	25,600	24,500	22,500	—	27,600	30,000	22,200
Comptroller	22,500	33,500	23,000	20,300	24,000	25,000	20,000	25,500
Director of Accounting	17,200	17,208	18,300	22,639	19,719	17,500	15,000	16,320
Bursar	13,600	20,369	17,000	—	—	17,850	19,600	15,840
Budget Officer	18,500	32,500	22,400	22,500	24,540	19,000	24,000	24,300
Director of Personnel	20,200	24,000	26,000	15,500	16,260	23,400	24,200	23,390
Director of the Physical Plant	25,000	25,000	28,200	28,000	22,320	23,000	22,500	24,300
Chief of Campus Security	18,000	19,560	13,630	13,353	14,544	21,500	19,900	14,880
Director of University Information	23,000	40,000	34,500	19,500	16,640	20,100	32,500	24,000
Director of Academic Services	21,400	25,400	28,000	21,000	28,020	27,000	24,000	25,680
Director of Registration	19,090	20,664	24,200	19,500	16,920	18,200	16,800	25,200
Director of Admissions	19,300	18,540	18,800	15,600	17,400	18,500	16,200	25,200
Dean of Student Development	23,920	25,535	24,700	20,200	21,816	20,000	18,600	24,240
Director of Financial Aids	17,500	19,008	17,300	16,600	15,480	21,200	20,300	13,980
Director of the Student Union	21,610	—	21,800	27,000	22,200	20,800	18,000	20,736
Director of Housing	23,552	24,000	28,200	28,200	20,100	24,300	24,700	15,600