

# Committee accepts new tenure rules

By Theresa Forsnan

After last-minute changes Saturday, the NU Board of Regents' Academic Affairs Committee approved the adoption of new rules for granting tenure.

Executive Vice-President Steven Sample's recommendations, designed to reduce the number of UNL tenured professors, underwent minor changes to lessen chances of misinterpretation and make the tenure rules more appealing to professors.

Regents Kermit Hansen of Omaha, Ed Schwartzkopf of Lincoln, Robert Koeft of Grand Island, and University of Nebraska at Omaha (UNO) Student Regent Clint Bellows met with faculty representatives from all three NU campuses to iron out wording disagreements.

## Probationary period

The following changes were made:  
—Most faculty members must wait the full six-year probationary period before receiving tenure, but the committee will stress that tenure may be awarded any time

prior to the full period.

—Faculty members will be notified at the end of their sixth year at UNL whether they will receive tenure within one year. This one-year notice is required by the American Association of University Professors' (AAUP) rules.

—The new requirements will be enforced at the departmental level, where the initial recommendations for tenure are made before the nominees are reviewed by a campus-wide committee. Faculty members are to be informed of the new standards.

Sample studied tenure density and made his recommendations at the regents' request in April. He submitted the study to the board in October, but action was delayed to allow time for faculty and administrative input.

His recommendations in October called for a reaffirmation of the tenure policies in the regents' bylaws, with certain adjustments:

—Each faculty member should serve the full seven-year probationary period before receiving tenure. Departments and colleges would review each faculty member during the sixth year of service.

—Tenure policies should be reviewed periodically and stringently enforced.

—Tenure should be separate of promotion and pay raises.

—The tenure report should be updated annually.

## Expected to ratify

The board is expected to ratify the academic affairs committee's approval of the recommendations at their Dec. 14th meeting.

NU President D.B. Varner said the new rules attempted to find a method other than quotas for lowering the faculty tenure rate at the university. More than 70 per cent of UNL eligible professors are tenured.

UNL Professor Donald Jensen told the group tenure criteria must be changed to change the high tenure density.

"The reward structure at this university is absurd," he said.

Jensen and Schwartzkopf said that flexible financial rewards are needed for faculty members.

## Freedom to do job

Jensen said tenure means, "freedom to do my job without the fear of termination for unspecified sins of omission or commission." It serves as protection against colleagues who disagree with unconventional methods of teaching, he added.

Schwartzkopf agreed that colleagues are more instrumental in firing professors than the regents or the university administration.

He praised the faculty group for last week's Faculty Senate decision requiring professors to attend all class sessions, but chided the senate for pushing collective bargaining.

The regents should return to the two-day format for meetings, Schwartzkopf said, to allow more interaction between the regents and the university community.

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## Commerce Secretary lauds tax plan

By Dick Piersol

Two of President Gerald Ford's tax and federal spending proposals this year could sustain the momentum of economic recovery, U.S. Secretary of Commerce Rogers C.B. Morton said Friday.

Morton told 300 persons attending a UNL symposium on the Employees Retirement Income Security Act of 1974 that the President's tax program was essential. He said increased national saving and the recommendations for a \$28 billion cut in taxes and federal spending were necessary to:

- Provide about 15 million new jobs.
- Increase productivity for cost and price stability, economic expansion and better wages.
- Achieve energy independence.
- Build more housing.
- Renovate and expand transportation networks.
- Assure occupational health and safety.
- And protect the environment.

### More investment required

The private capital investment required to accomplish these goals would require between \$4 trillion and \$5 trillion in the next 10 years, Morton said, or three times the investments of the past decade.

That kind of investment cannot be accomplished under current tax laws, he said.

Morton cited a double tax on cor-

porate earnings and individual shareholders' income—corporations paying taxes paying another tax on dividends and sales profits.

### Higher corporate tax

The corporate tax rate also is higher in the United States than in most other industrialized nations, Morton said, allowing European nations and Japan to increase their production rates beyond that of the United States.

Finally, he said, taxes on savings provide a disincentive to invest in savings accounts or securities.

The President's tax program for increased national saving would help reverse these problems by:

- Increasing the \$1,500 tax-free investment maximum in Individual Retirement Accounts (IRA) for Americans who are not self-employed and who do not have a retirement program where they work.
- Establishing an Individual Savings Account Program with tax benefits similar to IRA but applicable to savings accounts.
- Replacing the double tax on corporate earnings with either a corporate dividend deduction or a tax credit system at the shareholder level.

### Back to taxpayers

The President's plan for a combined \$28 billion tax cut and federal spending reduction would curb inflation, Morton said, and put \$28 billion "back in the tax-

payers' pockets and into productive business investment."

The \$8 billion in individual tax reductions will replace temporary 1975 reductions, \$4 billion to stabilize personal withholding rates and \$8.7 to further relieve all income brackets, he said.

The business tax reductions would continue tax relief for small businesses and provide incentives for equipment investment. The increased productivity would create new jobs and reduce utilities' dependence upon foreign energy sources, he said.

At a press conference, Morton commented on a contempt of Congress citation pending against him.

Morton was cited for contempt by the House Interstate and Foreign Commerce Subcommittee Nov. 11 for refusing to divulge the names of U.S. companies Arab nations had asked to boycott Israel.

### Special treatment

An applicable law requires that the companies inform the Department of Commerce of such solicitations Morton said, but guarantees confidentiality. The subcommittee is asking special treatment under the law which he said should apply equally to Congress.

A lawsuit filed by the B'nai B'rith, a Jewish fraternal and service organization, should resolve the issue, Morton said.

When he retires as Secretary of Commerce early next year, he said he plans



Photo by Ted Kirk

Commerce Secretary Rogers C.B. Morton, at UNL Friday, spoke in favor of President Gerald Ford's tax proposals.

to take no official administrative position in the President's election campaign.

"When the bell rings, it's hard for an old firehorse like me to stay in the stall," Morton added. President Ford has nominated former Atty. Gen. and current Ambassador to Great Britain Elliot Richardson to replace Morton.

President Ford should have no trouble finding a suitable replacement for Vice President Nelson Rockefeller, he said, if the field of candidates have all the qualities of Nebraska Sen. Carl T. Curtis.

## McGovern calls on Ford to select woman for Court

By Dick Piersol

Omaha—South Dakota Sen. George McGovern called on President Gerald Ford Sunday to nominate a woman to the Supreme Court vacancy left by the retirement of Justice William O. Douglas.

McGovern told a crowd of 400 at Creighton University, "It is a national shame that in 200 years of history the barrier of sex has prevented a woman from serving on our highest court.

"The point is," McGovern continued, "we can no longer honestly argue that nominees to the Supreme Court have always been picked on superior merit alone. It is hypocrisy to pretend that the merit test has excluded women for 200 years.

"It would be an appropriate act to replace the great champion of liberty, Justice William Douglas, with a distinguished woman justice."

### Common sense approach

McGovern called his speech a "common sense approach to the Bicentennial" and said that its observance thus far has been too superficial and shallow.

"We should do a little serious thinking about what has brought great power, influence and problems to the United States. That is, the free exchange of ideas and encouragement of dissent."

McGovern called the history of the United States an experiment that began with the courage to break away from tradition.

"America grew and prospered because daring people explored the unknown in science, invention and the frontiers.

"America is not a finished product, but a process—a method of liberating the skills of its citizens. The highest faithfulness is a determination to question all that we are."

According to McGovern, love of country is not blind in the acceptance of national policy and old-style nationalism is now obsolete. The idea of world interdependence and free exchange of ideas has become a necessity with the global population's growth, food shortage and energy problems, he added.

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### Weather

Monday: Mostly sunny and mild. High temperatures ranging from the upper 60s to low 70s.

Monday night: Increasing cloudiness. Temperatures in the low to mid-30s.

Tuesday: Cloudy and cooler. Highs in the upper 50s to low 60s.



Photo by Ted Kirk

George McGovern, Democratic senator from South Dakota