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# Meet the Man.



**JOHN Y. MCCOLLISTER**  
Republican Candidate for U.S. Senate

Meet the man who will be Nebraska's next U.S. Senator. Congressman John Y. McCollister will be at a public reception Friday afternoon, Feb. 13, in the Lincoln Room at the Cornhusker Hotel from 3 to 6. Come any time. Talk with John McCollister... give him your ideas... get his thoughts on the issues. He wants to meet you, talk with you. And if you're inclined to be active in politics, the campaign welcomes you as a volunteer. Meet John McCollister Friday afternoon at the Cornhusker.

Paid for by McCollister for Senate Committee. Paul Amen, Chairman; John Deihant, Treasurer.

## AAUP on Economic Status of UN-L Faculty

Among many faculty members salary overrides all other issues in the collective bargaining dispute. Salary levels at UN-L are well below those at most similarly situated universities, not only in distant corners of the country but among our nearest neighbor institutions. Salary issues will be among the most difficult to solve when and if collective bargaining comes to pass. But, if the quality of UN-L is to be strengthened, or even maintained, these problems must be addressed and dealt with successfully. UN-L has a recent history of hiring few new faculty members with extensive experience or proven academic records, except for administrative positions. Nevertheless, newcomers are often hired at salaries in excess of those paid to present faculty members of proven merit. This morale destroying procedure, necessitated by insufficient funding for the recognition of merit, perpetuates itself like some pernicious infection by causing the departure of still other faculty whose merit has gone unrecognized. Thus, the University is forced back into the market again only to find the proven scholars even further beyond its grasp than before. Few among us cannot recount two or three or more recent repetitions of this wretched scenario within the circle of our academic acquaintances.

It has been proposed that salary increases averaging 12.32% for the coming fiscal year would handle the current rate of inflation and bring UN-L salaries to the average of those enjoyed at the four neighboring AAU institutions (Mo., I. St., Kan., and Colo.) This is a modest goal, and if properly and professionally administered with due regard to merit it could go far to improve morale and make UN-L competitive in the market place. The table below shows the differences between average academic year (or equivalent) salaries at UN-L and those at the above mentioned in-

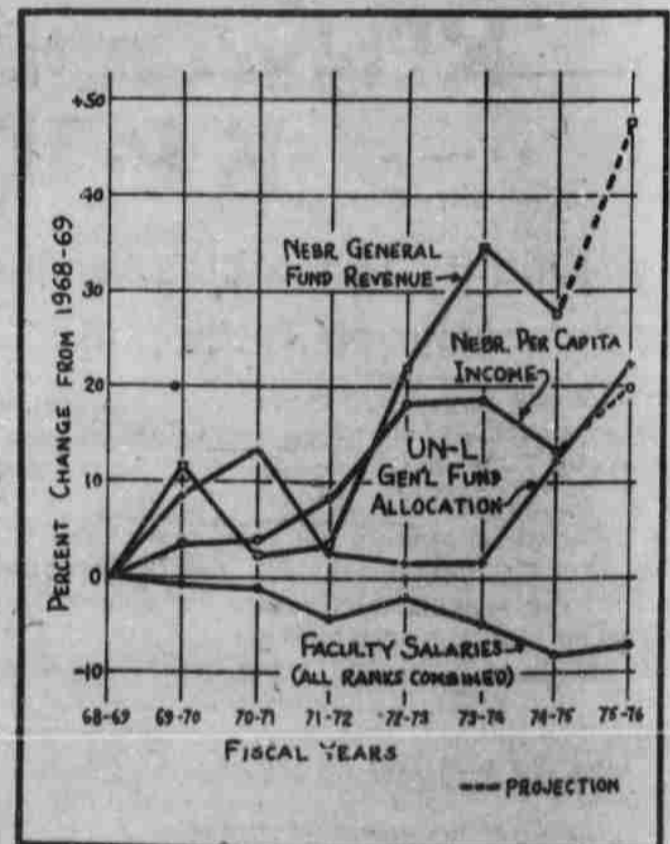
stitutions, by college and rank, for the five colleges where our competitive disadvantage is most acute. The figures are estimates developed by the UN-L Administration for use in supporting salary budget requests.

**Differences of Average Salaries by College**  
Big 8 AAU (without UN-L) minus UN-L  
1975-76

	Professor	Assoc. Prof.	Assist. Prof.
Agriculture	\$1,867	\$ 968	\$ 290
Arts & Sciences	2,165	976	380
Business Adm.	1,710	1,629	(95)
Architecture	1,371	1,058	1,522
Engineering	3,168	1,980	1,445

It should be noted that even in areas where UN-L has traditionally enjoyed a slight competitive advantage (Law, Teachers, Home Ec.), that advantage has eroded substantially or completely disappeared during the past year.

But, if the administration recognizes this problem, as does AAUP, what more can we ask? Implementation of a solution! The problem has been recognized in previous years but the gap has widened instead of narrowed. The correction of this problem simply must be made the primary financial goal, not only of UN-L but of the entire System. The State has every right to point out that, in the past two years in particular, UN-L has won a substantial increase in State funding. But, these increments have not been used to solve our problem. The graph shows the changes since 1968-69 in faculty salaries and three fiscal indices which relate to the economic health of the State and the University. All are calculated using constant (un-inflated) dollars. Note that faculty salaries are down



while the other factors all show substantial increases. Any new money which can be brought into the UN-L budget must be used for salary improvements or for the improvement of essential supports of existing academic programs.

The allegation that no class one universities or major land-grant institutions have embraced collective bargaining is simply not true. The record shows that the Universities of Delaware, Cincinnati, Hawaii, Rhode Island, Rutgers (St. U. of N.J.), and Wayne St. U. (Detroit), are among 30 institutions represented by AAUP. Other agents represent CUNY (12 campuses) and SUNY (20 campuses) to name just two. None of these institutions can be considered anything but first rank. All have salary scales substantially higher than that at UN-L.

Of course we cannot guarantee that all inequities will be corrected in one full swoop or that collective bargaining will cure all of UN-L's financial and academic aches and pains. To do so would be naive and foolish. But our experience with the alternative is extensive. It simply has not worked.

Paid for by the  
AAUP Collective Bargaining Committee