

## HEW examines charge of NU sex discrimination

By Sharon Armstrong

Two investigators from the U.S. Department of Health, Education and Welfare (HEW) are on the UNL campus this week to look into charges filed by the NU ad hoc committee on women's concerns.

A spokesman for the ad hoc committee, formed in the spring of 1974 by faculty members, staff and students, said a 70-page complaint was filed with HEW in October 1974 charging the university with sex discrimination in its hiring, firing and pay scale procedures.

The complaint also alleged the university did not properly advertise job openings and that many women were denied promotions and tenure when hired.

NU's Affirmative Action Program is a source of controversy between the university and HEW. On April 1, HEW notified the university that the program was not in compliance with HEW standards and gave it 30 days to comply with guidelines or show cause why the university should not comply.

As of Friday, the university still had not written a policy revision to comply with HEW standards.

### Report delayed

NU President D. B. Varner said the university always has been willing to comply, but the report has been delayed because of the substantial amount of data needed to compile it. He added that the report would be submitted shortly.

HEW officials are in Lincoln to investigate specific charges filed in the complaint and to discover NU's policies concerning hiring, firing, salary levels and promotions.

Two HEW representatives also were on the University of Nebraska at Omaha (UNO) campus last week to investigate similar sex discrimination complaints by the ad hoc committee.

HEW is obligated to investigate all charges filed with the department, according to Jesse Milan of the Civil

Rights Office at the HEW regional headquarters in Kansas City.

Milan said that after the investigation is finished, a report will be filed with the department to determine whether any action should be taken.

### Federal agencies would be advised

Milan said he had no information concerning the investigations at UNL, but if something does turn up, he said, HEW would advise the federal agencies that help finance the university that the university is not in compliance with the laws. Federal financing could be suspended, he said.

After HEW informs those agencies of the noncompliance, Milan said the department negotiates with the university to seek voluntary compliance.

If nothing happens with the negotiations, he said, HEW issues a notice that all negotiations have failed and the U.S. Justice Dept. could be asked to take action.

"It is our (the university's) intent to abide by the law," Varner said. The university can fight the guidelines if it can show cause, he said.

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## Old ID system may be revived

A UNL student identification card system discontinued in 1964 may be used again starting next fall. And the not-so-new system will save UNL nearly \$9,000, according to Ted Pfeifer, registration and records director.

"The certificate of registration (student ID) will come with the pink copy of the student registration form," Pfeifer explained. "This will eliminate the time-consuming process of adding the student ID to the registration packet, and it will be easier and cheaper to reissue."

Pfeifer said the switch was made to the plastic card in 1964 because "many systems used the embossing feature."

The library now is the only UNL department to use the card for imprinting, and Pfeifer said a new system is expected to replace the need for the plastic card at the library.

"The paper card will obviously be cheaper for us to make and it will eliminate the \$5 replacement charge," he said.

A decision will be made by Dec. 1, and it will depend mostly on Pfeifer's talks with library officials.

Students now must pay \$5 to get another ID, but the new system would feature free replacements.

Asked if the free privilege could be abused, Pfeifer said, "Yes, in the beginning. I suspect a great deal. The use of

the card in student health (University Health Center) may diminish to next to nothing."

Residence hall meal ticket holders have picture ID's and Pfeifer said this has worked well.

"The university should look into picture ID's, but there are two reasons why we probably won't have them," he said. "Expense is one reason, and also the student identification involves many departments. It would take a significant coordinated effort to satisfy the many needs of the university."

Pfeifer said he had received positive feedback from students and businesses on the change, but was surprised by some comments he got from several businessmen.

"Some of them don't even know that there's a sticker on the back of our ID's so I don't think it's too big of a deal to make the change," he said. "There should be adequate acceptance off campus, along as there's a enough publicity."

Pfeifer also was asked if the identification card would offset football ticket distribution, and scalping of tickets.

"The student ID is already misused," he said. "It's not really an ID card, but more for our purposes. Just because someone has the card doesn't mean that person is the holder."

Each student's address and number of credit hours will be added to the new card, Pfeifer said.

## University-owned car involved

# Cause yet undetermined in fatal three-car collision

By Mary Jo Fitzl

Cause has not yet been determined in a three-car collision involving the first university-owned car in a traffic fatality.

On Oct. 27, part-time foods and nutrition instructor Paula Connell was driving between Omaha and Lincoln on Interstate 80. Her westbound university car was hit head-on by a car that crossed the interstate median. Connell, 24, was killed in the crash.

The driver of the eastbound car, Ollie Jackson of Woodlawn Trailer Court in Lincoln, was hospitalized in Omaha in serious condition.

A third driver was involved in the collision when his westbound car slid into the other two vehicles after the crash. The driver, Theodore Boesen Jr., was treated for minor injuries and released.

No cause has been determined for the accident yet, George Ferris, benefits manager for UNL personnel, said. Ferris, who handles insurance policies for university employees, said Connell was covered with \$20,000 life insurance policy. Because she was the victim of an accident, the coverage doubles to \$40,000, Ferris said.

### Insurance paid for

"The university buys (insurance) for each permanent employee," Ferris said, defining a permanent employee as one who works on a full-time basis, eight hours a day, for at least six months.

In Connell's case, her parents are the beneficiaries of her insurance policy. The Connells also received a \$1,000 burial benefit from the state, Ferris said, because Connell "was working for and on behalf of the university" at the time of the accident. Connell was returning to Lincoln from the University of Nebraska at Omaha where she instructed a course before the accident

occurred.

Although many accidents have happened involving state cars this is the first fatality, according to Campus Police Capt. Kenneth Markle.

State law requires all state employees to complete a defensive driving course (DDC)

before operating a state vehicle, Markle said. The law also extends to any state employe collecting mileage payment while driving their own car on state business, he said.

### To reduce damage

The DDC program was established "to

cut down on damage to state cars," Markle said. "We started our training here on campus around the first of February," he explained.

Channelled through the Campus Police, each UNL department finances the course for its own personnel, according to Hazel Fox, Foods and Nutrition Dept. chairwoman.

In the nine months since the DDC program was initiated at UNL, Markle estimates, 3,000 to 4,000 university employes have completed the course. Divided into two four-hour sessions, the course consists of lectures and slides. No driving is required. DDC "gives a person a better point of view when he gets out behind the wheel," Markle said.

"Those who have driven longest and had the least accidents think it's good," he said of the DDC program.

Every four years, all university and state employes must retake the course. Markle said that after every accident involving a state car, the employe must take the course again.

All insurance on the state vehicles is handled by Ferris. Cornhusker Casualty of Omaha handles UNL claims.

With automobile accidents, university insurance applies only to cases in which the UNL employe is not at fault. Any complaints or lawsuits beyond that are handled by the individual involved.

UNL insurance also pays workmen's compensation for any employe, regardless of who is at fault, Ferris said. After that, it is up to the injured individual to go the insurance company if the accident is his or her fault, he said.

Ferris said he handles about one or two car insurance policies per month, and that they are generally "very minor."



Photo by Kevin Higley

Paula Connell, a part-time foods and nutrition instructor for NU, was killed in this university-owned car when it was in collision with another vehicle. The cause of the accident has not yet been determined.