

# Some say promotion based on 'publish or perish' theory

According to associate professor of life sciences, Richard Boohar, a teacher can be faculty promotion and tenure decisions.

An instructor must earn tenure within seven years to be retained, Dittmer said. Often instructors do not write because they have something to say but they write to keep their jobs, he said.

"Publish or perish" became a catch phrase for this situation about ten years ago, said G.G. Meisels, chemistry department chairman.

However, it applies only when the emphasis is out of balance, which is not the case at UNL, he said.

Meisels pointed out that publication indicating research is only one of the three criterion used to evaluate a teacher's performance.

Teaching, service and publication are

considered job requirements and the responsibilities of any university, he said.

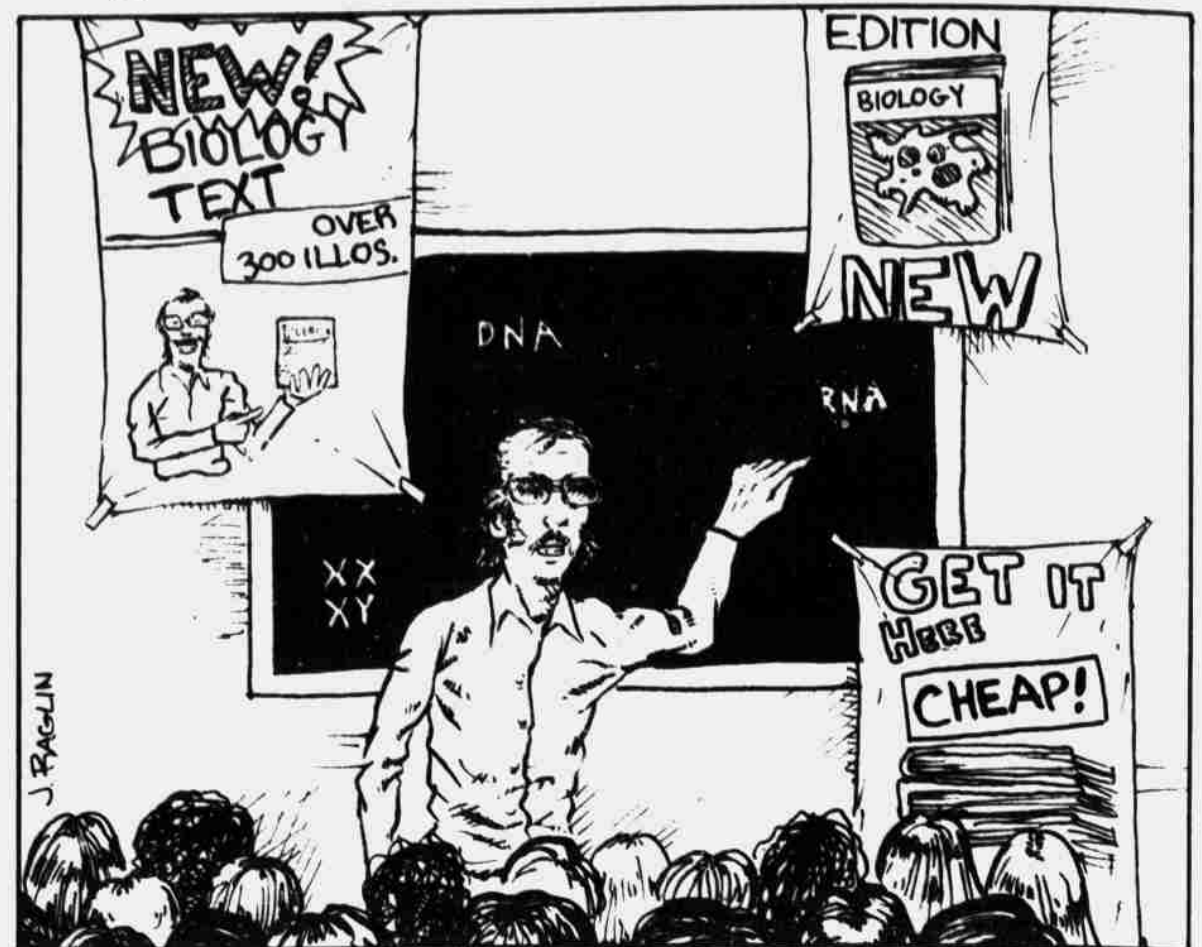
Journalism Professor Jim Patten acknowledged the need for productivity, but said he objected to the interpretation of productivity as publication only.

He said there should be a place in the promotion system for those who want to emphasize teaching.

"Someone needs to take care of the 24,000 some students on campus, and we can't do that if we're all in our offices trying to invent flubber," Patten said.

Journalism and Secondary Education Professor Gene Harding also stressed the need for diversity.

"Most of us are not proficient in all three areas (teaching, service and publication)," Harding said. "If you have a real interest in one area, you should be free to do



it. One pays for the other."

According to associate professor of Life Sciences, Richard Boohar, a teacher can be great, nice and loved, but without research they are cheating their students of current information.

"If a teacher never deals with anything but students, he becomes an expert manipulator of old ideas," Boohar said.

Research and publication do not necessarily reduce time in the classroom, since most teachers use nights and weekends to get it done, Boohar said.

Harding said he disagreed with the no research, no new ideas argument for research.

He said any good teacher reads all the time and should not have to spend ten years finding something new to teach when they can read to get new information.

Boohar mentioned the Nebraska Legislature's excellence program stressing high quality research and one reason for the publish or perish push.

However, such emphasis can lead to sheer number of publications as a goal, or

research only in areas that can be completed quickly.

Harding said the increasingly tight job market breeds these publish or perish side effects.

According to Dittmer, more teachers are being denied tenure and released now than during the past five to ten years.

But UNL faculty has not perished yet, and the symptoms of the nation-wide publication mania are slighter here than at many U.S. universities.

According to Harding, some schools specify which professional journals they will accept publication in.

He said he has heard of one institution requiring a minimum of eight articles for a teaching position.

Another school withholds promotion to associate professor until the applicant publishes a book, he said.

Nebraska has no such uniform rule on mandatory publication or amounts of research, but some faculty members feel the unwritten publish or perish law is being pushed almost to death.

## Faculty members support proposed salary increase

By Cindy Coglianese

Faculty members have said they support the proposed 9 percent salary increase that the Nebraska Legislature will consider this month.

James Lake, president of the Faculty Senate, said the faculty would support an even larger salary increase if the NU Board of Regents would have requested one.

"Originally, the chancellor's salary study committee proposed a 17 percent increase to bring UNL salaries up to the average salary of other Association of American Universities (AAU) land grant colleges," he said. Nine AAU land grant colleges, of similar size to UNL, are used for salary comparisons.

The regents brought that figure down to a 9 percent increase, and a tentative vote by the Legislature's Appropriations Committee has brought that down to 6.5 percent.

"The faculty believes in the figures that support a much larger increase," Lake said. "But if you can't have your heart's desire, you settle for half of your heart's desire."

Lake said UNL gradually has slipped behind faculty salaries of other AAU-land grant colleges for two reasons.

First, there is not enough money for other university priorities and still raise salaries, Lake said. Second, the university is taking care of the "baby boom."

"We're at our highest peak now for the next 20 years," Lake said. "When the classes get larger, salaries are cut to hire more teachers."

Lake said one solution may be to restrict enrollment of undergraduate colleges.

"Personally, I regret the necessity of restriction on enrollment," he said. "There are a lot of problems with this, but if you don't get enough money to teach people well, then you teach half of the people well."

Lake said he also foresees a problem attracting outstanding professors at the university with the expected low salary increase.

"It will prevent us from hiring the one (professor) that we want," he said. "It's too bad that money is the livelihood of an institution."

Lake said UNL is losing professors to other universities which pay higher salaries.

Ned Hedges, vice chancellor for academic affairs, said, "Generally, the faculty is concerned with keeping pace with the rate of inflation and the cost of living. For the most part, this concern has been experienced by other people in society."

Hedges said any type of comparison would tend to indicate that UNL's salary level is fairly low.

In December, the chancellor's salary study committee compared UNL salaries to those at other AAU land grant colleges.

The committee reported that UNL salaries were well below those at comparative colleges, and the larger increases in some areas were needed for individual colleges to achieve parity with the other colleges.

Lake said UNL faculty members are not "going to be happy with a nine percent increase, but it's better than a two percent increase."

"They (faculty members) have lived through rougher times than this. They aren't going to strike or commit suicide. We have a very loyal faculty that has stuck with the university through thick and thin—more often thin," Lake said.

"For the money spent, we have a good teaching core here at UNL, he said.

The Faculty Senate is not lobbying as a group for the increase, Lake said, but individuals may lobby on their own.



Professor James Lake points out that UNL is losing professors to other universities and he foresees problems ahead in attracting quality professors here in light of the expected low salary increases.

Photo by Lisa Paulson

## UNL-UNO pay difference worst for full professors

By Georgene Cetak

Most UNL professors agree that salaries are grim, but compared with their counterparts at the University of Nebraska at Omaha, the picture is bright.

The UNO faculty salary breakdown can be compared with UNL salaries in only three colleges. The pay discrepancy is greatest for full professors.

The three comparable colleges are arts and sciences, business and education.

Last year, arts and sciences faculty members averaged \$1,098 more at UNL than at UNO. For business college professors, UNL averaged \$1,743 more. In education, UNL averaged \$2,231 more a professor.

UNL associate professors in arts and sciences received \$555 more and \$1,466 more in education. However, associate business professors received slightly more at UNO.

UNL assistant professors in arts and sciences received slightly more than UNO professors. Assistant business professors averaged \$1,964 more at UNL. But assistant professors in education averaged \$483 more at UNO.

Larry Andrews, UNL acting assistant vice chancellor for academic affairs, said UNL faculty salaries generally are higher, particularly in the full professor category, because there are more full professors at UNL who have been there longer.

Although UNL and UNO administrators agreed that regents' guidelines are followed in allocating merit raises, each university also makes individual allocations.

A parity-merit category is unique to UNL in comparison with UNO. Money in the parity-merit classification is allocated to each UNL college in an attempt to bring UNL salaries, which have been below the average of AAU land grant colleges, to an equal level.

Maynard said UNO has no parity-merit system by college but has a minimum dollar amount for full professors, assistant professors and associate professors.

"Both campuses get at the same thing in a different way," Maynard said. The minimum dollar amount for a full professor at UNO is \$19,700, he said. Other money is allocated at UNO by college and department, Maynard said, but there is no dollar breakdown.

## ASUN agrees with proposed pay increases

By Deb Shanahan

UNL's student government traditionally has supported increases in faculty salaries, and this year is no different.

ASUN President Greg Johnson said a faculty salary increase is necessary because the university has lost good professors and administrators to other schools that pay more.

"It's an economic law that, everything else being the same, they'll go where they can get the most money," said Johnson.

Mike Herman, an ASUN senator from the business college who also serves as chairman of the Government Liaison Committee, agreed that faculty salaries are a student concern.

"We're the ones receiving the education, so it's important that our university is attractive to good professors," he said.

The Government Liaison Committee recently conducted a study on faculty salaries which showed UNL ranking near the bottom of Big 8 schools in faculty salaries.

The Government Liaison Committee is a standing ASUN committee that includes 18 students not otherwise connected with ASUN.

Herman described the committee's work as spending time at the unicameral, talking with state senators, and testifying when student issues are debated.

"I testified in front of the appropriations committee in favor of faculty salary increases and against a tuition increase," he said, adding that he was the only student to do so.

Herman said the faculty salary issue is a continuing concern, but this year faculty salaries are a main concern in NU President Ronald Roskens' budget request.

In support of a salary increase, Herman said, "I think you can have both a faculty salary increase and keep the same amount of programs without a tuition increase."