

More money desired

Study finds professors may seek other jobs

By Betsy Miller

UNL is facing a case of cause and effect that could have been taken from a logic textbook.

Unfortunately, the effect will not be beneficial to the school.

The cause is that UNL faculty salaries appear significantly lower than the pay of teachers at comparable universities.

The effect is that qualified professors may be leaving UNL to find higher paying jobs.

This was the tentative finding of a study titled "Talent Drain on the UNL Campus?" and concluded in December 1979 by John Creswell, an associate professor of educational administration at UNL.

The study involved 139 assistant, associate and full professors who were hired between 1977-79. The study showed that 13.8 percent of the teachers planned to leave UNL by the fall of 1980.

Also, 31.9 percent were making applications for employment elsewhere during the 1979-1980 academic year.

And 61.8 percent said they were giving serious thought to seeking other jobs, while 61.4 percent said they would try to find new jobs if conditions did not improve in three years.

If Creswell's study is correct, then 30 to 47 professors should have left last fall, compared with 13 the year before.

He has not done a follow-up study, but he hopes to complete it shortly after

the end of semester break, he said.

According to Creswell's study, the faculty listed higher salaries, better fringe benefits and better research facilities as factors they would look for when leaving UNL for another college.

Creswell's observation that faculty will leave because of poor pay is echoed by John Robinson, chairman of the UNL English Department.

Robinson said the department has lost five "good people" in the last five years.

He quoted figures that rated pay levels for 51 institutions that offer a Ph.D. in English, as UNL does, and said that out of the 51, UNL is 44th on the list for full professors and associate professors pay and 42nd for assistant professors.

On the average, full professors at UNL receive \$3,792 less than full professors at other schools, he said.

Robinson's department is not the only one which is experiencing difficulties.

Arthur Kraft, associate dean of the College of Business Administration, said his college has lost five faculty members in the last six months.

In all five cases, Kraft said the teachers left because they were offered more money.

"The salary of one went from \$20,000 to \$25,000," Kraft said.

Because it is getting harder to find faculty replacements, the quality of the college suffers from the vacancies, according to Kraft.

Also, enrollment in the business college is increasing every year, so any faculty scarcity does double damage, Kraft said.

Even when new faculty are hired, Kraft said some disruption in classes occurs because the new teachers must get comfortable in the classroom—something the experienced teacher already has done.

Salaries at UNL's College of Business were rated below par according to a survey by the American Assembly of Collegiate Schools of Business.

Although Kraft said salaries have been low ever since he joined the staff six years ago, the problem seems to be "more acute" now.

The most recent documentation used by the faculty to show discrepancies between salaries at UNL and other schools, is the 1979 report of the Faculty Salary Study Committee.

The figures for the report were compiled by the UNL Office of Institutional Research and Planning.

Statistical technician Chris Lodes said the data lists salaries department by department for assistant professors and other higher-ranking professors.

The other universities—representing other land grant colleges belonging to the Association of American Universities—use the same procedures to collect their information, so the comparison is accurate, Lodes said.

The AAU-land-grant schools are the University of Illinois, Iowa State University, Michigan State University, the University of Minnesota, the University of Missouri, Ohio State University, Purdue University, the University of Wisconsin and Pennsylvania State University.

The report showed that the average of the nine other university salaries was \$24,670. The average UNL figure was \$22,327,—which translates to 9 percent lower than what other colleges pay.

Administrators at UNL are attempting to remedy the salary deficits.

The NU Board of Regents has approved a university operating budget which would increase faculty salaries 12 percent next year.

This raise is part of a four-year program to achieve parity between UNL salaries and those at other universities, according to Ezekial Bahar, president of the UNL Faculty Senate.

The plan was developed by the administration and the Faculty Senate, Bahar said.

Before the budget can become effective, however, it must first be passed by the Nebraska Legislature, which may trim quite a bit off the proposed funding.

Even if the 12-percent increase successfully passes the Legislature, the salary problem will not be entirely solved.

According to Bahar, the plan to achieve salary parity in four years is based on present salary levels at other universities. In four years, those salaries will probably increase even higher.

"We're shooting at a moving target," Bahar said.

Despite the low faculty pay, UNL faculty members do not seem to be making too much fuss about salaries.

An attempt last year by some UNL faculty to get the entire faculty body involved with a collective bargaining agent was apparently halted by a lack of faculty interest.

Bahar, an engineering professor who has been at UNL for 14 years, said the faculty wants to be professional about the low salary level.

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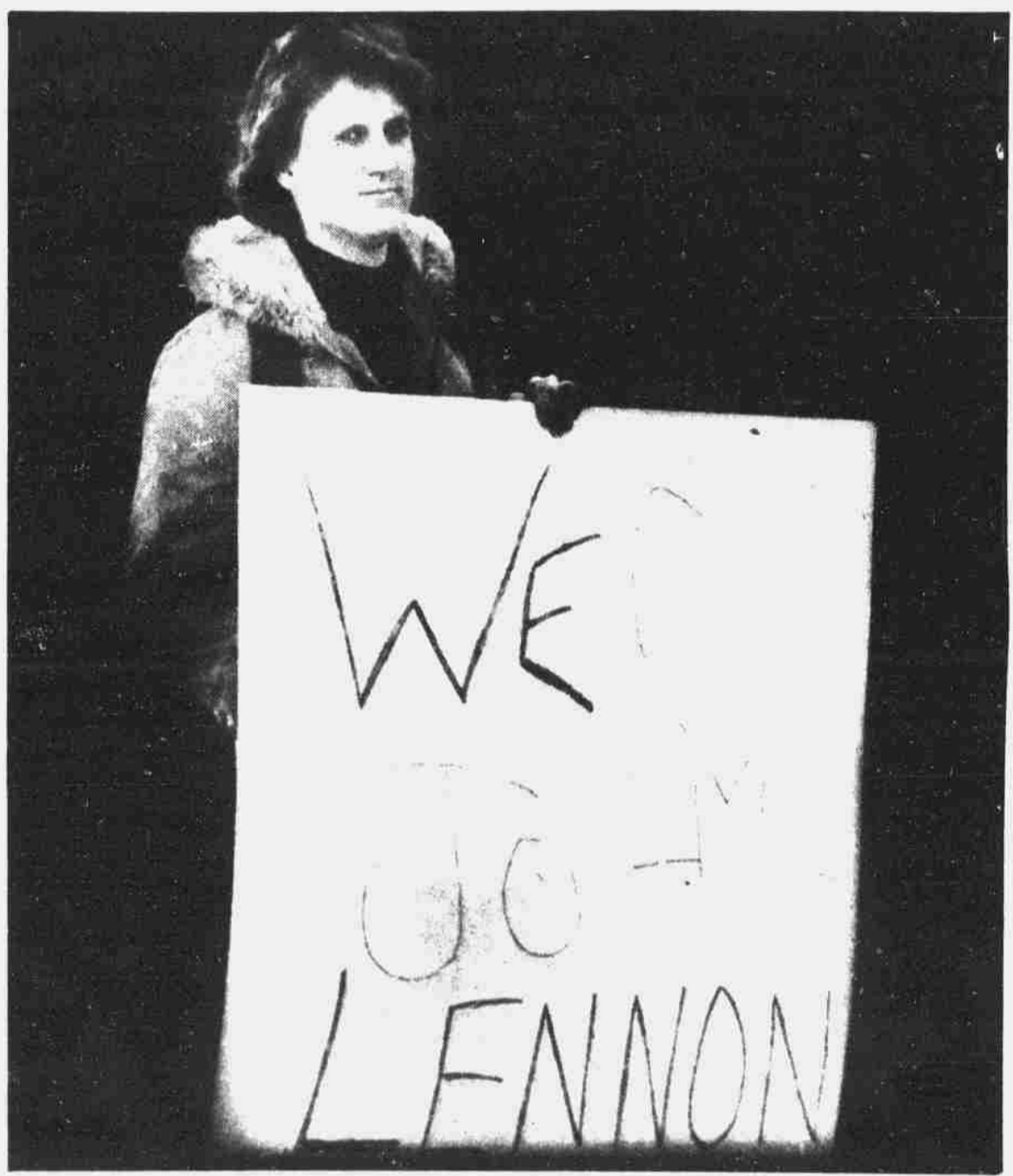


Photo by Mark Billingsley

Jody Weldon stands in front of the Nebraska Union to pay her respects to former Beate John Lennon, who was slain Monday night.

UNL official says plan shows progress, pitfalls

By Steve Miller

The Five-Year-Plan for the "guiding of the university to a higher level of excellence" comes to an end this month. The plan entitled "Toward Excellence," spanned from 1975 to 1980.

Former NU President D.B. Varner said the plans and suggestions in "Toward Excellence" were not finalized, but were only guides for the university to grow by.

"The university must have an outline which will guide it toward a fundamental objective: the restoration to its role as one of the most distinguished academic institutions in this part of the nation," Varner said.

Steve Sample, executive vice president of academic affairs, said the document was more of a narrative than a plan.

"It contained many aspirations," Sample said. "It said what the university wanted to become."

The plan works off a series of assumptions concerning the stature of the university within the state as well as national status and appropriations and expansion.

Stated specifics

A set of 13 specific recommendations were stated in the plan:

Ways and means for faculty development must be improved and utilized.

The university must continue to expand and improve its knowledge of the teaching-learning process, and must

utilize this knowledge in the improvement of its teaching programs, both on and off campus, with particular emphasis at the undergraduate level.

—The policy involving students in academic review and decision-making should be continued and strengthened as a stimulus to achieve higher levels of academic excellence.

—The university must strive to improve its national stature as a research and graduate institution.

—As a continuation of its land-grant tradition, the university must improve and expand its outreach programs throughout the state.

—Ways and means for implementing the regents' affirmative action program must be improved and expanded.

—During the planning period, UNL will place particular emphasis on agriculture and natural resources, life sciences, law and development of the library.

—During the planning period, UNO will place particular emphasis on developing the social and behavioral sciences and related professions, urban ecology and fine arts.

During the planning period, NU Medical Center will place particular emphasis on education of health professionals for practice in rural areas, expansion of medical residencies in the primary-care areas, expansion of programs in nursing, and improvement of specialized health in the Midwest should be strengthened and expanded.

—Relationships with other higher education institutions within the state should be expanded and improved.

—A comprehensive university wide, date-and-information system must be developed, and with it more sophisticated methods for allocating resources within the university.

—Programs must be developed to greatly increase contributions to the NU Foundation from alumni, friends of the university, and corporations; and alumni identification with, participation in, and support for the university and its programs must continue to be improved.

Some improvement

Sample said the university has improved in some of the areas. He said that contracts for research and grants from corporations has improved.

The departments of agricultural and natural resources has improved in national standing, Sample said. Also, faculty productivity as far as scholarship, research and publication has improved tremendously.

The stature of many of NU's faculty is far more obvious, Sample added.

"We've had some backsliding too," he said. "Our library is in serious jeopardy, as well as the entire physical plant, in the way of preventive maintenance."

Sample also said there was catching up to do in the areas of scientific and instructional equipment, faculty vacancies and attracting graduate students.

"We've hired some good faculty members," Sample said. "But we've lost some very good ones."

"In many areas our faculty salaries are substantially below the market. In some areas they are so far below it's alarming."