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Photo by D. Eric Kircher
Robert Youngberg, director of the UNL Solar Office, watches a test device that measures solar energy filtering through tree canopies. The information will be used to make recommendations on the best trees to plant to block and admit solar energy.

Faculty Senate members request re-examination of salaries report

UNL Faculty Senate members have asked a federal agency to re-examine a new report on faculty salaries, the senate president said Thursday.

Larry Walklin, senate president and chairman of the broadcasting department, said he contacted the Bureau of Institutional Research to learn how the material in the annual Higher Education General Information Survey was compiled. Senate members need to know how the material was compiled in order to compare the report's figures with the salary studies produced by the university, he said.

The Higher Education General Information Survey states that UNL faculty members received pay increases from 7 to 11 percent during the 1981-82 school year. According to the report, the average professor's salary was \$33,100, an 8 percent

increase from last year. The average associate professor's salary was \$25,600, a 9 percent increase. The average assistant professor's salary was \$22,100, an 11 percent increase. The average graduate instructor's salary was \$15,300, an increase of 7 percent.

An *Omaha World-Herald* article about the report, saying that the average UNL faculty member's salary was \$24,000 and that the university ranked second highest in faculty salaries among the Big Eight universities, was in error, Walklin said. The reporter totaled the average figures of the separate categories in order to obtain that average faculty salary figure. The reporter should have figured the salary averages by taking the total amount paid in faculty salaries and dividing it by the number of faculty members, he said.

Task force votes for Uni Place redevelopment

The Community Development Task Force voted Thursday to transfer funds from the University Place Loan Program to a facade program aimed at improving the appearances of small businesses in the area.

The program will limit the restorations to improvements that are considered real estate, not personal property.

Improvements covered by the program will include surface restoration, painting,

remodeling and repair and graphics or signs.

None of the grants will exceed \$1,999. This is because of federal guidelines which specify that the wage rates for federally funded projects will be higher than average community wage if the cost of the project is \$2,000 or more.

James Cook, president of the University Place Community Organization, urged the Task Force to approve the transfer of

Low salaries, little morale could result in faculty loss

By Alice Hrnicek

With a proposed 2.5 percent faculty salary increase, little money for hiring and fewer teaching materials for fiscal year 1982-1983, UNL will fall further behind in the marketplace and spread its resources more thinly, university officials said.

Larry Walklin, UNL Faculty Senate president, said the university must draw on its talent to deal with tight budget conditions.

"If faculty are doing too much, it's like a huge bowl of soup," Walklin said. "You put more water in, and it's not as nourishing. And if you don't have a bowl to deliver it in, it's difficult to serve the soup."

Most college deans claim the soup already is difficult to serve. Unable to raise faculty salaries to the same level as competitors nor to provide significant merit raises, the deans fear they could lose faculty members who would be costly to replace.

In an April 1981 report, the most recent one by the UNL Faculty Salary Study Committee, UNL ranked ninth in the 1980-81 salary level out of 10 land grant universities. The universities are members of the 50-member Association of American Universities, half of which are public and half of which are private universities.

UNL's average salary was \$26,390 a year compared to the group's average of \$28,865. When fringe benefits were added to salaries in the comparison, UNL ranked last.

The nine AAU institutions used are the University of Illinois, Iowa State University, Michigan State University, the University of Minnesota, the University of Missouri, Ohio State University, Pennsylvania State University, Purdue University and the University of Wisconsin.

This year's committee report will be finished by the end of April, said Harry Allen, UNL director of Institutional Research and Planning and a committee member.

When setting guidelines for 1982-83 faculty salary raises, the NU Board of Regents is expected to recommend primarily merit increases as it has for the past six years, said Randy Haack, NU budget director.

The guidelines, which deans are not strictly bound by when deciding salary raises, may be issued at the April 17 regents meeting if the Nebraska Legislature has voted on state employee increases and the NU budget appropriation, Haack said.

The upcoming year's increase promises to be much smaller than the 1981-82 average faculty salary increase of 9 percent.

By asking that his originally suggested 5 percent increase in state employee salaries be put off until January, six months after the start of the fiscal year, Gov. Charles Thone has pared his original request to 2.5 percent, a state budget office source said.

But the Legislature's Appropriations Committee recommends starting the 5 percent increase in October to make the actual increase 3.75 percent for the year, the source said.

In addition, the appropriations committee proposes to allot \$300,000 to bring faculty salaries up to market rates in the College of Business Administration and the College of Engineering and Technology, John Strong, interim vice chancellor for

Academic Affairs said.

For the engineering college, the special funds are essential to raise salaries from \$2,000 below the national average of 287 engineering schools, Dean Stanley Liberty said.

To attract assistant professors, the college must offer a \$29,000 starting salary, compared to its \$23,000 average of currently employed assistant professors, Liberty said.

This year, the college filled only seven of 15 vacant positions because of budget constraints, he said.

Salaries in the business college have been "traditionally behind" other schools, Dean Gary Schwendiman said. The college is unable to fill about five of 65 positions because salaries are not competitive, he said.

New faculty members are hired for about \$25,000 a year and some professors make \$40,000, Schwendiman said. The UNL College of Law, which has the highest UNL salaries, ranging from \$28,000 to \$52,000, ranks 118 out of 167 law schools, acting Dean Donald Shaneyfelt said.

A reputation of having low salaries may be having an adverse effect on the college's search for a new dean, Shaneyfelt said.

He said he had hoped the Legislature would award \$120,000 in special funds to bring the faculty range up to the national average. Special funds were requested for the Law College, but those funds are not in the appropriations committee budget bill.

Salaries in the College of Arts and Sciences are about 15 percent below the AAU average, Dean G.G. Meisels said.

The college, which teaches about half of all credit hours at UNL, has a salary range of \$16,000 to almost \$40,000, varying by rank and department. Chemistry, computer science, geology and other sciences are difficult areas to fill, Meisels said.

At all teaching levels in the College of Home Economics, salaries are about \$1,000 below the average of 89 institutions, Dean Hazel Anthony said. Salaries range from \$15,000 to \$36,000, she said.

Finding quality people at affordable prices also poses a problem for Neal Copple, dean of the School of Journalism. With a salary range from \$19,000 to \$37,000, the college faces "terribly tough" competition, he said.

The journalism college at the University of Kansas, one of the college's main competitors, has 12 more faculty members than UNL's college, even though both have about 800 students, Copple said.

If the college had money to hire six more faculty members it could offer more sections of required courses and electives, and ease the burden on its staff members, he said.

Journalism faculty members have an average of 18.3 hours of contact with students per week, Virginia Corgan, acting assistant to the vice chancellor for Academic Affairs said. That is the second highest average at UNL, which has an average of 10.1 contact hours per faculty member. Faced with awarding lower than average salaries, deans wonder whether the proposed 2.5 percent merit increase will appease faculty members.

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funds.

"What we're basically trying to do is restore these buildings to the way they once were," said Cook.

The Task Force also mandated that guidelines be approved by the Urban Development Department and the University Place Community Organization.

They directed that a provision be included allowing funds to be returned to the

program if the maintenance agreement is not kept.

The Task Force also approved the Urban Development's guidelines for Neighborhood Involvement funds.

The total budget for 1982-83 will be \$13,000, the same as this year. However, there will be only \$8,500 allocated in 82-83 for organizational development funds. In the current fiscal year, \$9,000 was allocated.