

Merit pay possible but hard to come by

By Molly Adams
Staff Reporter

Considering that there are 1,164 paid instructors at UNL, it's easy to see why a merit pay raise can be hard to get.

Administrators use the same criteria to evaluate instructors, said James O'Hanlon, dean of the UNL Teachers College.

Two main criteria are used when considering an instructor for a merit increase in salary, O'Hanlon said. The first is an evaluation of performance.

"We recognize all kinds of good performance by an instructor," he said.

Good teaching, outside service and research study all are considered when evaluating an instructor, he said.

O'Hanlon said the second criterion is an evaluation of professional development over a period of time. O'Hanlon said professional development takes time and usually can't be determined in one year.

He said he thinks people have a misconception about faculty members who are awarded merit pay. He said people believe that "Teaching doesn't count. Only those who do research get merit pay."

Research is only one standard that is considered, he said. Other sources, as listed in the bylaws of the NU Board of Regents, include peer judgments and student evaluations.

UNL vandalism damage middle in Big Eight

By Terri Tabor
Staff Reporter

Although UNL's residence halls sustain about \$25,000 in vandalism damage every year, that number still ranks in the middle of Big Eight schools.

Glen Schumann, UNL assistant housing director, said vandalism includes "common damage things" such as broken light fixtures, ripped furniture and general wear-and-tear.

Out of four Big Eight universities contacted by the Daily Nebraskan, the University of Kansas had the highest vandalism cost — \$42,900 during the 1983-84 school year.

Steve Keel, of the KU housing department, said every student living in a residence hall must pay \$15 to a vandalism-home improvement fund at the beginning of the year. Money left over is used for improvements. KU residence halls house 4,600 students, he said.

Oklahoma State University has a relatively low rate of vandalism in its residence hall system, which houses 5,250 students. About \$8,000 in vandalism damage occurs each year.

"We do consider student evaluations in our decisions and students should really take them seriously," O'Hanlon said.

Although he thinks awarding merit raises is a good plan, O'Hanlon said it must be flexible because money for merit pay isn't always available.

James Griesen, Associate vice chancellor for academic affairs, said money for merit pay comes from two categories. One is a discretionary salary increase fund or merit money.

Randy Haack, NU assistant vice president and budget director, said the discretionary salary fund was subsidized with \$247,588 in the 1985-86 operating budget. This amount is .15 percent of a 3 percent increase in faculty salaries granted by the Legislature. The other 2.85 percent was allotted on the basis of performance of each college, he said.

Another category of faculty raises is called "catch-up dollars," Griesen said.

"This money, which is not available every year, is used specifically for individuals and specific areas who are behind the base pay of our peer institutions," he said.

When money is scarce, Griesen said, people must use discretion to decide how funds will be distributed. He said he thinks merit raises should be a reflection of the degree to which instructors fulfill their academic responsibility.

Kent Sampson, associate director of residential life at OSU, attributes the low rate to student judiciary boards that condemn vandalism and discipline those who are caught vandalizing.

The OSU figure does not include ordinary maintenance, he said.

Less than \$10,000 in vandalism damage was reported at Kansas State University last year, said Thomas Frith, director of KSU housing. This figure doesn't include wear-and-tear damage, and most of the losses are recovered, he said.

The University of Missouri had \$10,792 in vandalism damage during the 1984-85 school year, according to Don Graham, associate director of residential life.

Graham recently began a program at Missouri called the "Common Area Damage Building Policy," which gives the 6,000 residents incentives not to vandalize. Money, normally used to repair damage, is spent on residence hall improvements like new carpeting in lounges. Graham said the program is effective.

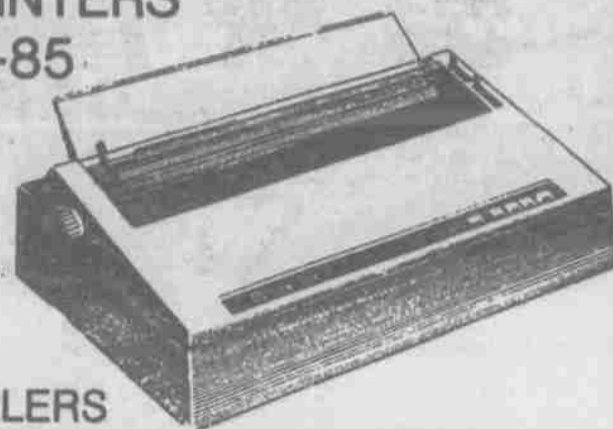
BROTHER PRINTER FALL SAVINGS SPECTACULAR!!

LETTER QUALITY PRINTERS

SALE ENDS 9-28-85

DX-15XL	(20CPS)	\$399.95
DX-25	(25CPS)	\$549.95
DX-35	(35CPS)	\$799.95
DM-40	(160/66CPS)	\$899.95

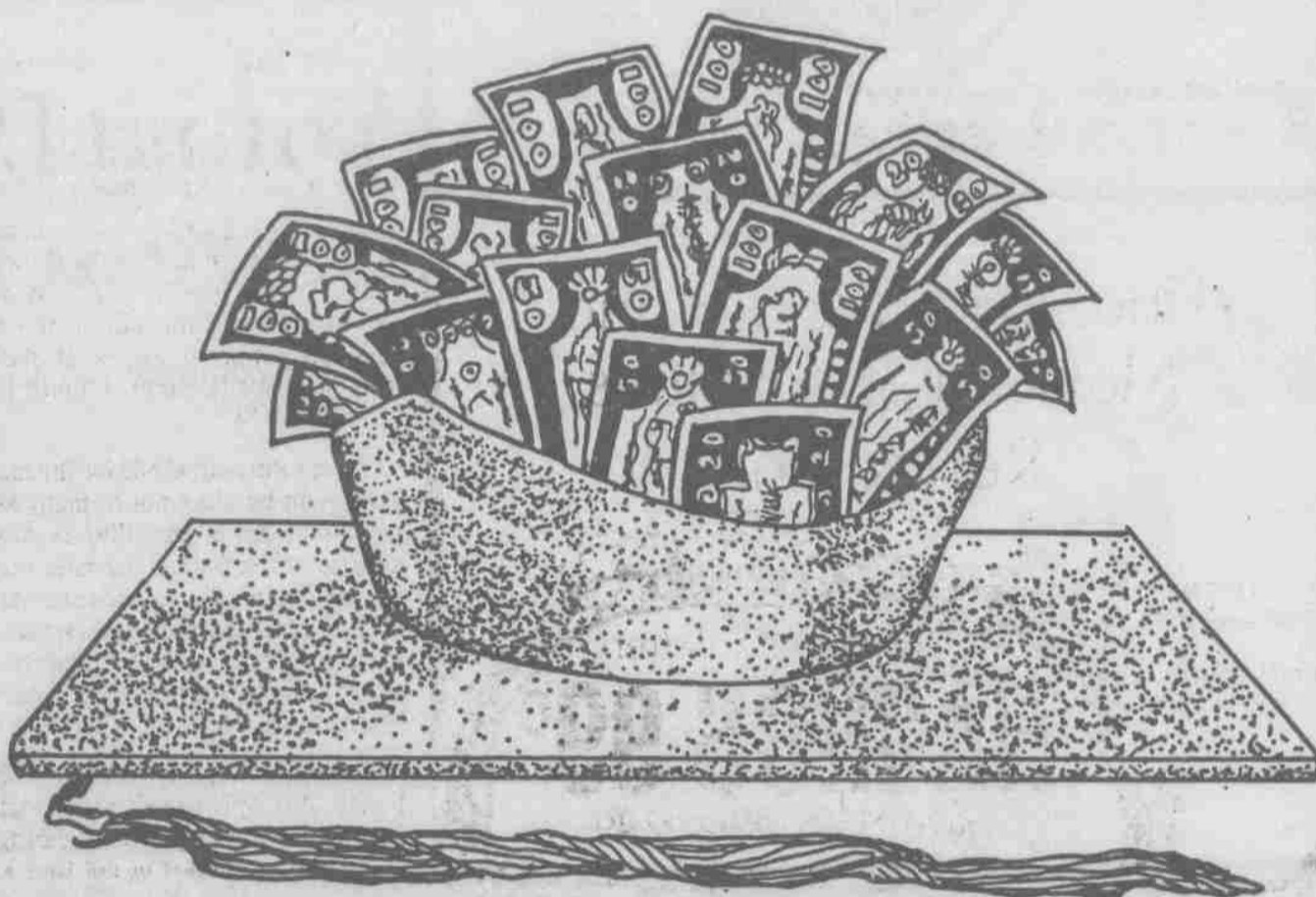
90 DAYS NO INTEREST WITH APPROVED CREDIT.
AUTHORIZED SERVICE.
LOWEST DEALER PRICES IN NEBRASKA!!



COMPUTER WHOLESALERS

525 NORTH 48TH STREET 466-1962

COLLEGE FUNDS START HERE



BEGIN LEARNING ABOUT PLUS/ALAS

educational loan program

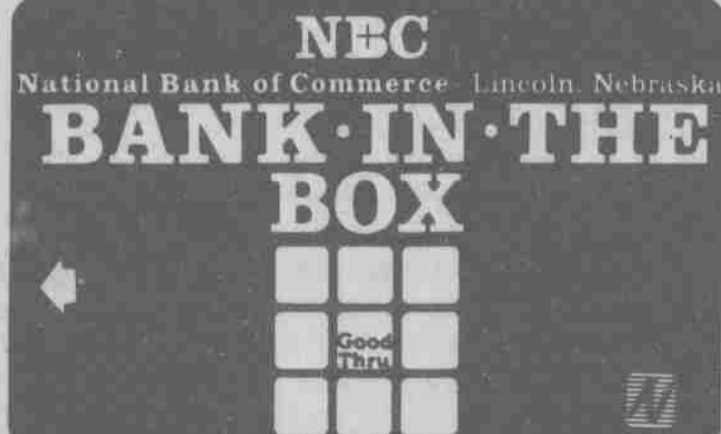
• STUDENTS • PARENTS

call (402) 489-6521 or 800-742-0091 (toll free in Nebraska)

NEBHHELP

4732 Calvert St.
Lincoln

Cash in a Flash



24 Hour ATMs
Parkway, 40th & South
Hinky Dinky, 59th & Adams
Hinky Dinky, 17th & South
Drive-up, 14th & Superior
Drive-up, 1230 N. Cotner
Tousalin & Colfax
Drive-up, 66th & "O"
Drive-up, 10th & "O"
Drive-up, 11th & Cornhusker
Walk up, 48th & "O"

B & R IGA, 17th & Washington
Nebraska Union South, 14th & "R"
Main Bank, South Lobby
Super C, 10th & High
Other Convenient Locations
Nebraska Union North, 14th & "R"
HyVee, 48th & Leighton
Hinky Dinky, 48th & VanDorn
East Park Mall
Super C, 21st & "G"
N Street Drive-In, 19th & "N"

NBC
National Bank of Commerce
MEMBER F.D.I.C. • Lincoln, Nebraska • 472-4250

