

WEATHER: Friday, mostly sunny, breezy and warmer. High around 85. South wind 10 to 20 mph and gusty. Friday night, partly cloudy and mild. Low around 55. Saturday, partly cloudy... breezy and warm with a 20 percent chance of thunderstorms. High 85 to 90.

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Two NU employees charge sex discrimination in salaries

By Joeth Zucco
Staff Reporter

About 400 NU female managerial-professional employees have been subjected to unlawful wage discrimination because of their sex, according to two women who have filed a complaint with the federal Equal Employment Opportunity Commission in Denver.

Queen Foreman and Rosalind Fisher, employed in the NU personnel department, learned of the pay discrepancy in December 1985 when they discovered that a man in their department, who was doing essentially the same job as they were, was being paid \$2,500 more a year. When they asked the university why, it was unable to give an answer.

Foreman said they started investigating. They went to the library and discovered many other kinds of pay discrepancies for women in the budget book. But when they approached university officials about the issue, the run-around began, she said.

Foreman said that they went to the personnel director, the administrator of personnel, the chancellor and a vice chancellor.

"We didn't go the university for a raise," Foreman said. "We didn't want to believe that they were doing any-

thing against us."

Foreman contends that they were offered money to resolve the issue — to shut up. She said they refused it because the university gave no reason for the salary discrepancy. Foreman said the issue is not money, it's the reason for the discrimination.

'We didn't go to the university for a raise. We didn't want to believe that they were doing anything against us.'

— Foreman

"The university has been passing the buck on this for the longest," she said. "We've become the 'bad guys' and have been treated this way."

Foreman said she thinks the university may spend as much as \$100,000 to get the case resolved. She said that out-of-state investigators were hired. Those investigators recommended that another company look at the problem, she said.

"If they (NU officials) had given us

an answer, they wouldn't have to spend all this (money)," Foreman said. "The issue will resolve that women have been paid less throughout the system."

John Russell, assistant vice president for administration and director of personnel, was not available for comment Thursday. However, a news release quoted David Buntain, counsel for NU, as saying, "From our standpoint we don't believe that the complaints have any merit." He said that NU has responded to Foreman and Fisher and is cooperating with the federal commission in its investigation of their allegations.

Thom Cope, Lincoln attorney said, "I think that the potential impact of these cases is very significant. It could run into the millions of dollars in back pay."

If the plaintiffs prevail in such litigation, the court can order back pay for all members of the affected class, Cope said. It would be retroactive for two years before the filing of the complaint if the circumstances of discrimination were ruled unintentional, he said.

Unless a settlement results from the federal investigation, Cope said, a case could be filed later this year and go to trial near the end of 1988.



Richard Wright/Daily Nebraskan

UNL Chancellor Martin Massengale throws the first pitch before the NU-Creighton baseball game Thursday. It was Faculty Day at the game.

By Michael Hooper
Senior Reporter

Chances for a marked increase in faculty salaries at NU and Nebraska's four state colleges appeared bleak Thursday, as state senators voted down a \$15.5 million amendment to a budget bill that would have increased faculty pay.

But after the vote, some senators, including Lincoln Sen. David Landis, said they aren't giving up the fight.

Several amendments that would have provided money for increasing faculty salaries at UNO, UNMC and the four state colleges had been attached to Landis's \$11.2 million

amendment to increase faculty salaries at UNL, but senators denied attachment of the entire package to a budget bill by a 15-24 vote.

Landis gave no specifics, but said he intends to pursue another amendment to the budget bill, LB780, when it is up for second-round debate. Currently, LB780, which provides about \$169.2 million in state funds to the university and millions more to other state colleges and agencies, still is in first-round debate.

A \$1.9 million amendment to increase faculty salaries at UNMC, sponsored by Sen. Brad Ashford of Omaha, was attached to Landis's amendment Thursday morning by a

25-8 vote. Senators also voted 27-7 to attach another amendment providing \$1.4 million for a UNO faculty salary increase. The UNO amendment was sponsored by Sens. Ashford, Jerry Chizek and Glenn Goodrich, all of Omaha.

A \$1 million amendment for salary enhancement at the four state colleges, sponsored by Sen. Sandra Scofield of Chadron, was attached to Landis's amendment Wednesday.

Lawmakers did approve a \$611,000 amendment for the state's technical colleges.

Sen. Jerome Warner of Waverly, who voted against the whole package, said after the vote that some senators feel it is fair to give every

college the same percent of increase in money for faculty salaries. But Nebraska's tight budget makes it impractical to give every college a piece of the pie, he said. Warner, chairman of the Appropriations Committee, said it is better to earmark specific colleges' programs for an increase in faculty salaries.

The most important part of this discussion Thursday morning was the fact that Nebraska has not maintained salaries at the market rate, Warner said. It also indicates that further cuts to higher education would be detrimental, Warner said.

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Legislature votes down bill to up faculty pay



Tom Lauder/Daily Nebraskan

From tickets to cuffs

Students reveal tales of campus cop encounters

By Kevin Cowan
Staff Reporter

"Laws are those necessary relationships which proceed from the nature of things."

— Montesquieu
"The Spirit of Laws"

Since Keystone Kops pursued masked hoodlums, since "Clancy" the loveable beat cop dragged Mrs. McGillicutty's cat from a tree, citizens and cops have been engaged in complementary forms of harassment.

The following are accounts of present UNL students and campus police. The common denominator: odd and confusing encounters... from both sides.

Jane Cogan, a senior social-work major, once spent an unjustified four hours in a holding cell with maximum-security prisoners. The charge: failure to pay a U-turn ticket.

It all started one morning when Cogan was taking a shower, and her roommates told her the police were at the door with a warrant for her arrest.

"I thought they were kidding." She thought it was a ploy to get her out of the bathroom. But later a wet-haired Cogan found two men in blue waiting at

the front door.

"I asked them if I could just pay the ticket then," she said, "but they said that I would have to come with them down to the station before I could pay."

First they took her to B&R IGA to get cash to pay the fine.

"They had to escort me into the store. That was really embarrassing."



Then it was down to the police headquarters and into a cell with a bunch of maximum-security degenerates. Again a plea from Cogan to pay the fine.

"No," they said. "You'll have to go to court at 9 and talk to the judge."

In the courtroom, Cogan entered a plea of guilty.

Her excuse? "I forgot." Again she tried to pay.

"You'll have to wait in the holding cell until your case documents are processed," replied the jailer. Two more hours in the tiny cubicle.

"I'm a social-work major, and at the time I was thinking, 'Great, firsthand

experience.' But actually it was really scary."

When Cogan was released in a couple of hours, she found out that she should have been able to just pay the ticket.

"As it turns out," she said, "it was their mistake."

John H. Ewoldt, an undeclared junior, had an encounter that wasn't quite as peaceful as Cogan's. Ewoldt, attending the second "Capital Punishment" fanzine benefit (a fanzine is a small magazine geared at a small target market), was grabbed firmly from behind. Ewoldt turned and swung at the unknown aggressor.

"I hit a cop," he said. "The reaction was blind and stupid."

Ewoldt found himself, next, on his hands and knees surrounded by angry police. Then grabbed, cuffed and pulled down the stairs under arrest.

"Those handcuffs hurt," he said. "You're body is contorted in positions it's not meant to be in."

At the station, he was booked and questioned.

"Are you on alcohol or drugs?" they asked. Ewoldt told them that they were "straight edge" (punkese for not using

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