

**WEATHER:** Monday, decreasing cloudiness. High of 35 to 40. Monday night, cold with areas of fog toward morning. Low of 15 to 20. Tuesday, mostly sunny with a high of 35 to 40.

# Daily Nebraskan

November 30, 1987

University of Nebraska-Lincoln

Vol. 87 No. 65

**Inside:**

- News Digest . . . . . Page 2
- Editorial . . . . . Page 4
- Sports . . . . . Page 6
- Entertainment . . . . . Page 8
- Classified . . . . . Page 10

## Retiring faculty will leave UNL in a bind

*30 percent of instructors will be gone by year 2000; new teachers hard to find*

**Editor's note:** This is the first story in a three-part series focusing on the problems and future of college faculty members.

**By Eric Paulak**  
Staff Reporter

By the year 2000 about 30 percent of the University of Nebraska-Lincoln's faculty members will reach retirement age, leaving UNL to look for new faculty members in a shrinking marketplace in which they are no longer competitive.

The Teachers College will be hit hardest by this trend. According to a UNL self-study, 60 out of 132 faculty members in the Teachers College will reach age 65 in the next 13 years.

James O'Hanlon, dean of the Teachers College, said the college

already is having problems with retirements.

This year, six faculty members went into partial retirement, which gave the teachers a smaller workload, but does not allow for hiring new people to make up for the lost work. Some positions were consolidated, but students didn't get all the classes they wanted because of a lack of funds, O'Hanlon said.

The College of Arts and Sciences also will suffer a serious blow. About 130 out of 451 faculty members will reach retirement age by the year 2000. Thirteen faculty members retired in the past two years.

G.G. Meisels, dean of the College of Arts and Sciences, said that because of retirements and faculty members leaving for other jobs, the college has 47 positions open. The college is

trying to fill some positions, but is having difficulty because of the low salaries at UNL, he said.

Meisels attributes the large number of upcoming retirements to the enroll-



ment boom in American colleges during the early 1960s. Because more students were in college, more instructors were needed. These instructors will reach retirement age in the next 10 to 15 years.

Robert Furgason, vice chancellor

for academic affairs, said that because of a current trend of fewer people because of retirements, two were consolidated, and all departments were cut by 10 percent, Craig said. "We are going to be so tight this year that we will just squeak by," Craig said.

Craig, who taught at Purdue University two years ago, said Purdue had problems with retirements, but because of annual salary increases, the college didn't have problems filling vacant positions.

Jim Lewis, Faculty Senate president, said one way the faculty is trying to alleviate the problem is by speaking to citizen groups and legislators. Furgason said the key to solving the retirement problem is to get more money for UNL.

"Universities will become more competitive," Furgason said, "and the ones with the money will win."



Dave Hansen/Daily Nebraskan

Verlyn Dodge leads Karen Neal, her daughter Amy and Neil Shafer on a cross-country ski tour through Pioneers Park Sunday afternoon.

## Snow blankets city in holiday spirit

**By Christine Anderson**  
Senior Editor

Christmas lights, snowmen, slick roads and ice drifted in with the season's first snow.

Lincoln received 5.3 inches of snow during the Thanksgiving weekend.

Driving conditions became hazardous for travelers in central, northeast and southeast areas of the state, according to reports compiled by the National Weather Service in Lincoln.

However, snow plows cleared most areas throughout the weekend. And highways are back to "winter driving conditions" — roads covered with 25 percent or less snow, according to Nebraska State Patrol reports.

Officials reported that Interstate 80 was a sheet of ice from Kearney to Omaha over the weekend.

Weather reports said roads running east and west were the worst because northern winds caused blowing and drifting snow.

Three traffic deaths were reported in Ne-

braska during the weekend. The number of traffic accidents was unavailable.

But the snow also brought Christmas spirit to the area.

Snowmen popped up in many yards, and Christmas lights beamed patterns in windows during evening hours.

The weekend after Thanksgiving is one of the best times for Christmas tree sales, said Dale Riekenberg, manager of Campbell's Nurseries & Garden Centers Inc., 2342 S. 40th St.

The store sold about 100 trees over the weekend.

Employees had to remove snow from most of the 500 to 600 trees in the lot, Riekenberg said.

However, snowy conditions are expected to end in the Lincoln area within the next few days.

Temperatures will reach the 30s Tuesday and 40s Thursday. Snow is not forecast for early in the week.

## Serious business

### Evaluations aren't unheard

**By Randy Lyons**  
Staff Reporter

As students fill out teaching evaluations at the end of the semester, they can take heart that they won't just be relieving anger on paper.

Student evaluations are looked at carefully and taken seriously, university officials said.

Although the student evaluations are only one factor used in an overall instructor evaluation, they are important in determining tenure, promotion and pay raises.

Jim Walter, chairman of the department of curriculum and instruction, said instructors in the Teachers College are reviewed annually. While teaching performance is most important, an instructor is also reviewed on such things as service to the University of Nebraska-Lincoln and the community, and in-class presentations, he said.

While the evaluations are important to the instructors' reviews, Walter said, they also reflect upon the course and let instructors know where they stand.

Some instructors at the Teachers College also make videotapes of their classes to help them judge their performance, he said.

Walter said he would like to see data collected from students at different times of the semester instead of just the end.

"There may be a positive bias at the end of the semester because there is generally a positive feeling after the class is finished," Walter said. "In the middle of the course, students' feelings are based on how they're feeling at the time and may be a little more valid."

He said the evaluations completed by students are effective only if used properly and if the information is collected systematically.

The system has positive and negative consequences, Walter said. He said he has seen some faculty members leave and some who haven't achieved tenure because of the overall evaluation process. But most have done very well, he said.

Stephen S. Hilliard, associate dean of the College of Arts and Sciences, said the evaluations certainly have an impact. He said the evaluations usually only get to him when the instructor is considered for promotion and tenure.

If the instructor is doing unsatisfactory work, is consistently evaluated poorly by entire classes and shows no sign of improvement, the possibility of job termination

emerges, Hilliard said.

"I've seen it happen," he said. "If it gets that bad, it usually doesn't get to the dean's office because it is handled by the department."

Most department chairs intervene by working with the instructor and by encouraging steps to improve, he said. If there is a problem, most instructors will take it upon themselves to improve, he said.

All instructors are usually required to take part in the evaluations, Hilliard said. If an instructor refused, he or she could be fired, he said, or may suffer in merit pay.

For some instructors, evaluations aren't too important because their main duties may involve research instead of teaching, he said.

Harvey Perlman, dean of the College of Law, said the student evaluations are invaluable to him because they allow him to see trends and student reactions.

"If an instructor is terribly good or bad, we hear about it quickly from students," Perlman said. "We're a close community out here."

Perlman said he usually ignores the extremes and looks at the average evaluation of the class.

"Good teaching involves taking risks," he said. "There is a good chance that you'll offend a few and enlighten a few."

Although the student evaluations are invaluable, Perlman said, they are not entirely accurate. He said he has known great instructors who haven't always received terrific evaluations.

Larry J. Walklin, chairman of the broadcasting department in the College of Journalism, said he has always had a positive approach to the evaluations. He said the evaluations give good feedback to the instructors and provide good ideas for upgrading the course.

Walklin said he has never seen an instructor removed. The evaluations he sees are amazingly good, he said.

"Wonderful teaching is the norm, and it's fun to see an instructor who stands out even more and exceeds expectations," he said.

Anonymity of students filling out the evaluations is an important aspect of the process because it allows them to be honest, officials said.

Officials also stressed that even though the actual evaluations are seen by the instructors after final grades have been turned in, the anonymity of the forms protects the student in future classes taken with the same instructor.