# Survey

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The University Child Care Project will become a department of the Nebraska Union under Daryl Swanson, union director, beginning with the 1990-91 budget year, Liss said.

The change from a parent-run organization to a department will "improve employee performance" because parents employed by UNL will "not be worrying about where their kids are and feel the institution is taking an interest" in their problems, she said.

The project currently is owned by parents, who are responsible for all debts.

"Parents of the Child Care Project didn't want to be in the child-care business . . . they don't want to manage the day-to-day activities," Liss said.

One of project's problems has been the expense and inconvenience of maintaining two separate day-care locations for pre-kindergarten children of employees, Liss said.

Although the project is a self-supporting group, there have been times when it has not met expenses, Liss said. But budget projections for the project as a union department show that it "should be able to stay afloat."

Survey results indicate that nearly 65 percent of staff members think employee parking is another important problem at UNL.

Liss said staff parking spaces -- like student spaces -- are oversold, and many employees arrive 30 minutes early just to find spaces.

# Retire

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South Africa, develops weapons or does other things deemed socially undesirable.

The bond market account will let CREF switch investments to get higher interest than in its current accounts. The portfolio will be a "broader diversification" of investment than an individual bond and often will be bought and sold day to day rather than waiting until the bond reaches maturity or full value.

That will allow the company to "take advantage of breakthroughs or changes in the market," Russell said.

Two other options NU could offer are more accessibility to money in the accounts and letting members transfer TIAA-CREF funds into other pension companies.

The accessibility option would let employees who quit, get fired or retire get back in lump sum the money they put into retirement accounts.

Currently at NU, if employees work less than five years or put $2,000 or less into their retirement accounts, they can get the money out upon leaving the university.

If the employee is over those limits, he or she must wait until retirement and then get 10 percent of the account funds. The rest of the account would be paid out monthly.

Some employees want a lump sum to invest on their own, Russell said.

The next issue is whether employees should be able to transfer retirement funds from TIAA-CREF into another company approved by the institution.

That's a "vexing issue," Russell said, because NU contracts only with TIAA-CREF right now for its basic retirement plan. To offer the option, the university would have to pick new companies, a time-consuming process, he said.

A universitywide committee is studying the transfer and accessibility options right now, Russell said. It should reach a conclusion on accessibility of funds this semester and transfer of funds in the fall semester, he said.