

Salary

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Stan Liberty, interim vice chancellor of academic affairs, said the salary differences among departments was based largely on supply and demand.

Faculty salaries, Liberty said, reflect the marketplace conditions of the real world.

In some disciplines, the only marketplace for scholars with doctoral degrees is higher education, he said.

"You'll find in many areas at the university, particularly in the humanities, and to the lesser extent some of the social science areas, the salary structure is fairly low.

"When you start moving into disciplines where there is also a private sector marketplace, you'll see the salary structure runs higher."

This is the case in engineering, applied social sciences and business, he said, which have a higher demand for advanced degrees, pushing the average salaries up.

Some department salaries can differ because of a change in demand for faculty in that department, he said.

When a shortage is experienced in an area of study, starting salaries may increase, he said.

For example, projections show that in a few years, the modern languages department will have a shortage of faculty members, Liberty said.

With these shortages, starting salaries may rise quickly and surpass

salaries of those already employed for a number of years.

"Then you have to set money aside for equity adjustments," he said.

Liberty said most of these projections must be taken "with a grain of salt" because as projections occur, students may enter the field and earn degrees before the shortage takes its toll.

But faculty salaries do not just differ from department to department — professors in the same departments also may earn different salaries.

In the English department, professor salaries vary from \$28,000 to \$89,000.

Professors in the history department make from \$36,000 to \$81,000.

Two factors affect these variances,

Liberty said: the length of time a professor has been at a university and performance-based differences.

How long a professor has worked at a university is a clear factor in determining salaries, Liberty said.

"You can have two professors in the same department," he said. "If one has only been a professor for a year and the other has been a professor for 10 years, that clearly merits a difference."

Liberty said performance-based differences — awarding salary increases on the basis of merit — was a second reason for different salaries.

Faculty who deserve increased salaries have shown high scholarship through research, publications or excellence in the classroom, he said.

"So outstanding performance is going to get a higher reward than average performances," he said.

George Tuck, Academic Senate president, said that most members of the faculty considered the UNL's evaluation system for faculty salaries fair.

Individual department chairmen and college deans decide pay increases based on faculty evaluations. The criteria used varies from department to department, he said. For example, extension agents have different criteria for pay raises than the teaching faculty, he said.

Liberty said merit-based pay increases were necessary.

Without such rewards, he said, the university would not be able to retain some faculty.

"If the University of Nebraska decides not to compensate people for their accomplishments and their stature in the field, we will not be able to hold them," he said.

ADA

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will be issued after eligibility is re-determined. Notices regarding the new eligibility are being sent to 2,200 people.

Cindy Leeds, the League of Human Dignity's transportation coordinator, said Lincoln's public transportation system had two shuttle buses and six city buses equipped with wheelchair lifts. All buses on regular routes eventually will have lifts, she said.

"Until they hear from us, I encourage everyone not to worry about it," she said. "StarTran has been very sensitive throughout this operation. Plans will be reviewed every year for changes and problems."

And if riding regular city buses poses a problem, she said, the Handi-Van still will be accessible for disabled students.

Horn said her office served 400 students with disabilities — 50 students used wheelchairs or had other mobility problems that could require the use of crutches.

After reading StarTran's "Guidelines for Use of Accessible Service," Horn said she was concerned that some students in wheelchairs would have problems boarding buses on their own.

StarTran's guidelines state, "Passengers desiring this service must be capable of boarding the lift themselves, or have an escort at least 16 years of age to assist."

Leeds said students should not worry — StarTran drivers were expected to assist passengers using the lift.

Although drivers help passengers use the lift, Horn said, getting to bus stops may be difficult for some disabled students.

For example, one student keeps her cart at Horn's office and uses a manual wheelchair to travel from her home to the Handi-Van. More physical exertion is required to maneuver a manual wheelchair, Horn said, and this student was concerned about how she would travel to and from the bus stop.

Weather also may pose problems for disabled students waiting at bus stops, particularly those who use wheelchairs, Horn said. Showers, freezing rain and snow hamper a wheelchair's mobility.

Another glitch in the guidelines, Horn said, is that StarTran's "accessible buses are equipped to accommodate two wheelchair tie-down positions. Seating capacity is on a first-come, first-serve basis, and StarTran does not guarantee seating availability on any of the trips it operates."

However, Leeds said, if no seats are available, the driver would radio the Handi-Van to pick up the student.

The worst-case scenario would be that the student would have to wait outside for a few minutes, she said.

Although the new law raises many questions, steps are being taken by the City of Lincoln and UNL to abide by the ADA.

UNL's Affirmative Action/Equal Opportunity Office has formed an ADA Task force to rectify areas that have created problems for disabled students and staff.

The task force may install buzzers on the exterior doors of Oldfather, Avery and Bancroft halls, Horn said.

More interpreters also will be provided for hearing-impaired students, she said, and the Telecommunications Center may become a relay station for the hearing-impaired.

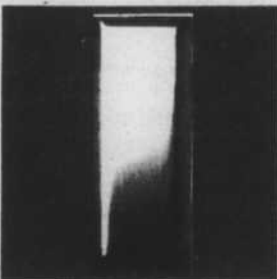
Another major problem, Horn said, are curb cuts. Most cuts are dangerous because they are narrower than wheelchairs and often too steep. The city must widen and change the slope on many curb cuts, she said, and in some cases, move the cuts to another curb area.

Horn said Lincoln Mayor Mike Johanns indicated action would be taken to repair curb cuts on campus.

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DIVISION(S): Open
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DESIGNS: Design specifications are available at both CRec Offices. The winning design will appear on the 1992-93 Intramural Champion T-Shirt, designer will receive \$50.

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