

Daily Nebraskan



TODAY'S WEATHER

44/23

Today, mostly sunny, north-west winds 10 to 20 mph. Tonight, clear. Wednesday, sunny, high in the low 50's.

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University of Nebraska-Lincoln

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UNL's peer group feasible, official says

Increases in faculty salaries could close gap between peers

Editor's note: On Jan. 28, a consulting team visited UNL to analyze and recommend whether the university's faculty salary peer group is viable. This series will examine the various aspects of UNL's peer group and how it is determined.

By Cindy Kimbrough
Senior Reporter

Despite controversy about UNL's current peer group, some figures show the university's peer group still may be feasible, an official said.

John Benson, director of Institu-

tional Research and Planning at UNL, said the decision whether to change the university's peer group might not be so cut and dried.

The issue is complicated by comparing faculty salary averages within UNL departments to peer group averages and by considering a 4.25 percent increase this year in UNL faculty wages, Benson said.

The University of Nebraska-Lincoln ranks tenth out of 11 schools in its current peer group. In the past year, university administrators, faculty and state senators have questioned the peer group's adequacy.

Some officials claim the peer group

is unacceptable because UNL no longer is comparable in terms of research spending, student enrollment, faculty size and state population.

Other officials argue the peer group is viable because the colleges and universities in the peer group are the schools that UNL professors are both lost to and gained from.

Concern about UNL's peer group began last year when the National Center for Higher Education Management Systems recommended that the university compare itself to another peer group to establish faculty salaries.

The center recommended that UNL compare itself to Auburn, Colorado State, Iowa State, Kansas State, Massachusetts at Amherst, Oklahoma

See PEER on 2

Professor's salary comparisons

This is a comparison of UNL average 1990-91 salaries by college, with ten AAU land-grant institutions in its current peer group.

UNL Average Salary	COLLEGE	AAU Average Salary	% of Parity Level
\$52,426	IANR	\$53,774	97.5
53,664	Architecture	56,485	95.0
56,129	Arts & Sciences	59,999	93.5
80,360	Business Admin.	75,974	105.8
69,759	Engineering & Tech.	73,087	95.4
53,273	Home Economics	55,617	95.8
57,387	Journalism	56,793	101.0
86,152	Law	85,232	101.1
56,863	Teachers	56,053	101.4
41,442	Library	33,934	122.1
\$57,901	ALL COLLEGES	\$61,074	94.8%



Source: Institutional Research & Planning

Scott Maurer/DN

Committee reiterates university prohibition of sexual harassment

By Jeremy Fitzpatrick
Senior Reporter

The Academic Senate's Human Rights Committee wants faculty members to know that sexual discrimination in the classroom is a violation of UNL policy and is impermissible, its chairman said.

Richard Gilbert, professor of chemical engineering, said the committee was formulating a resolution on sexual harassment to present to the senate in April.

The University of Nebraska-Lincoln already has a professional code of conduct that prohibits discrimination, Gilbert said, but the committee wants to make sure professors are aware of the policy.

"We want to publicize the fact that

there is a code of conduct at the university," he said. "Sexual or any other type of harassment is a violation of the code and is subject to sanctions."

Gilbert said the code of conduct applied to all faculty members, regardless of tenure. He said faculty were mistaken if they thought they were exempt from the standards of the university while in class.

"I think there is some idea among the faculty that in the classroom, the faculty member can do what he or she wants in the name of academic freedom," he said.

Faculty members should know they are not free to discriminate in their classes, he said.

Gilbert said the committee was

See HARASSMENT on 6

Professor designs center for Omaha tribe's culture

By Melissa Dunne
Staff Reporter

A UNL professor has incorporated nature and a sense of "what it is to be an Omaha Indian" into his design of a center to preserve the Omaha tribe's culture and heritage.

Mark Hoistad, an assistant professor of architecture, is the principal designer of the interpretive center, which was made possible through a grant from the Nebraska Arts Council.

The interpretive center, which will be located three miles outside Macy on the Omaha Indian Reservation,

will overlook the Missouri River.

The center will house historic and living exhibits, educational facilities, a library, restaurant, archives and a structure to display the recently returned Sacred Pole, Hoistad said.

Hoistad said the return of the Sacred Pole, which the Omaha Indians call the Old Omaha, was equivalent to the return of the Holy Grail in the Christian faith.

"The project's mission is to establish a place for the Old Omaha to reside among its people once again and provide the related facilities to help the Omahas and those outside

See MUSEUM on 6



Erik Unger/DN

Clarice Orr, coordinator of the Retirees of the University of Nebraska, also does extensive work with educating grandparents about better communication.

Run with it

Program gives former employees new aims

By Rainbow Rowell
Staff Reporter

Few people when writing a term paper — even an especially good term paper — work as hard as Clarice Orr.

While working on her gerontology paper almost 10 years ago, Orr developed the idea for the Retirees of the University of Nebraska volunteer program.

Today she heads RUN out of the Wick Alumni Center's basement.

Orr, who has been an employee at the University of Nebraska-Lin-

coln for 24 years, began as a clerk in the Department of Human Development and the Family. Encouraged to return to school, she began taking classes at the university using an employee scholarship.

At one time, Orr was enrolled at UNL at the same time as her three daughters, her son and his wife. In 1973, she graduated with a bachelor's degree from the human development and the family department of the College of Home Economics.

"I graduated with my oldest daughter," Orr said. "We walked

down the graduation aisle together. She was also in human development."

With few opportunities in the field at the time, Orr said, she decided to take another job at the university as a receptionist in the College of Engineering and Technology.

"My family was still very demanding on my time. . . . So I didn't have any plan to really expand my career," she said. "I just wanted a job."

The receptionist's job at the time,

See ORR on 6

TUESDAY

Correction: In Monday's edition of the Daily Nebraskan, a faculty salary story incorrectly reported the marketing department chairman's salary as \$135,000. The chairman of the management department makes \$135,000. The Daily Nebraskan regrets the error.

The Nebraska baseball team won't have a shortage of quality competition this season. **Page 7.**

With a surprise narration by Tom Hanks, "Radio Flyer" turns out to be a delightful success. **Page 9.**

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