

change this policy. The policy should be that if we give cost of living increases they become cost of living increases, and if we give, if we reward people for, especially professionals, if we reward them for being good scholars and publishing and so forth, that we do that on a grant basis, that we increase that monies so that they can receive the benefit that year and that it won't be factored in in a disproportionate share and create great hardships within the University and among faculty members on the campuses. For that reason I am offering to pull back this bill to strike only professional, not administrative or supervisory personnel.

SPEAKER MARVEL: Senator Warner.

SENATOR WARNER: Mr. President, I rise to oppose Senator Newell's motion on three grounds. First, as I have indicated yesterday in the case of the University, constitutionally as I understand it what might be in the bill itself is not binding, but aside from that if you want to say, well, we are going to tell them what to do and if they don't obey what we say we are going to get at them, if that is the motivation, but disregarding that whole argument, on the merits of the proposal there are two problems with Senator Newell's proposal. One is a matter of definition as to what falls into the professional class. Is it professional only? If they have a mixture of a professional responsibilities, some managerial or some supervisory personnel, is it which is dominant, is that the definition? The definition of selecting the people that Senator Newell is trying to identify would be exceedingly difficult but the real clincher, members of the Legislature, seems to me is that I have read in the paper here two days ago, it happened to be the UNL Senate and their salary report by the faculty representatives themselves and the salary report suggests that the Legislature proposed seven percent pay increase be divided by giving a five percent across-the-board hikes and one percent each in discretionary fund, one percent to the deans of the college and one percent to the chancellor of each of the Universities. So even the representatives of the faculty have indicated that the use of discretionary funds is in keeping with what they themselves feel is appropriate use and it seems to me that the argument that is constantly raised that there is abuse or misuse of discretionary funds is one that is frequently given but seldom proved and I would suggest that Senator Newell's amendment is not appropriate. It is not good management business. It is not in keeping with what the faculty at one campus have indicated conceptually they support and I would urge the body to reject