

April 30, 1981

LB 560

SPEAKER MARVEL: Senator Cullan.

SENATOR CULLAN: Mr. President and members of the Legislature, I rise to oppose the Burrows amendment. I think it is very easy for us to sit here in the Legislature and look at the pay scales and so forth, look at some of the figures which many of us of the average public seem to be very substantial salaries. But it is very easy for us to cut those people and to throw the salary schedules that have been hopefully based upon and premised upon some logical criteria. It is easier for us to sit here and throw those salary schedules out of balance. If we are going to be competitive in the University of Nebraska with other facilities, with other institutions, then we have to have competitive salaries, and to cut simply the top just doesn't accomplish anything. If Senator Burrows wants to discourage people from seeking the leadership positions within the University of Nebraska, I think he can do that. But if we are going to give an individual a 10.5 percent increase in salary, then we should give it for all individuals irrespective of what their pay...of what their current level of compensation might be. I guess I would harken back to what Senator Schmit has said on the floor of the Legislature many times, and I recall his discussion last year when we talked about salaries for state employees. He said if you are going to have someone who is doing a good job for you, then you are going to have to compensate them well for that. I believe that we have a good University of Nebraska, that our administration is a competent administration and that we should support them as best we can. It is really pennywise and pound foolish for us to cut \$400,000 from these administrative positions. I think it will hurt us in our ability to be competitive. It will simply shift more of these kinds of things if we do intend to maintain a quality institution and attract the people we want, it will simply shift more of these kinds of things to the Foundation if they can find the funds. The state has an obligation to maintain a university with a competent and sound administration and to maintain faculty that have those criteria, and I think it would be extremely unwise of us to simply take a swat at those who are at the top levels of the administration and faculty of the University of Nebraska. If you want to reduce the salaries, if you think the salaries are too high, the salary increase that the Appropriations Committee has suggested, then you should reduce it across the board. Let's not disrupt the salary schedule that is in place and let's not punish those simply because they happen to be at the top of the structure in the University of Nebraska. I urge you to oppose the Burrows amendment.

SPEAKER MARVEL: Senator Marsh.