

retirement benefits. They have absolutely nothing that they are receiving. Many of these people are professional people. They have doctors' degrees. They have masters degrees. They are working filling in and providing an extremely valuable service and they are receiving a wage that's below the poverty level, in many cases, trying to support families, trying their best to be able to get a full-time job and they are unwilling to talk up and advocate for themselves simply because they risk not even getting that part-time job. These are people who do an extremely good job in most cases of teaching and being very committed to their students and provide even extra hours of service to those students. They don't have any voice. They don't have any lobbyists. They don't have any union that's representing them and there are many of these people who, I think, should be paid a minimum of \$4,000 for each of those courses. I think it's only fair. I think we have a real serious equity issue here. We have an issue of social justice, I believe, and there are actually part-time people that are working in the university system who are making less than \$1,500 per course. To me, that seems atrocious. That is very unjust and I think there should be something done to correct that injustice. One thing that I think can be done to do that without even any additional costs to the university is to look at universitywide how the full-time instructors are doing their teaching and what is being substituted for actual classroom hours. I know at least personal accounts at the University of Nebraska Lincoln and Omaha where there are people who are teaching less than full-time, who are not doing research and who are not doing any publishing and yet they're being paid for teaching full-time, receiving full benefits and are being replaced by part-time people because they're not pulling their full load. If there was some accountability in assessing some kind of criteria for what is actually being done in the classroom and what classroom hours are being substituted for publishing or for doing research and there was some good accountability, I think we could eliminate many of the part-time positions, many of the adjunct faculty. We could have teachers teaching their full load and earning that salary that they're earning and we could also pay the part-time adjunct faculty a decent living wage which they certainly deserve,...

SPEAKER WITHEM: One minute.

SENATOR PREISTER: ...and we would not be costing the taxpayers any additional funds. In fact, I think if we look at this very