

ranged from one percent to three percent. It ranges, it changes, it varies and that is the problem. That is the basic problem, because what happens is, that in some years if you are granted this additional monies it goes into your base and if there is a lot of money that year your base is increased no matter how often you have won these "merit awards". Now let me also speak very briefly to Senator Warner's point that you know this really doesn't make any difference because the University can spend their money any way they want to. Well, that is a very faulty point, because if that be the case, why did the Appropriations Committee put this language in the bill? Well, the answer is very simple. Because they feel that they ought to instruct the University, but when somebody else wants to instruct the University, they change their minds and that is one of the reasons that I am offering this proposal so that we can instruct the University as the committee has instructed the University and take out "professional", because in fact what is happening is is that we talk about a cost of living increase of seven percent, but it is not a cost of living increase of seven percent. It is a cost of living increase of four percent, three percent to be used discriminatorily, discretionarily and wrongfully in most cases, and for that reason, this amendment needs to be stricken. If the administration, if we are going to offer them guidance as the Appropriations Committee has with this language, I think we ought to offer them guidance as to how they deal with professional employees because in fact there has been many an employee who has come to me, to Senator Johnson, to Senator Hoagland and to others and have complained about the problems that we have with this sort of approach. It creates great dissension within the University. It creates great dissension within faculty. It creates great dissension and for that reason we should not continue to perpetrate this kind of dissension.

SPEAKER MARVEL: You have thirty seconds.

SENATOR NEWELL: For that reason I urge you to support the amendment. There are a few people gone today and we will need the strength of very many of you who are wavering because there is a large number of people who are gone, and for that reason, it is more important than ever that we also instruct the University and other higher education faculty and also the administration as to what we feel this seven percent should be. It should be a cost of living increase and not a discriminatory allowance for the administration to use as whips to enforce whatever discipline they want to within the University.