

are 15 outstanding teaching awards provided through tax dollars to the State of Nebraska that total about a thousand dollars each. Those are given to outstanding faculty members in teaching. The Nebraska foundation gives two or three teaching fellowships that are worth about a thousand dollars apiece and then two or three research fellowships worth about a thousand dollars apiece. So that is where the total of 20 or so cash awards presently are being provided to faculty members of the University of Nebraska. That is one section of the resolution. What that resolution says is let's take another step and more systematically provide these sort of cash incentives for faculty to provide excellence. The other section of the resolution deals with faculty salaries generally and that is an attempt on the part of the resolution to suggest that the salary increase should be at 7% across the board. Presently the Regents salary guidelines for the following year show that they are planning to have a 7% salary increase for clerical and staff members of the university and the faculty will only receive a 4% across the board increase with a 2½% merit increase and a 5% Chancellor's discretionary fund increase for a total of 7% but it is divided down into discretionary funds and merit funds instead of an across the board increase which is suggested in LR 105. So, that is the situation as it presently stands. I'll yield my time to Senator Newell to carry further.

**SPEAKER MARVEL:** Chair recognizes Senator Newell and then we have an amendment on the Clerk's desk. Senator Newell.

**SENATOR NEWELL:** Mr. President, members of the body. I think that Senator Wesely's points as to the fact that there are already a cash award proposal is a very interesting one. There is in fact a cash award proposal it is limited in scope and is not the magnitude that I would like to see this kind of a proposal. Let me talk again about the problem as I have repeatedly in the past. The problem is that we do not provide enough salary to compensate individuals working in our institutions of higher education and those professional employees of the state to compensate them for the rapidly and the savage problems of inflation. The cost of living as we all know has been running rampant in the last few years. It was 9% last year and it will be, at the present rate now it will be somewhere around 14%, unless it cools down, and you and I all hope that it will cool down but I'm not sure that is going to be the case. We have provided a 6½% increase last year when it was 9 and this year we are going to provide a 7% increase when the inflation rate is running at the rate of 14% but in actuality what will happen is this. Most