

education for a vast number of people in the State of Nebraska. The whole idea of the comparison concept with peer institutions is the fact that for many years we've been in a situation where most of the faculty that are involved in the state college system are the type of faculty that are transitory as many faculty members are and that they move up the ladder of success as they develop their credentials and are involved in all kinds of academic and professional endeavors and we have found, speaking specifically for Wayne and having had some experience in Chadron also, that as we move out into the remote areas, the quality of life, that many of the faculty seek to stay in those smaller areas, it is certainly an inducement, but by the same token we must be competitive with other institutions that offer some of those same amenities. We find some of these sister institutions being, institutions such as the Kansas system or the Missouri system or places in Iowa and South Dakota, and we have lost a lot of quality faculty purely in the name of not being able to compete with these peer institutions. And so this concept and this plan I hope we'll be able to stay with as time goes on. I, as Senator Scofield, am very reluctant to push in light of the current budget crisis and the limited revenues that we're viewing this year, but hopefully that we'll be able to certainly make our mark in the future and keep the salaries at a competitive level so that we can recruit particularly in the Wayne area. And speaking in behalf of business administration as we're developing quality programs and have a need to maintain certain standards, that has gotten to be an extremely competitive environment for faculty members to have the credentials to teach in these institutions and we're finding other states have made some drastic changes relative to the remuneration levels in order to attract the higher quality faculty and it does make it extremely difficult to compete and there is a potential of a continual erosion if we don't stay on top of this situation. But as Senator Scofield mentioned, I also am reluctant to support Senator Remmers, but I appreciate his deep-seated interest in this problem.

SPEAKER NICHOL: Senator Lundy, then Senator Haberman.

SENATOR LUNDY: Mr. Speaker and members of the body, I, too, rise to let the total legislative group know that there are problems out there in our state colleges, in our university and in the general area of state employees and our salary schedules are not what they should be I know in many