

Salaries

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paper," Cohen said.

He said committee members are trying to formulate an accurate picture of their situation so they can figure out what steps to take to improve the problem. He said non-tenured faculty work in a different atmosphere with different advantages.

"It's difficult for them to know what they're entitled to and have a relationship with their employer, simply because of their non-tenured track status," he said.

Loyalty has its price

Unlike Davis, Cohen is not as optimistic about the future of higher education in Oregon.

"Oregon has done a very poor job of investing in higher education," he said. "The signs of optimism we were discussing last year are evaporating in the current budget talks in Salem."

But Cohen said an equally large problem is the professors who choose to stay at the University, because they often make financial sacrifices by not leaving.

"For every faculty member who leaves for a better salary, there are several who don't leave," he said.

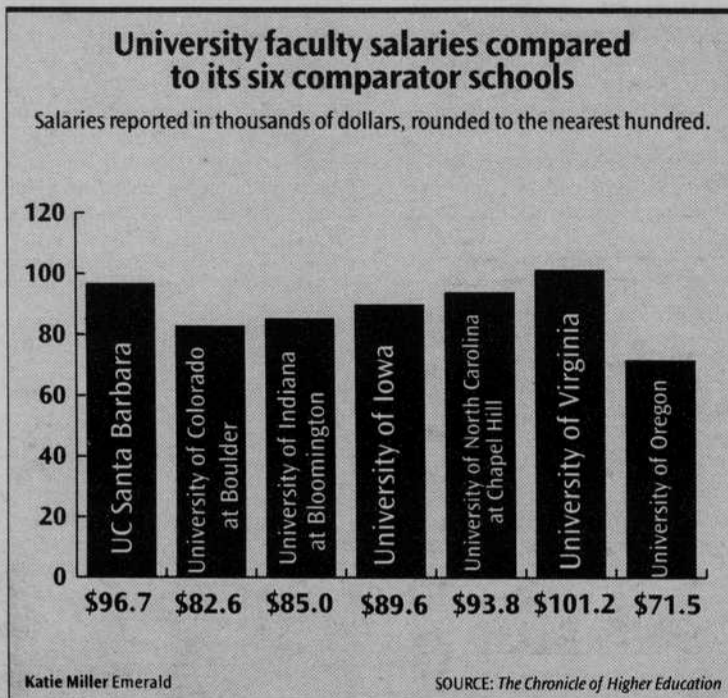
Cohen said many professors resist the urge to leave for greater opportunities because they are loyal to the University.

"People are actually making sacrifices to stay here and they do it willingly, but I think everyone wishes we didn't have to wrestle with the budget," he said.

Laura Alpert, an associate professor of sculpture, is one of those people. She has been a faculty member at the University since 1979, and said one major problem is salary compression. This occurs when newer faculty are offered higher salaries than faculty who have been on staff for several years, such as Alpert.

"It's a problem with faculty members at the University of Oregon," she said. "For a long time our salaries have [not] been competitive, and it's harder for people here a long time to get proportional raises that are fair."

Alpert said she knows of several former colleagues in the design department who left because they found they could earn double their



salaries elsewhere.

She said in the 1980s, there were usually hundreds of applications submitted for positions in the University's fine arts department, but

now not nearly as many people apply for jobs in that department.

"We really need to make sure we can hire faculty equal to the historic quality of this school," Alpert said.

Calendar

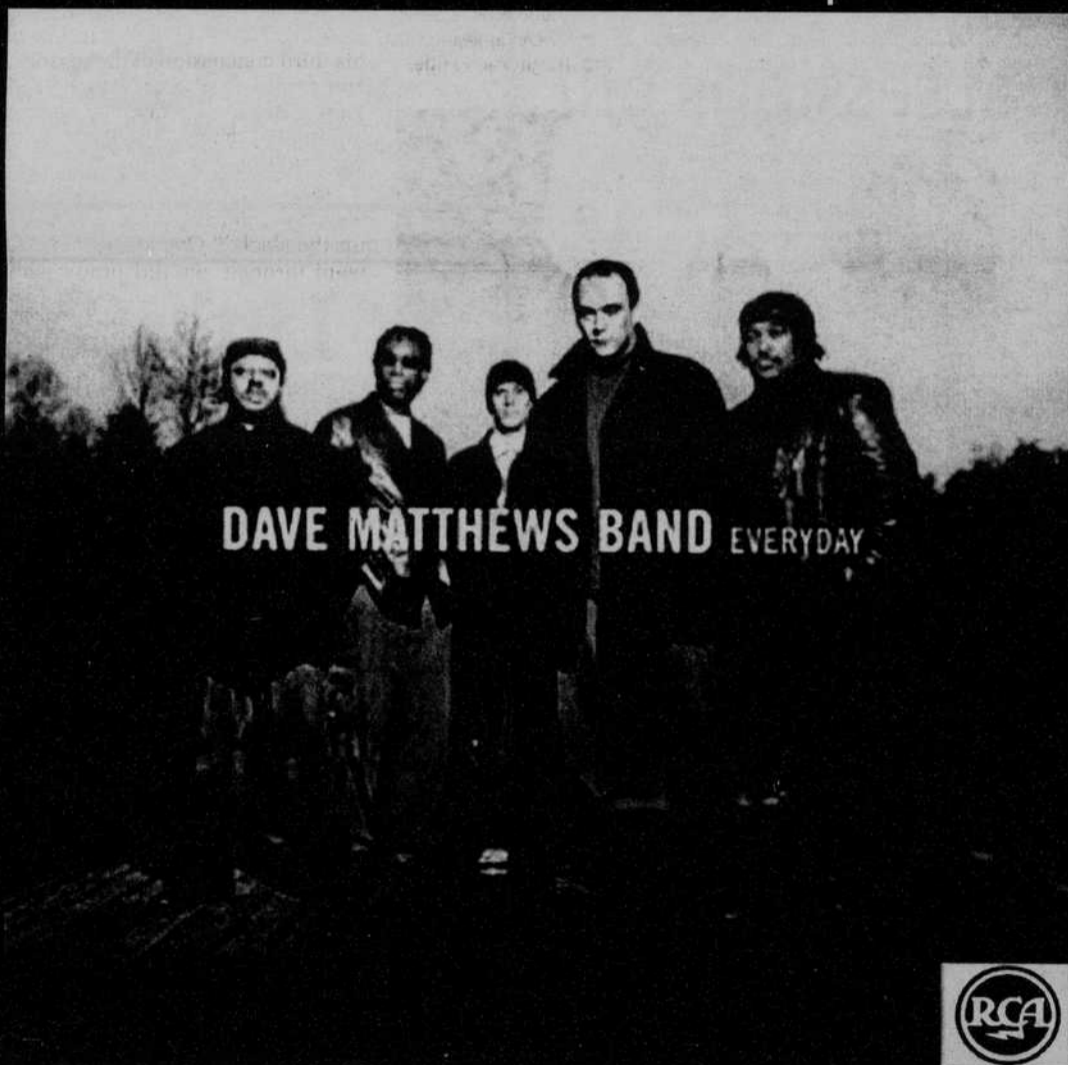
Tuesday, Feb. 27

International Film Series: Japan's "Taxing Woman" is part of a "Death and Taxes" series of films shown in their original languages with English subtitles. Runs from 7-9 p.m. Room 121 Pacific Hall. Free. For information, call the Yamada Language Center at 346-4011.

The University Women's Chorus and Men's Chorus perform at 8 p.m., Beall Concert Hall. Free. For information, call 346-5678.

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