

NEBRASKA TAXPAYERS FOR FREEDOM ISSUE PAPER: CUT THE FAT FROM THE UNIVERSITY OF NEBRASKA BUDGET.

BACKGROUND. NU is the largest employer in our state, with 16,563 employees.¹ The state university system will receive about \$570 million in state tax money in FY 2017-18. However, unlike state agencies, the university does not track this appropriation after its allocation to each campus. The University supposedly still will face a shortfall of \$49 million by 2019, according to the U. president. The University of NE system is bursting at its seams with superfluous programs and bureaucrats, gorging itself on state taxpayer dollars. In FY 2014-15, NE spent more than every adjacent state except Wyoming in higher education appropriations per full-time student, per \$1,000 of personal income, and per capita (see appendices). Meanwhile, NU full-time enrollment dropped 5% from FY 2010 to FY 2015.² NTF has examined NU operations and personnel budgets and found numerous ways to cut redundancy, waste, and inefficiencies from the university budgets³.

CUTTING PERSONNEL. The following salaried positions and clusters we recommend for elimination:

- Diversity Chancellor Pool. 7.5 faculty. \$370,209. p. 178.
- Diversity Central Administration Pool. \$2,970,392. p. 178.
- #04228 Minority Health Grant Evaluator. \$44,232
- Director of Staff Diversity. \$85,500. p. 217.
- #11865 & #07789 Domestic Admissions Evaluators. \$38,404 & \$40,913
- #08055 & #08058 International Admissions Evaluators. \$36,540 & \$43,016
- #02557, #13555, & #04520 International Student & Scholar Specialists. \$44,410, \$45,058, \$42,538.
- Rwandan Scholar Program Coordinator. \$63,153. p. 302.
- Global Studies salaries. \$66,307
- #02067 Senior Associate Director Student Experience. \$77,021
- #02031 Student Success Coordinator. \$57,375
- #10274, #13992 Events Coordinators. \$19,398 & \$37,459
- #02684 Arts & Sciences Director of Advising. \$68,675
- Women's Studies salaries. \$191,935
- #02450 Graduate Student Trainee. \$2,365
- #03680 Outreach Support Associate. \$17,031
- UNO Interpreters. \$44,094 and \$54,014. p. 1298.
- UNO Senior Director Inclusion. \$115,406. p. 1299.
- UNO Asst. Director Multicultural Programs. \$42,640. p. 1299.
- UNO Assoc. Director Multicultural Affairs. \$53,560. p. 1299.
- UNO Asst. Director Multicultural Affairs. \$42,644. p. 1377.
- UNO Director Multicultural Affairs. \$73,800. p. 1377.
- UNO Residence Life Coordinator. \$35,000. p. 1321.
- UNO Director Women's Studies. \$81,309. p. 1358.
- UNO Directors Ethnic Studies Program. \$71,322 and \$31,544. p. 1358.
- UNO Diversity Recruitment & Leadership Coordinator. \$35,875. p. 1377.
- UNO Asst. to Sr. Vice-Chancellor Chief Diversity Officer. \$106,549. p. 1218.
- UNO Central Admin.: Associate to the President on Diversity. \$125,000. p. 1399.
- UNMC Faculty Diversity Funding. \$1,694,607. p. 248.
- UNMC Business & Finance-Staff Diversity Specialist. p. 253.
- UNMC International Visitor Associate. \$53,440. p. 582.
- UNMC groundskeepers (9). \$29,000-\$80,000. p. 602.
- UNMC Travel Reimbursement Associate. \$43,460. p. 615.
- UNMC Rental Property Specialist. \$35,131. p. 619.
- UNMC High School Alliance Program Coordinator. \$62,740. p. 625.
- UNMC Student Wellness Advocate. \$39,360. p. 628.

¹ NE Dept. of Economic Development.

² State Higher Education Officers 2015, p. 30.

³ University FY 2016-17 and FY 2017-18 operating budget and salary information.

- Coordinator of Indigenous Roots Teacher Education. \$11,806. p. 141.
- Campus Tour Guide Coordinator. \$35,770. p. 149.
- Campus Visits Assistant Coordinator. \$29,848. p. 150.
- Admissions Diversity and Community Outreach Manager. \$63,300. p. 151.
- Admissions Asst.-Director Diversity and Community Outreach. \$37,000. p. 153.
- Apprentice roofer. \$35,525. p. 181.
- Litter Assistants. \$25,936. p. 187 and \$26,038. p. 191.
- Asst.-director child care. \$35,000. p. 197.
- Child care cook. \$29,837. p. 197.
- Asst.-director Gender Programs. \$59,181. p. 200.
- Asst.-director LGBT Programs & Services. \$60,639. p. 201.
- Sports Turf Supervisor. \$39,462. p. 204.
- Recreational Sports Turf Supervisor. \$34,835. p. 204.
- Executive Chef at athletic food services. \$54,687. p. 255.
- Asst.-director Sports Nutrition. \$46,913 for each of 2 employees. p. 255.
- Director of Sports Nutrition. \$81,645. p. 255.
- Spirit Squad Manager. \$44,932. p. 265.
- Spirit Squad Head Coach. \$48,165. p. 265.
- Mail regulations clerks. \$37,974 and \$30,729. p. 212.
- Police public relations coordinator. \$49,533. p. 216.
- Social media manager. \$51,134. p. 230.
- Ten Events Guest Relations Security attendants. \$13,000-\$27,000. p. 256.
- Senior editor Indigenous Studies. \$62,864. p. 266.
- Coordinators of Fraternity Life. \$41,000 and \$35,896. p. 271.
- Greek Affairs Program Assistant. \$15,767. p. 271.

CUTTING PROGRAMS. The University system should eliminate the following unnecessary and superfluous programs:

- UNL Arts & Sciences Ethnic Studies. \$700,142. p. 180.
- UNL Women's Studies. \$248,585. p. 181.
- UNL Fine Arts Summer Theater. \$30,108. p. 187.
- UNL College of Education Talent Golf Tournament. \$11,500. p. 195.
- UNL Child Care. \$1.9 million. p. 204.
- LGBT programs. \$127,213. p. 205.
- UN -L Intensive English Program. \$671,031.
- UNL Campus Night Life program. \$47,802. p. 205.
- UNL memberships and dues in outside organizations. \$306,260. p. 207.
- UNL employee awards. \$38,384. p. 208.
- UNL Affirmative Action. \$33,058. p. 207.
- UNL Diversity Officers Collaborative with 16 members.
- UNL Diversity Resources Office: a campus committee for gays, lesbians, bisexuals, and transgenders.
- UNL annual Lavender Graduations.
- UNL Institute for Ethnic Studies.
- UNMC College of Pharmacy AIDS prevention in Nigeria. \$29,659. p. 247.
- UNMC Student Services - Minority Student Affairs. \$33,287. p. 252.
- Diversity at UNMC.
- Miscellaneous Awards: \$460. Thank You Awards: \$63,800. Service Awards Dinner: \$26,483. p. 254.
- UNMC Aging Wellness Program. \$158,001. p. 254.
- UNMC Every Woman Matters Conference. \$19,519.
- Discover Magazine. \$37,250. p. 255.
- UNMC OPS School Psychological Services. \$49,829. p. 278.
- UNO Criminal Justice London junket. \$260,000. p. 288.
- UNO Black Studies. \$596,712. p. 289.
- UNO Latino Studies. \$12,784. p. 289.
- UNO International Programs. \$759,919. p. 298.

- UNO Women and Gender Studies. \$29,575. p. 289.
- UNO Gender & Sexuality Resource Center. \$102,426. p. 300.
- UNO Multicultural Student Support Services. \$303,074. p. 300.
- UNO Cultural Awareness programming. \$10,825. p. 300.
- UNO Office of Equity and Diversity.
- UNK Women's Studies. \$43,014. p. 313
- UNK Ethnic Studies. \$43,584. p. 313.
- UNK multicultural affairs. \$169,381, \$56,645. p. 318.
- UNK Diversity training. \$53,800 and \$9,605. p. 319.
- UNK Child care center. \$30,386. p. 319.
- UNK Tailgate meals. \$15,000. p. 320.

PRIVATIZATION AND OUTSOURCING. The University system should outsource and privatize the following services to save taxpayer dollars:

- ✓ UNMC custodial service salaries. \$3,582,744. p. 251.
- ✓ Privatize the University Building, Grounds, & Custodial services and dormitory food services.
- ✓ UNL landscaping services and management. \$2.2 million. p. 202.
- ✓ UNL Asst. Director Custodial Services. \$86,098. p. 182.
- ✓ UNL Custodial Managers. \$48,579, \$59,761, \$11,250. p. 182.
- ✓ UNL Custodial Area Managers. \$48,564, \$57,546, \$48,574. p. 183.
- ✓ UNL 224 custodians. pp. 183-186, 190, 195, 199. \$22,000-\$38,000.
- ✓ UNL apprentice roofer. \$35,525. p. 181.
- ✓ UNK physical plant custodial services. \$1,621,086. p. 315.
- ✓ UNK carpentry and painting maintenance. \$222,204. p. 315.
- ✓ UNK plumbing maintenance. \$76,312. p. 315.
- ✓ UNK HVAC maintenance. \$336,956. p. 316.
- ✓ UNK grounds services. \$480,606. p. 316.
- ✓ 10 landscape assistants with salaries between \$25,000 and \$26,000.
- ✓ Transportation pool and personnel.

TRIM THE PERKS. University employees enjoy a huge number of perks in addition to their generous salaries and benefits. UN-L employees have their own credit union, an employee and dependent scholarship program, reduced tuition rate for classes, and an employee assistance program that provides confidential counseling, assessment, and referral for



full-time employees *and* their families. Employees at UNMC enjoy an employee and dependent scholarship program and discounted tuition for credit or audit. Retired employees can apply for tuition discounts for themselves, spouse, and dependents. Full-time employees can transfer their tuition privileges to spouse or dependents, up to 15 undergraduate hours per academic year at any campus. Employees enjoy free job and professional training and development workshops and seminars. Also, discounts at the campus compute store and health center. 10% discounts at the U.

bookstore. Also, 20% discounts at Safelite Auto Glass, 25% off at W. W. Grainger, an industrial supply company, a 25% discount at downtown Kinko's, and 15% discounts at Jiffy Lube, AAA, and Royal Carpet & Upholstery. More discounts at Office Depot, University Theater, UNK Technology Store, U. Travel Services, Verizon Wireless, and U.S. Cellular. Free lunches and snacks sometimes. Discounts for gym memberships. Legal assistance. Company social events. And discounted football tickets, of course. More personal perks abound. Generous maternity and paternity leave, fertility aid, dependent care, adoption assistance, childcare, work from home privileges, bring pets to work privileges, reduced or flexible hours, family medical leave, and unpaid extended leave. Over 3 weeks of vacation per year. 5 paid holidays. Volunteer time off and sabbatical privileges. 22 administrators and staff members have U. cars or vehicle allowances. The UNO chancellor has a country club membership and an \$800 monthly vehicle allowance. The U. president enjoys a country club membership, gas, service, and insurance for a vehicle, \$2,000 per month for housing expenses, and housekeeping services. 7 NU athletic department employees have club memberships. 23 in this department have U. cars or monthly vehicle allowances. 5 UNK employees have cars or \$500 vehicle allowances, up from 2 people in 2013.

NTF SUGGESTIONS. The following information gleaned from the 2016 University Comprehensive Annual Financial Report, followed by several of our comments in italics:

- Employee compensation and benefit costs have increased by 16% in the last 3 years (p.30). Benefits alone have increased by 11% in 2 fiscal years (p 27). Compensation and benefits equal 63% of the total NU budget (p. 36).

NU personnel enjoy a lower cost of living than at most schools used for salary comparison. Thus, salary levels should adjust when making comparisons with out of state campuses.

- Faculty and staff salaries rose by 3%, higher than the cost of living increase, at UNO and UNK (p.23). *The University must bargain tougher with labor unions to maintain salary increases at no more than annual consumer cost of living increases.*
- Stop negotiating university union contracts that guarantee specific salary rates of increase.
- Employee health insurance claims rose from \$14.3 million in 2015 to \$17.7 million in 2016 (p.35). NU employees pay in only 3.5% or 5.5% of their salaries to their retirement plans; the university pays in 6.5% or 8% matching funds (p. 67). *The University must bargain tougher with labor unions to require employees to pay a higher percentage of their health care premiums and future pension benefits.*
- A 10% cut in university staff travel expenses would save the system.
- End university bonuses.
- Require each college professor to instruct a full 15 credit hour class load during each semester, thus reducing the number of teaching assistants and instructors/professors.
- Require university staff to remit to the University a percentage of their consulting fees, earned because of their university positions.
- Eliminate the U. president position and allow campus chancellors to manage the U.
- End the free maid service, country club membership, lawn care, snow shoveling, and \$5,000 yearly expense account given the UNK Chancellor.
- Stop paying for country club memberships and golf outings for university officials.
- Cut the university bureaucracy. Each campus need not have its own chancellor with staff. Each dean at UN-Kearney need not have an associate dean. This campus lost 4,000 students in 4 yrs., yet the number of administrators has mushroomed.
- End the practice of university athletic department contract buyouts.
- NU operating losses have increased since 2014, now pegged at \$688,427,000. The value of NU investments has dropped from \$46.2 million in 2014 to \$12.1 million in 2016 (p. 27). NU outstanding lease obligations in 2007 stood at \$14.8 million but \$48.5 million in 2016 (p. 104). According to State Sen. Tom Briese of Albion, the U. system has operated at a rate which is 34% higher than the national average for public universities. *The University system should hire a chief financial officer to stop this hemorrhaging.*
- Tenured faculty at UNL totals 72.9%, 72% at UNO, and 68.6% at UNK (p. 109). President Bounds vowed to trim more than 100 positions from the U. system but no faculty positions. *End the tenure system, which protects livelihoods for incompetent and lazy employees, thus saving taxpayers money by ending guaranteed salaries.*
- Additional programs beginning at UNK, though student population has decreased since 2012 (p. 22). The BA graduation rate within 6 years at UNK in 2002 stood at 59% but dropped to 57% in 2010 (p. 110). The retention rates for 1st time full-time freshmen at UN-L set at 84% in 2007 but dropped to 82% in 2015 (p. 110). *Tie appropriations for new academic programs to rise in student populations and graduation rates.*
- Appropriations from the state General Fund rose 6% between 2014-2015 and by 3% between 2015-2016 (p.99). Meanwhile, NE per capita personal income rose only 2% between 2014-2015 and by 3% between 2015-2016 (p. 100).⁴ The U. president whined that budget cuts would harm ability to attract new students, yet he later projected an enrollment increase by 1%. *General Fund appropriations to the U. system should peg to the increase in NE per capita personal income.*
- University students will pay 5.4% higher tuition in 2018 and probably another 3.2% in 2019 from the Board of Regents decision. A typical UN-L student will pay about \$368 more in yearly tuition, plus increases in student fees, housing costs, and normal cost of living. NE parents will contribute from 26% to 30% of their yearly income for college costs⁵. Students and parents who cannot pay such an amount must assume student loans that total \$26,000 in average debt. Yet, the U. will increase its financial assistance to poor students at the same rate of increase. NU has internally reallocated \$10.8 million from existing budgets to need- based aid, and almost 7,000 Nebraskans pay no tuition at NU. The Regents also approved budget cuts of \$30 million, enough to cover all of the appropriation decrease to the U. made by the Legislature. *Therefore, there is no need for such tuition hikes. The tuition increases instead will pay for huge salary increases for U. bureaucrats. The U. president, Hank Bounds, received a 6.3% salary boost, from \$480,000 to \$510,000. Each U. chancellor received 3% hikes, above the cost of living increase.*

⁴ U.S. Dept. of Commerce Bureau of Economic Analysis.

⁵ Institute for Research on Higher Education 2016 report.

- The University of NE Foundation had total assets of \$2.2 billion in 2016 but transferred to the U. only a little more than \$206 million, although total gifts to the Foundation in 2016 totaled over \$228.9 million.⁶ *Pressure the Foundation to transfer much more from undesignated donations to help fund U. operations.*

ADDITIONAL SUGGESTIONS:

- Do not spend tax money to recruit out of state students, when so many Nebraska youth cannot afford expensive higher education tuition. Non-residents are less likely to remain here to work after graduation and pay taxes.
- A 3% across the board cut in university system departmental expenditures.
- Defund the University Diversity Initiative that spends tens of thousands of taxpayer dollars on events such as Gay & Lesbian Month, a regional feminist conference touting topics such as bisexuality, witches, and female oppression, and a symposium on gay and lesbian issues, linked directly to a week of legislative lobbying on gay rights, and which included a bold attack on traditional values by a lesbian political activist keynote speaker, paid several thousands of \$\$ in speaker fees.
- Defund the UNL diversity artist residency program.
- End the university commissions on women and minority issues.
- End funding for a hate crimes coordinator at UNO.
- There exist a few classes not crucial to a quality liberal arts education, with few students enrolled, like the Portuguese language program. Eliminate these low priority programs.
- Redesign the academic organization of the university, a centuries-old system that shows duplication in our multi-campus operation. Most of the university budget pays for personnel costs. In campuses and hundreds of departments, many overlapping administrative positions and support staff could face elimination. Combining colleges across the undergraduate NU campuses could eliminate many dean positions and department staff duplications.
- Regionalize university programs in coordination with universities/colleges in neighboring states, as our students already attend colleges in adjacent states through tuition reciprocity programs. Such endeavor might entice students from neighboring states to permanently reside in Nebraska, adding to our educated work force and tax base.
- Periodic audits of every university department by the State Auditor.
- End the housing allowances for top state college administrators. Several of these colleges are smaller than Nebraska high schools.
- End several NU public service functions, like public broadcasting, overseas cultural programs, and health services.
- End University of NE Medical College radio and TV advertising.
- Do not spend savings from administrative cost reductions elsewhere in the University system.
- End all career services at university campuses.
- End the university recycling program.
- End the university landscaping education program.
- Cut the university board of regents annual budget by 10%.
- Save millions by terminating the postsecondary coordinating commission that oversees state colleges. U. regents can assume management of state colleges.
- Consolidate the state college board of trustees with the NU board of regents to improve higher education cooperation and eliminate duplicative staff, as recommended by the Strauss Commission.
- Merge the university system and state colleges to lower costs by teaching more classes long-distance and thus eliminating unnecessary classroom duplication. The number of students taking classes by Internet and satellite has doubled. All academic departments are developing long distance courses.
- Forbid the university system from hiring and paying lobbyists to lobby the legislature for more funding. University administrators can lobby.

TAKE ACTION NOW. The University solicits suggestions and comments for budget control. Submit fiscally conservative feedback directly at president@nebraska.edu or fill out the suggestion form on www.nebraska.edu/budgetplanning. Lobby your university regent to cut the fat, waste, and inefficiencies from the University budget. Email netaxpayers@gmail.com for regent contact information and to participate in our NE Taxpayers University Watch Project.

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⁶ University of NE Foundation 2016 Annual Report, pp. 1,3.



APPENDICES.

2015 State appropriations per full-time students.⁷

Colorado	\$3,529
Iowa	\$5,515
Kansas	\$5,837
Missouri	\$6,102
Nebraska	\$8,202
South Dakota	\$5,062
Wyoming	\$17,300

Higher Education Spending per capita, FY 2014-2015.⁸

Colorado	\$138
Iowa	\$288
Kansas	\$337
Missouri	\$181
Nebraska	\$438
South Dakota	\$244
Wyoming	\$662

Higher Education Spending per \$1,000 of personal income.⁹

Colorado	\$2.82
Iowa	\$6.42
Kansas	\$7.50
Missouri	\$4.35
Nebraska	\$9.21
South Dakota	\$5.38
Wyoming	\$12.13



⁷ State Higher Education Executive Officers, p. 34.

⁸ Ibid., p. 52.

⁹ Ibid., p. 52.