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WAR

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If the BOT votes for the plan, it will fall into the hands of the BOG and then to the N.C. General Assembly.

Conner said he was optimistic that efforts might sway the opinion of trustees. "I know that several trustees will vote for the tuition increase one way or the other, but many will be open-minded," he said.

He said students must have a loud voice to emphasize the drastic effects the proposal would have if passed. "We are asking people to come to the trustee meeting and share personal stories," he said.

Conner said the tuition increase was way too large. "A much smaller increase would have been very different. There will be a major detrimental effect to the present and future student bodies. No amount of financial aid will be able to fix it," he said. "The saddest thing is, I

don't think that the tuition increase bothered anyone on the committee.

Heinke emphasized that student government was not against faculty benefits, only against large tuition increases for students. "We're willing to go to Raleigh and lobby for the faculty," Heinke said.

A steep tuition increase could run counter to the University's ideology, Heinke said. "No one thinks that the quality of the University should slip, but deviating from the University's mission of a great education at a low price is not the right answer," he said.

Heinke said an important aspect of UNC's allure was its value. "It is easy to look at the University and think tuition should be higher, but one of the reasons this University is so good is its cost," Heinke said. "To sacrifice a world-class student body in order to attract a world-class faculty will not make the University better."

The University Editor can be reached at udesk@unc.edu.

FACULTY

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have an effect," Hendrick said.

"The University is facing some dangerous times. I know many faculty members are on the job market."

Hendrick said a tuition increase would not be his first choice for the source of a faculty salary increase. But he and English Professor Edward Kennedy said increases might be the best available option right now.

"I think it is probably going to be necessary in order for faculty to be paid salaries that are competitive," Kennedy said. "Although students may object to the cost, it is something that is going to protect the value of the degrees they get here."

Some professors also argued that the increase was necessary because UNC's tuition was lower than that of many peer institutions. "Tuition has to be in line with what other state universities do," Flora said.

However, some said they felt low tuition costs should not be overshadowed by faculty needs.

Assistant French Professor Sahar Amer said she did not feel it was the students' responsibility to support faculty.

"I really think student tuition should not be the one paying for our salary," Amer said. "It's a state school, so I think it should be the legislature." The proposal calls for legislators to fund the typical 3 percent faculty increase next year and a benchmarked 5.5 percent increase over the next four years.

"A substantial amount of the increase should be used to help those that can't pay for their tuition," said physics Professor Jianping Lu. "But raising tuition just to pay salary is not the right thing to do."

Under the proposal, 30 percent of the money generated by the increase will go toward financial aid. "I think (raising tuition) is a good idea as long as we have ample need-based scholarships," said Townsend Ludington, chairman of the curriculum in American studies. "Not just faculty raises, but other aspects of our university system need more financing."

Hendrick said it was important to act for the best interests of the University. "If it pits faculty and students against one another, nobody's going to profit, it will just hurt the institution," he said. "Instead, we should try to find common ground. I'd like to see some meeting of the minds."

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HISTORY

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Universities.

"So clearly salaries were competitive then, as far back as 1985," Friday said.

But in the years that followed, maintaining competitive faculty salaries became a more difficult task.

Paul Hardin, who served as the University's chancellor between 1988 and 1995, stressed the importance of recruiting quality faculty in a speech given on University Day in 1989.

"Let us work affirmatively at replacing ourselves with a fair share of the brightest and best and most idealistic of the oncoming generation," Hardin said in the speech.

But Hardin said Tuesday that the University was continually challenged to balance tuition with adequate revenue. "The University always needs more money," he said. "But we are also concerned about how much we charge."

Hardin said a recession that hit the N.C. economy in the late '80s and early '90s might have limited the legislature's ability to allocate funds for faculty salaries.

Provost Dick Richardson said a reason the University continually struggled to match other public institutions was that the General Assembly typically provided state employees with lower annual pay increases than other states.

Richardson said states such as Virginia, California and Georgia provided their universities with pay increases ranging from 5 percent to 7 percent,

while North Carolina only gave 3 percent or 4 percent increases to state employees each year.

He said a need to catch up to competitors prompted the legislature in 1995 to look to tuition to subsidize salaries.

"That was the first time we were allowed to keep a tuition increase to go to faculty salaries," Richardson said.

In 1995, the legislature empowered the trustees at UNC and N.C. State University to increase tuition by \$400 to aid libraries, financial aid and faculty salaries, Richardson said.

But reactions to allowing tuition to pay for faculty salaries were mixed among UNC's leaders.

BOT member Walter Davis, who advocated the tuition increase in 1995, said Monday that further increases were necessary if the University was to retain quality faculty. "(The faculty) are not going to be taken care of if the tuition doesn't increase because the state is not going to have the money for the next two or three years. If we don't keep up, we are going to be out in the cold."

"It is just like running a business."

But Friday, who declined to comment specifically on the current proposal, said increasing tuition to pay salaries could restrict educational access.

"Extreme tuition increases keep people out of the University that ought to be there," Friday said.

"As a matter of policy, I do not believe access to the University should ever be governed by the ability to pay."

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