

# freeze

Departments that are having the greatest difficulty in recruiting and retaining faculty are those that face competition from an attractive private sector. The neurosurgery division has been especially hard hit. Since the freeze took effect, two of four professors have resigned, primarily for financial reasons, Mahaley said. Dr. Stephen Boone, a professor who left Aug. 1 to join a Raleigh neurosurgery practice, said the freeze was 70 percent responsible for his decision to leave. He began seriously considering leaving the faculty during the partial salary freeze of the 1981-82 fiscal year, when raises were delayed for six months until Jan. 1.

Work in the neurosurgery department has not ground to a halt with the loss of half of the faculty. No patient goes unseen. Every lab remains busy. Research progresses. But Mahaley has had to give up instructing physical therapists, forego attending meetings with fellow physicians, stop giving speeches, and work at a demanding pace.

For Dr. John Hindsley, an assistant professor of surgery and a specialist in urinary cancer who will leave his position on Jan. 1, 1983, the salary freeze, "acted as a catalyst for my considering my future here." The freeze was third on his list of factors leading to his resignation, coming after the size of the work load and the lack of time off. As word spread through the medical community of the presence of a specialist in urinary cancer at North Carolina Memorial Hospital, Hindsley watched his patient load double in three-and-a-half years. "Certainly my salary didn't double," Hindsley said.

According to the records of the School of Medicine, since the beginning of the freeze, four professors, three associate professors, nine assistant professors, and one instructor have

resigned. Most faculty members who resign leave in the summer months, so these figures may represent the bulk of this year's resignations. The freeze has been at least a factor in many of these resignations, Bonduant said. From July 1, 1981, to June 30, 1982, six professors, and 16 assistant professors left their positions. In 1980-81, one professor, five associate professors, and 16 assistant professors left their positions. Departments that have already lost faculty this fiscal year include anesthesiology, pharmacology, surgery, radiology, neurology, family medicine, medical allied health professions and pathology.

Both Dr. David Ontjes, the chairman of the department of medicine, and Mahaley said they were concerned that losses because of the salary freeze would hurt the Practice Plan because top physicians generally attract the most patients. "It's not a real economy measure. It's counterproductive," Ontjes said.

Not every department is experiencing difficulties. Dr. Robert Sakata, the chairman of the medical allied health professions department, has yet to receive faculty complaints about the freeze, probably because the private sector in this field is not as desirable as it is for such branches of medicine as surgery and anesthesiology.

Pharmacology, a basic sciences department with relatively few medical doctors, also has escaped freeze-induced turnover. Dr. Cary Cooper, a former assistant professor now at the University of Texas, decided to leave before the salary freeze was enacted; pharmacologists applying for positions here are impressed by the financial arrangements. Dr. John Gatzky, the acting chairman of the department, said,

The general administration of the 16-member

UNC system is concerned that even some departments are having difficulties. "The longer it stays in force, the greater the effect," said Arthur Padilla, associate vice-president for academic affairs in the UNC system. He said he thought attrition has been limited so far by the strength of the roots many professors have put down in the Triangle area. But should the problem persist through July 1983, "We will lose some people primarily as a result of the freeze," Ontjes warned.

The North Carolina state budget, which by law must balance, is not in good shape for general salary hikes to state employees. Actual revenues for the first two months alone of the current fiscal year fell \$27.8 million short of the projected figure.

Governor Jim Hunt has suggested even cutting "non-essential" state programs to provide pay raises. "My number one priority is to take off the freeze, and I think it's essential we do that by one means or another," Hunt said recently.

The School of Medicine is not alone in its quarrels with the freeze legislation. Other academic branches of the University that rely heavily on non-state funds and which face competition from lucrative private sectors are experiencing difficulties similar to those of the medical school. Finance, accounting, business, economics, engineering, and computer sciences are in this category, Padilla said.

When the salary freeze went into effect, "Every good faculty member who is financially responsible had to ask himself, 'Can I afford this? Or can I not?' Many can't," Mahaley said.

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# faculty

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"It's clear that diversification has not hurt the faculty," he said. "In fact, the argument could be made in the other direction."

UNC Affirmative Action Officer Gillian Cell said at the meeting the University's performance in recruiting and hiring had been inadequate.

"We're conducting exit interviews when faculty leave to determine why they're leaving," she said. "So far, what we are finding out is that the greatest factor has been the impact of the (state) salary freeze imposed by Gov. Jim Hunt."

"But it is an accepted principle that the University will diversify its faculty."

Cell said improvement had come in three areas: the entry of more minorities and women into graduate school; a strengthening of the Affirmative Action Office, with a revision in the University's Affirmative Action plan; and the implementation of a post-doctoral program for minority students.

"The bottom line is that every hire (faculty hiring) is crucial," she said. "We need to look at every hire as the potential for diversifying the faculty."

"One of the problems the academic departments often have when hiring is identifying minority candidates," Cell said. "Women and minorities are now encouraged to identify themselves as such on a voluntary basis."

Cell said the main reason women faculty left their positions was that they don't see themselves as staying here.

"I'm not hearing horror stories," she said. "People are balanced in what they are saying (in the exit interviews). But there is also some anger at the salary freeze situation."

Fordham at the meeting said Cell had been effective in her post as Affirmative Action Officer. He also encouraged the faculty to help in improving the numbers of women and minorities hired.

"It's important that faculty members play a role in Affirmative Action," he said.

# thrill

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sponsor things that are going to lead to a lot of human suffering."

Besides meeting with approval from student affairs, the Athletic Association must approve the use of Kenan Stadium for the event.

"We are happy for the students to use the stadium for Chapel Thrill," said UNC Athletic Director John Swofford, adding that problems with behavior and injuries were not in the association's area of involvement.

"Our biggest concern is the field itself," he said. "As long as the entertainment is in the field and the people in the stands, then we have no problem."

Swofford said damage to Kenan Stadium after the 1982 Chapel Thrill included broken seats and seatbacks and fences but added that the damage "wasn't drastic."

Chapel Thrill Committee Chairperson Ben Lee said his proposal for a benefit concert with such student involvement would help to eliminate the concerns of the administration. Boulton informed Lee of worries about injuries and alcohol consumption when they met last week to discuss the proposal, Lee said.

"The proposal happens to address many of the concerns brought up because they were foreseen before Dean Boulton had to address them to me," Lee said.

Lee said he agreed with many of the administration's concerns about this year's Chapel Thrill.

"I agree that to say that the profits will go to a charity is not enough," he said. "We plan to get hundreds of students involved in activities."

"We are going to stress that this is a real benefit concert," Lee said. "Without any demands from anyone else, the Chapel Thrill Committee has restructured the concert to make it from a purely entertainment event to an event with a goal and a cause."

In addition, the proposal calls for a smaller event, involving about 10,000 people and bearing a different name than the traditional Chapel Thrill.

Size will be limited through ticket sales, which will include block ticket sales and reserved seating, Lee said.

Student involvement will encourage a better atmosphere, Lee said. He added that he hoped to involve "literally thousands" of students through committees, contests and shows connected with the event.

On Tuesday, the Chapel Thrill Committee will present its full proposal to the Campus Governing Council Finance Committee. Lee said that he would like as many students as possible to attend the meeting.

# Buckner

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Chauffeur rock stars is a bit more exciting than reading the bottoms of Coke bottles on Friday nights in Siler City.

"I never was the teenage bad-ass of Siler City," Buckner said. "But the older I've gotten, the more I realize I liked Siler City."

Buckner, 22, left his hometown in the summer of 1978 to embark on a sporadic academic career in Chapel Hill. "Until this year, extracurricular was the bulk of my time. I've had 47 majors; that changes on a weekly basis. This week, I'm speech and poli sci."

"A lot of people ask when they see me, 'When the hell is he going to get out of here?'"

can pull a few incompletes, but it would not be popular with the folks back home. I'll graduate in December."

In his 4½ years here, Buckner has met thousands of people through his jobs and his 1981 campaign for student body president. He rarely forgets a name, and is always willing to do somebody a favor.

"He's a great connection," Moody said. "Do a little for him and he'll do a lot for you."

"The nicest thing I'm leaving with is the relationships from the campaign, the dorm, the escort service," Buckner said. "It's something you never forget."

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