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## Tenure process rooted in protecting academic liberty

By STUART TONKINSON  
Staff Writer

Tenure. For university faculty, it can be the plum of a teaching career. Their students sometimes blame lazy and sloppy teaching on it.

Tenure provides experienced faculty members with a long-term contract that guarantees them job security. The term has seen regular use since political science department faculty voted last spring not to reappoint assistant political science department professor David J. Garrow when his term expires in 1984.

Garrow is the first political science professor not to receive a recommendation for reappointment after a probationary term. Garrow charged that the decision was made on grounds which are impermissible in making tenure decisions. Political science department Chairman James W. Prothro said Garrow's work in civil rights was "closer to investigative journalism than basic scholarship."

The tenure process was instituted at UNC to protect faculty members from being discharged because of their exercise of academic freedom, states the *Trustee Policies and Regulations Governing Academic Tenure in the University of North Carolina at Chapel Hill*, also known as the Tenure Document.

The Tenure Document was adopted by UNC's Board of Trustees in 1976 and was amended in 1978 and 1980.

Tenure was instituted during the McCarthy period of the 1950s to protect those professors who feared that their involvement with radical organizations would threaten their careers, said Joseph S. Ferrell, chairman of the faculty's Committee on University Governance.

According to the Tenure Document, any faculty member can be discharged only if it can be shown that the member is unfit, incompetent or neglecting his duty.

The document also states that a significantly reduced budget or a necessary program change can

be submitted as reasons for termination of faculty positions, both tenured and non-tenured.

For example, if the BOT decides that financial constraints require the closing of the School of Education, "financial exigency" could be given as the reason for the dismissal of all faculty positions in the school, Ferrell said.

Also, if any teaching, research or public-service program is eliminated or curtailed, it is possible that some tenured faculty members would be dismissed, Ferrell said. If such a program change were to occur, it would most likely be older faculty members with tenure who would be fired since they can probably expect greater retirement benefits, he added.

"Tenure is essential for the University to recruit and attract people from other places," Ferrell said. "Any university that's worthy of a name offers tenure."

Ferrell said that in general, a tenured faculty member must do research, keep abreast of developments in his field, be exciting to students and make contributions to his field of study.

Faculty members who are interested in their fields should be interested in teaching their subject to students, Ferrell said.

"Poor researchers can never be good teachers," he said. Also, those faculty members who don't like having students are not going to be successful in the UNC community, he said.

Teaching is not given the same kind of quantitative evaluation as publication, because it's easier to measure the publishing record of a faculty member, Ferrell added. And when a faculty member's field of research may have nothing in common with those of his departmental colleagues, those publications can often go unread, he said.

When a faculty member is recommended for tenure, Ferrell said, what often counts is not what the member has published, but where it was published.

"One article in the *Harvard Law Review* is worth three in the *Arkansas Law Review*" when it comes to determining tenure, he said.

Ferrell said that he doubted that the typical facul-

ty member published more than one good piece of research every three years, although such a rate would be considered slow by those handing out tenure.

"The saying 'Publish or perish' still holds true," he said.

It generally takes about seven years before a faculty member receives tenure. If a faculty member begins his teaching at UNC, he is usually hired as an assistant professor for a probationary term of four years.

At the end of that term, he can be reappointed as assistant professor for a second probationary term of three years. He can then be given permanent tenure with UNC as an assistant professor or be promoted to associate professor. Any promotion to the rank of associate professor confers tenure to the faculty member.

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## Water use restrictions mandatory

By MARK STINNEFORD  
Staff Writer

Water conservation is no longer a suggestion — it's the law in the Chapel Hill area.

Mandatory restrictions on water use were imposed in Chapel Hill, Carrboro and southern Orange County Tuesday at the request of the Orange Water and Sewer Authority.

The restrictions were contained in proclamations signed by Chapel Hill Mayor Joe Nassif and Carrboro Mayor Robert Drakeford. Richard Whitted, chairman of the Orange County Commissioners, was expected to sign a similar proclamation Tuesday evening.

University Lake, the main source of water for the Chapel Hill area, was 49½ inches below full Tuesday morning, said Pat Davis, systems management specialist for OWASA. According to local ordinances, OWASA can request mandatory clamps on water use when the lake falls to 48 inches below full.

"If people don't think the situation is serious, tell them to take a drive over University Lake," Davis said.

The restrictions ban the use of OWASA-provided water to wash cars or outdoor areas such as sidewalks, patios or driveways. Watering lawns, shrubbery and flower and vegetable gardens has been limited to Saturdays between 4 p.m. and 8 p.m.

The use of water-cooled air conditioners is illegal except for health and safety purposes, and water cannot be served in restaurants except by request. Swimming pools are barred from adding water beyond the level required to maintain operation.

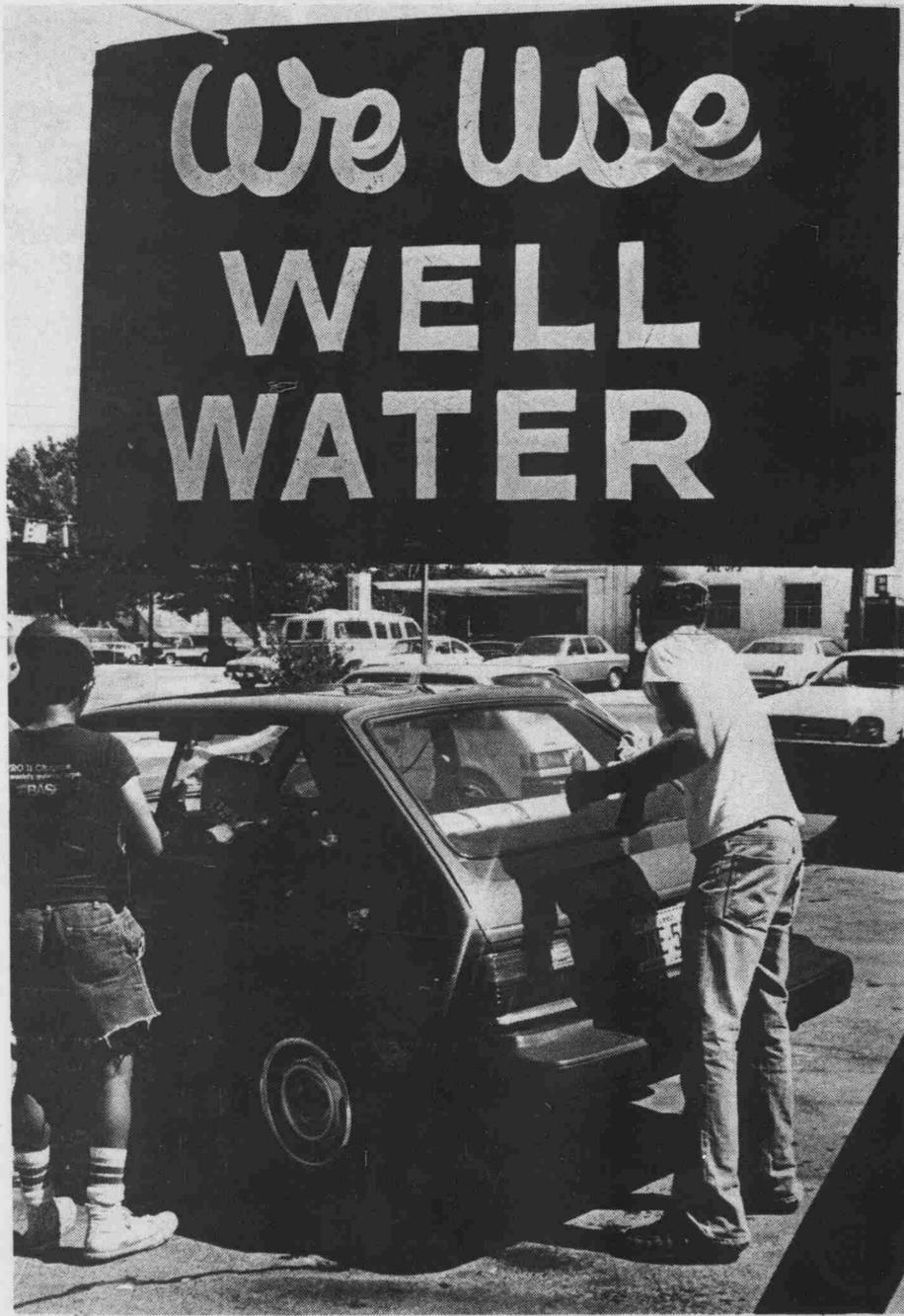
Farris Womack, vice chancellor for business and finance, said he believed students would comply with the restrictions.

"I think students will respond very cooperatively and enthusiastically," Womack said. "It's a situation that nobody asked for, but we must follow every conservation measure to ensure that we can continue to function as an organization."

Letters detailing the restrictions will be sent to UNC administrators, Womack said.

In addition to the measures already announced, OWASA staff members have recommended that the OWASA board drop a 10 percent discount that is

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Sparkle Car Wash in Carrboro uses no city water in its washing process. It uses its own well. Mandatory water restrictions imposed Tuesday forbid use of city water to wash cars.

## More Americans killed in Beirut

The Associated Press

BEIRUT, Lebanon — A barrage of rockets and mortars killed two U.S. Marines and wounded three at the Beirut airport Tuesday. The White House warned the Syrians to stay out of the fighting, saying the United States has "considerable firepower" in readiness off Lebanon's coast.

The shelling of the peacekeepers occurred during general fighting among Christians and Druse militias in the hills overlooking Beirut, and police said 148 people were killed in the last 24 hours.

The Marines were the third and fourth killed in eight days. One of the Marines wounded Tuesday was evacuated to the U.S. support ship *Iwo Jima*, where he was in guarded condition with shrapnel wounds of the stomach, a U.S. spokesman said.

The dead were identified as Cpl. Pedro J. Valle, 25, of San Juan, Puerto Rico, and Lance Cpl. Randy W. Clark, 19, of Minong, Wis.

Six Italian members of the multinational peacekeeping force also were wounded in their area of the city. An Italian spokesman said three were hit by fragments when a shell fell on a logistics compound, and three by fragments while riding in a jeep.

Police said 31 people were killed, including two Lebanese soldiers, and 67 wounded in Tuesday's fighting in Beirut and the surrounding central mountains. They said 15 died during heavy shelling in the town of Deir el-Kamar in the Chouf mountains, where thousands of Christians from nearby villages took refuge.

The casualty toll now stands at 247 killed and 628 wounded since the Israelis pulled out of the area Sunday. Druse fighters, in their first victory, took the Christian town of Bhamdoun.

In the renewed fighting, there have been reports from both the Druse and Christians of massacres in mountain villages, but the reports could not be confirmed.

In Jerusalem, Israeli officials said Israel would not re-enter the mountains unless Syrian and Palestinian forces intervene. And Defense Minister Moshe Arens was quoted by the *Jerusalem Post* as saying Israel would consider a total evacuation of its forces from Lebanon without a similar withdrawal by Syria, as long as it felt Israel's northern border was secure.

There was no government comment on the report.

The Marines at the Beirut airport returned artillery fire at one point and spent much of the day under Condition One — their heaviest alert — concealed in bunkers listening to the explosions of battle between the Syrian-backed Druse and both

the Christian Phalange Party's militia and the Lebanese army.

Marine spokesman Maj. Robert Jordan said the Marines fired two 155mm rounds at an artillery battery that was "firing at us from south of the airport" in an area controlled by Druse fighters.

Jordan said the Marine camp was hit by shells both from the south and from near Bourj el-Barajneh to the northeast.

Col. Timothy J. Geraghty, commander of the Marine force, said the shells from the south were directed in such a way that it was clear the American camp was the target.

Jordan said the mortars and rockets from the northeast, an area controlled by the Shiite Moslems who were Druse allies, apparently were simply falling short of their intended targets. The Druse are a secretive sect that is an offshoot of Islam.

It "probably was a short round" that hit the Marines, Jordan said.

U.S. presidential envoy Robert C. McFarlane traveled to Syria to try to convince President Hafez Assad to pressure the Druse to accept a cease-fire.

In Washington, President Reagan's spokesman, Larry Speakes, said, "I think the Syrians should know that we do have considerable firepower off shore and they should be circumspect in their own active involvement in instigating any violence in the area."

Some 1,200 Marines are in Lebanon as part of the multinational peacekeeping force, and 2,000 more are due to arrive off shore later this week. Speakes said there were no immediate plans for the reinforcements to go ashore.

Druse fighters, meanwhile, captured the key town of Bhamdoun on the Beirut-Damascus highway 12½ miles east of Beirut. It was the first major Druse victory against Christian militiamen since Israeli troops redeployed.

After the fall of Bhamdoun, the Lebanese army announced it had sent an armored force into Souk el-Gharb, the second-largest Christian town in the Aley region, apparently to head off a Druse attack.

The announcement said the army was "charged with ensuring the security of all citizens on all roads branching from the town," 6½ miles southeast of Beirut.

The state radio and the Christian Voice of Lebanon radio said the Christian eastern section of Souk el-Gharb was under heavy artillery fire from mountain areas controlled by the Druse.

The Lebanese army was battling the Druse guerrillas at Khalde, just south of the airport on the road from Beirut to southern Lebanon, and the Phalangists

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## Student gets charged with DUI while riding his bicycle home

By ANDY HODGES  
Staff Writer

The widely publicized crackdown on drunken driving has many people looking for alternative solutions to the problem of getting home after a long night out on the town.

But as UNC sophomore William Paul Sexton found this weekend, at least one of those alternatives might not be so wise.

Sexton, 18, from Fayetteville, was arrested Sunday at 12:20 a.m. for driving in the influence while riding a bicycle on West Cameron Avenue, according to Master Officer Greg Jarvis of the Chapel Hill Police Department.

Sexton said Tuesday that he had been barhopping Saturday night and had gotten involved in "a hellacious game of quarters at Keegan's." He was on his way to his Tar Heel Manor apartment in Carrboro when he was stopped by police, he said.

"As I began riding back I thought I might not make it because I fell an

unmentionable amount of times," Sexton said.

Jarvis said Sexton fell off the bike twice while police were watching him and he fell off a third time when the police car's flashing light came on.

North Carolina's DUI law applies to any type of vehicle, including tractors and mopeds, Jarvis said.

"People have even been charged with driving under the influence while riding a horse," he said.

Jarvis admitted, though, that such cases are rare.

"Most people you wouldn't arrest on a bicycle," he said. "But in this case the person was in and out of traffic and a hazard to himself and others."

Sexton had a blood alcohol content of 0.13, Jarvis said.

Since he was charged with violating the same law that governs the drivers of motor vehicles, Sexton could face a maximum penalty of losing his driver's license for one year and a \$500 fine if he is found guilty.

## Soviets admit shooting down jet, blame U.S.

The Associated Press

The Soviet Union, just minutes after the United States brought "definitive proof" before the world community, admitted officially for the first time Tuesday that its warplanes shot down a South Korean jetliner.

But the Soviets said their interceptor pilots were convinced the civilian Boeing 747 was a U.S. spy plane, and the "entire responsibility" for the tragedy rests with the United States.

The Kremlin continued to claim the Korean jet may, indeed, have been flying an intelligence mission for the United States, and issued a blunt warning: The Soviet air force acted in accordance with Soviet law and would do the same again.

It was "a lengthy, gross and obviously pre-planned violation of the airspace of the Soviet Union," Soviet Ambassador Oleg A. Troyanovsky alleged at the U.N. Security Council.

The Soviet admission came six days after Korean Air Lines Flight 007 was downed over the Sea of Japan after crossing into Soviet territory on a flight from New York to Seoul, South Korea. All 269 people aboard were killed.

Before Tuesday, official Soviet statements had either ignored or rejected U.S., Japanese and South Korean reports that the giant jetliner was destroyed by a heat-seeking missile fired by a Soviet fighter-interceptor.

But at about 1 p.m. EDT Tuesday, less than an hour after U.S. Ambassador Jeanne J. Kirkpatrick presented tapes of the Soviet pilots' radio conversations to the U.N.

Security Council, the Soviet government statement admitting the plane was shot down was read on the Moscow nightly television news.

Kirkpatrick later said the Soviets had been forced to make the admission because "the definitive proof was finally put on the record for the whole world to see."

While the U.N. council debated possible international sanctions, the governing body of the International Federation of Airline Pilots' Associations, meeting in Britain, called for a 60-day ban on flights to Moscow to demonstrate "revulsion" at the Soviet action.

That retaliatory step is expected to be limited, however, since many governments may not allow their pilots to comply.

In other developments:

• The International Civil Aviation Organization, the United Nations' aviation agency, scheduled a meeting of its governing council for next week to discuss the downing of the Korean airliner.

• South Korean civic, religious and business organizations prepared a massive memorial service for today at a Seoul stadium for the victims. More than 100,000 people were expected to be present for the Buddhist, Protestant and Roman Catholic rites.

• A firebomb was hurled at the Soviet consulate in Sapporo, northern Japan, Tuesday night, police reported. No injuries or damage was reported. Two dozen Japanese were among the victims of the downing of Flight 007.

Any U.N. Security Council vote to adopt sanctions against the Soviet Union is sure to be vetoed.

But Kirkpatrick said it was conceivable the Soviets would accept a resolution dealing with methods to prevent a repetition of such incidents.

Japanese officials said their military forces provided the tape of the Soviet pilots' radio transmissions, part of which was broadcast Monday night in President Reagan's nationally televised speech. Russian and English-translated transcripts of the tape were shown on five video terminals in the Security Council chamber.

The recorded radio transmissions showed that at least one of the Soviet fighter pilots pursuing the big commercial jet closed in and reported, "I am going around it. I'm already moving in front of the target."

Then he said, "I am dropping back. Now I will try a rocket."

A short time later the pilot of what the United States said was a Su-15 pursuit plane reported: "I have executed the launch... the target is destroyed."

Said Kirkpatrick: "Perhaps the most shocking fact learned from the transcript," was that "at no point did the pilots raise the question of the identity of the target and international norms."

"No nation has the sovereign right to shoot down any person or vehicle that may stray across its border in peacetime."

Troyanovsky, responding, said that the Soviets twice tried to establish contact with the aircraft but that it "ignored every attempt made by Soviet ground services and air forces to identify it" and "was not willing to land at the nearest airport."