

Women earn less, survey says

By BECKY RIDDICK
Staff Writer

The average mean salaries for men were reported to be 17 percent higher than those for women, according to the University Career Planning and Placement Service's (CPPS) 1986 employment survey.

The primary reason for the salary difference based on sex is that men hold jobs that pay more, said Rachel Rosenfeld, associate professor in the UNC Department of Sociology.

Some sexual discrimination is present, but this is a minor factor compared to the fact that men and women just have different jobs, she said.

This occupational difference is partially caused by women limiting themselves to job opportunities that

allow them to work in the same area as their spouse, said Sharon L. Wiatt, assistant director of business placement at CPPS.

"Both men and women are restricting themselves to jobs that will allow them to have traditional families," Wiatt said. But this seems to be especially true of women.

This unwillingness to relocate limits a person's job opportunities because employers want people who are highly mobile, Wiatt said. Interviewers are highly sensitive to a prospective employee's ability to relocate.

"Women don't really think through the impact of these decisions ahead of time," Wiatt said. Often women find out too late that they should have thought more about the

issues of job availability and salary before limiting themselves to one area.

Men are beginning to feel the effects of having a two-career family as well, Rosenfeld said. "It is very hard to find two good jobs in the same area."

Overall, women usually have higher college grades and significantly better interview skills, Wiatt said. "This gives them (women) an advantage in the job market, but men still have higher salaries," she said. "This may be due to the restrictions that women are putting on themselves."

"Often people are uncomfortable about trying to get jobs where they know they will be a minority," Rosenfeld said. Therefore, women

are unlikely to apply for jobs in traditionally male dominated fields.

Women often have less job experience than the men in their field, Rosenfeld said. Many times a woman has not been employed as long as a compatible man, so the man is paid more.

Women are becoming more flexible in their career goals, Wiatt said. Men and women now are considering the same kinds of jobs.

There are two sides to the situation, Wiatt said. Women get good jobs and then give them up for their families.

"What I see most are men and women who make decisions that frustrate them because of the unforeseen impacts these decisions have on their future," she said. "We have to

Women in North Carolina's Civilian Work Force

Percent of all jobs held by women	45%
Percent of jobs held by women in the following fields:	
Administrative Support Occupations (including clerical)	76%
Service Occupations	62%
Technologists & Technicians	50%
Machine Operators	47%
Sales Occupations	47%
Managerial & Professional Specialty Occupations	44%
Handlers, Equipment Cleaners, Helpers & Laborers	25%
Farming, Fishing & Forestry Occupations	17%
Precision Production, Craft and Repair Occupations	10%

SOURCE: Labor Market Information Division of the Employment Security Commission of North Carolina (1986)

accept the liabilities that arise out of our decisions."

The mean salary differential between men and women ranged from \$54 to \$465 a month, with computer science being the only field in which women had higher mean salaries, according to the CPPS survey.

Occupations related to majors in political science, history, education, RTVMP, accounting, chemistry and journalism showed a mean salary differential of more than \$200 more a month for men than for women. Jobs in the industrial relations field had the highest difference in salaries at \$465 a month.

Women comprise 45 percent of the civilian labor force in North Carolina, according to statistics from the Labor Market Information Division for Affirmative Action Program of the Employment Security Commission of North Carolina.

Statistics also indicate that 98 percent of the secretarial, stenographic and typing jobs in the state are held by women, while 61 percent of the management related jobs are held by men.

Eighty-one percent of all primary and secondary teachers and 44 percent of post-secondary teachers are women.

The predominance of women in

the education field is reflected in the enrollment figures of the University's School of Education. The school's undergraduate and graduate combined enrollment is 76 percent female, said Eleanor Roberts, student services manager for the School of Education.

Teaching is a traditionally female occupation because for a long time, it was one of the few professional careers that women could pursue, Roberts said. "The big news is that there are as many men as there are women (now pursuing education careers)."

Pharmacy, a traditionally male dominated field, is becoming increasingly female dominated. The UNC School of Pharmacy's current enrollment is 60 percent female, Associate Professor Boka Hadzija said. Seventeen years ago the enrollment was 60 percent male.

The field of pharmacy provides full-time or part-time work with flexible hours, giving women time to raise a family as well as work, Hadzija said.

Despite the fact that women are in the majority in the pharmacy field, the managerial positions are mostly held by men, Hadzija added. Also, there are no female deans heading any of the nation's 76 pharmacy schools.

Service to offer legal aid phone line

By JEANNA BAXTER
Staff Writer

A statewide, non-profit organization is establishing a program to help women cope with on-the-job problems.

In June, N.C. Equity will offer a toll-free phone line from 9 a.m. to 5 p.m. for women wanting legal advice on business-related problems, said Cassandra Atkinson, president of N.C. Equity. These problems may include wrongful discharge, sexual harassment, pay inequities and discrimination based on sex, age or race.

"Our goal is to increase the economic status of women and their families throughout the state," Atkinson said.

"The women can expect to receive legal advice, guidance on their options and counseling on what the

law requires in terms of employment problems," she said. If necessary, women will be referred to another organization that could better assist them.

N.C. Equity also plans to litigate on behalf of the women who request assistance, Atkinson said. This program is being offered with the North Carolina Association of Women Attorneys.

N.C. Equity also wants to form coalitions with other women's groups such as the Business and Professional Women's Club, the American Association of University Women, the Junior League, the Women's Political Caucus, the North Carolina's Womens Forum and local rape crisis centers.

"This could be an effective service depending upon the quality of the

information, the availability of the service, and how well it is publicized," said Mary Ann Chap, director of the Orange County Rape Crisis Center.

"The toll-free phone line is an excellent idea because women are still at a disadvantage in the work force," said Jane Dehart-Mathews, director of the UNC Women's Studies Program and professor of history. "It is extremely important that women have access to expert advice."

The board members of the North Carolina Association of Women Attorneys and N.C. Equity decided on a toll-free phone line because a long-distance call can be a barrier for working women, Atkinson said.

The idea for creating N.C. Equity came from a May 1986 survey on the economic needs of women, she

said. Members of women's groups across the state identified such problems as legal assistance, housing issues, meeting basic family needs and the opportunity to start private businesses.

N.C. Equity, which officially began operating in February, is on a three-year grant from the Z. Smith Reynolds's Foundation, Atkinson said.

"The Z. Smith Reynolds's Foundation has been actively concerned with the problems of North Carolina women, especially those (problems) in the work force," Dehart-Mathews said. "Being sponsored by the foundation speaks strongly for N.C. Equity's success."

Atkinson said the N.C. Equity toll-free number will be announced later this spring.

Business school establishes 7-week courses

By AMY STOCK
Staff Writer

The UNC School of Business Administration has created a new program for business students, which will offer half semester courses called "mods" next fall.

Mods will serve as electives for business students, said Peter Topping, director of the undergraduate program in the Business School.

Topping said the Business School chose the mod format because some classes are taught more effectively in seven weeks. "It offers more variety in the elective areas," he said, "and it gives the faculty a chance to teach things they are close to professionally."

"Using History in Management

Decision-Making," a course normally offered only to graduate students, is now an undergraduate course in the mod program, Topping said. "(The class) marries the liberal arts and business," he said.

Karen Miller, a junior business major from Asheville, said that the mods were a positive addition to the school's curriculum. "I think it would be more interesting to have a new kind of elective in the Business School," she said. "It's nice to have the option."

Topping said he knew of no other comparable business school that offers the mod plan. "We like to be pioneers," he said.

The mods will fulfill the electives

that business students must take in their field. Each mod counts 1.5 credit hours, and the grade is figured in the same way it would be for regular courses, he said.

"It sounds like a great idea because I might not want to dedicate a whole semester to one elective course," said Steve Page, a sophomore business major from Newark, Del.

Sarah Shackelford, a sophomore business major from Kinston, agreed. "Sometimes by the end of the semester you're tired of the same things — (a mod course) would be refreshing," she said.

Currently, the mod is designed for junior and senior business majors.

Nancy Linder, a junior business major from Hendersonville, said,

"From talking to my friends, I think there is confusion that the classes will fill up quickly, or that we won't get to register for two of them. . . . but I'm going to give it a try."

However, business students will have top priority for the mod courses, Topping said.

Topping warned that non-business majors should be sure that the credit hours will count toward graduation before signing up for any mods.

Some students are concerned about the added expense for extra textbooks, but most of the readings will come from course packets rather than textbooks — limiting the student's cost, Topping said.

from page 1

Budget

committee reduced the group's administrative overhead from \$3,121 to \$901, Riemann said. Included in the cut was an elimination of a secretarial salary and a \$550 stipend for the organization chairman. For the past two years, the chairman has not taken the stipend, he said.

"This is a big cut over what they've received in the past," Riemann said. SCAU received \$13,831 last year, he said.

Riemann said groups could ask that part or all of their budget requests be restored when they present their budgets to the full

congress.

"The finance committee recommendations are usually followed, though," he said. "But there's a possibility of having a budget added to if there's a good reason."

After the first three days of budget hearings, enough of the projected

from page 1

Festival

comprises representatives from key campus departments and divisions, such as University Housing, Security Services, Student Affairs, Student Health Services and the Traffic and Parking Office.

The festival's biggest impact on the campus community will be made by the 300,000 spectators expected to come to the area, Hoolahan said. University officials have less control over crowds than they do over the

festival's athletes, he said.

The parking problem has not yet been resolved, Bonus said, but students will probably not be asked to give up their parking permits. A park-and-ride system for spectators is being developed, Hoolahan said.

Bonus said the festival can be thought of as a home football game running 14 days straight. The greatest difficulties are that the events will be scattered across campus, and that

each day's schedule will be different so officials will not know about traffic hassles before they arise.

Hoolahan and Bonus agreed that trash from the festival will be mostly confined to the sports areas. North Carolina Amateur Sports, which sponsors the festival, will be responsible for cleaning up the trash, Bonus said.

The event is much more complex than any other sporting event that has ever occurred at UNC, Bonus said, and officials aren't sure exactly what to expect.

But as far as the University is concerned, Hoolahan said, it will be business as usual. Literature will be provided for students and faculty to keep them up-to-date on what is going on and what to expect.

Ticket Tax

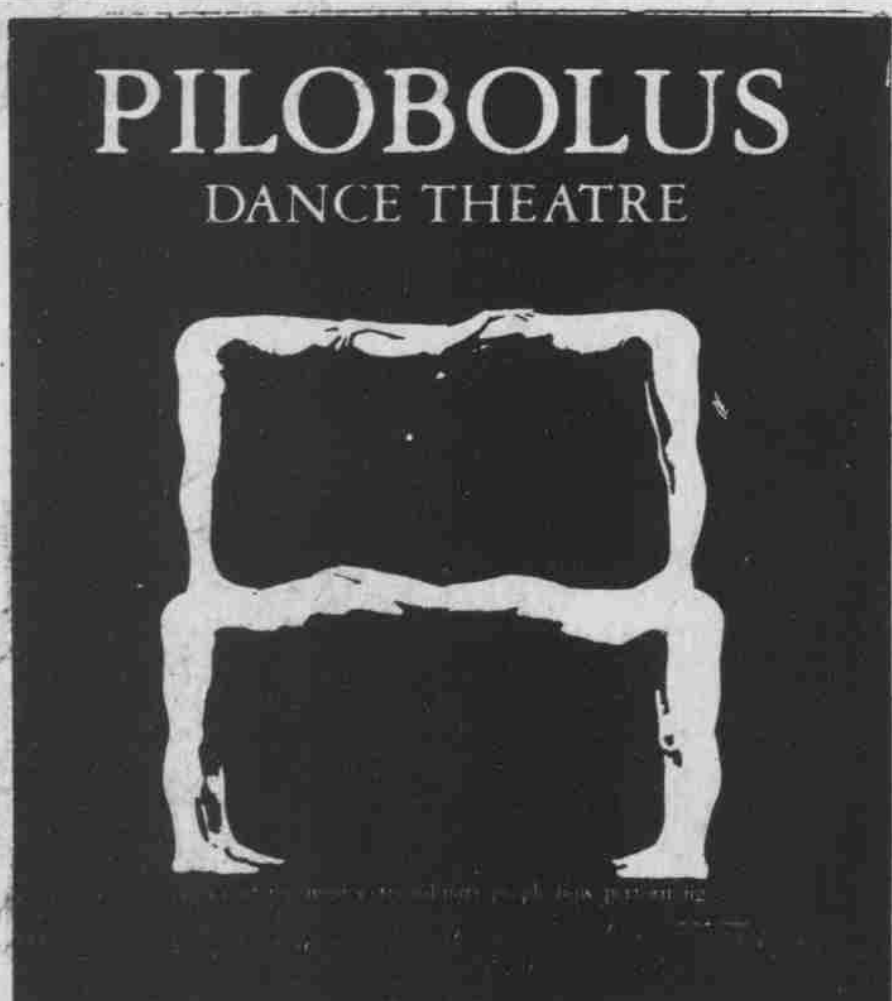
from page 1

Andresen said the council members hoped the University would support the hotel-motel tax, adding that the Chamber of Commerce had indicated it would consider the tax.

Fordham said he would not indicate whether the University would ever support the hotel-motel tax.

Andresen said University representatives should attend the council meetings to discuss problems they have with the proposed taxes rather than writing letters.

Student Body President Brian Bailey said he planned to get student government representatives involved in council decisions that affect the University and students.



Wednesday, April 1, 1987
8:00 p.m.
MEMORIAL HALL — UNC
#1350 — All Seats Reserved
Carolina Union Box Office 982-1449

TIME FOR A RESUME

We know it's a busy time for you — Time to celebrate, time to reflect. But it's also time to look to the future.

Kinko's can help you prepare for your future. We have a wide range of specialty papers and matching envelopes to give your resume the professional look it deserves.

Come by and see us today. There's no time like the present.

114 W. Franklin St. 967-0790

PARSONS

SCHOOL OF DESIGN

Special Summer Programs

Parsons in Paris: 6-week program	June 30-August 13, 1987
Painting, drawing, art history and the liberal arts. Paris and the Dordogne countryside or Siena, Italy.	
Fashion in Paris	June 30-July 30, 1987
Fashion illustration, a history of European costume and contemporary trends in French fashion. Slide presentations, museums, studio and retail outlets, guest lectures.	
Photography in Paris	June 30-July 30, 1987
The aesthetics and craft of photography. Lectures, gallery visits and shooting assignments.	
Architecture and Design in Paris	June 30-July 30, 1987
European decorative arts and the history of French architecture. Parsons faculty and staff members of the Musée des Arts Décoratifs.	
Parsons in Great Britain	June 30-July 30, 1987
A new program co-sponsored by the Cooper-Hewitt Museum. Architecture and decorative arts in London. Four excursions to nearby country homes and towns.	
Parsons in Italy	June 30-July 30, 1987
Contemporary Italian design and the history of Italian architecture. Rome, Florence, Venice and Milan.	
Parsons in Japan	July 23-August 22, 1987
Fashion and textile design and a history of Japanese crafts. Workshops, visits to studios, museums and retail outlets in Tokyo. Takayama and Kyoto. Presentations by well-known Japanese designers.	
Graphic Design in Japan	July 23-August 22, 1987
Survey of contemporary Japanese graphic design and traditional influences in Tokyo and Kyoto. Workshops, gallery and studio visits and presentations.	
Parsons in West Africa	June 30-July 25, 1987
Ceramics, fibers, metalworking, photography, archaeology or traditional African art and architecture. The Ivory Coast and/or Mali (8/1-8/22/87).	
Bank Street/Parsons	June 29-July 31, 1987
A joint three-summer master's degree program with the prestigious Bank Street College of Education. The curriculum examines educational supervision and administration with a visual arts focus.	
College Session in New York	June 22-July 23, 1987
Full-time study in a specified art and design area. Drawing, painting, ceramic and textile design, communication design, photography, environmental design, illustration, fashion illustration or fashion design.	
Pre-College Session in New York	June 22-July 23, 1987
A full-time opportunity. For high school students considering college majors in drawing, painting, ceramic and textile design, communication design, photography, environmental design, illustration, fashion illustration, fashion merchandising or fashion design. Introduction to art and design also available.	
Pre-College in Israel	June 15-August 11, 1987
A new program offered jointly with the Bezalel Academy of Arts & Design. Promising high school students visit major historical sites. Emphasis on archaeology and drawing or photography.	
Pre-College in France	July 15-August 12, 1987
High school students of artistic promise visit Paris and the Dordogne region. College-level drawing and painting, with lectures in art history and prehistoric archaeology.	

All foreign programs include air transportation, land transfers and accommodations. Dormitory arrangements for New York programs are available. Selected programs are offered with undergraduate credit, graduate credit and no-credit options. For additional information, please return the coupon below or call (212) 741-8975.

Parsons School of Design, Office of Special Programs
66 Fifth Avenue, New York, N.Y. 10011

Please send me information on the following special summer programs:

<input type="checkbox"/> Parsons/Paris	<input type="checkbox"/> Parsons/West Africa
<input type="checkbox"/> Fashion/Paris	<input type="checkbox"/> Bank Street/Parsons
<input type="checkbox"/> Photography/Paris	<input type="checkbox"/> College/New York
<input type="checkbox"/> Architecture/Paris	<input type="checkbox"/> Pre-College/New York
<input type="checkbox"/> Parsons/Great Britain	<input type="checkbox"/> Pre-College/Israel
<input type="checkbox"/> Parsons/Italy	<input type="checkbox"/> Pre-College/France
<input type="checkbox"/> Parsons/Japan	
<input type="checkbox"/> Graphic Design/Japan	

Name _____
Address _____
City _____ State _____ Zip _____
Phone _____