

# Panel discusses minorities in business

By JENNY CLONINGER  
Assistant University Editor

Executives from more than 50 companies provided UNC students with information on business career opportunities Thursday at the Undergraduate Business Symposium, sponsored by the UNC School of Business Administration.

The symposium's panel discussions included the topics of minorities in business and women in business.

The panel members for the minorities in business discussion pointed out that with the exception of white males, every other group in the business world is a minority.

The group discussed ways to handle racism and discrimination in the workplace.

"Racism in corporate America today is very subtle," said Christine Wilson, vice president and office manager of Barnett Bank. "You do

not let it become a barrier. You recognize that it exists and you just work around it. I can speak to the fact that it can be done."

While affirmative action quotas can be an advantage when minorities apply for jobs, the panel members pointed out that performance, not quotas, leads to promotions and pay raises.

"If that does get you in the door, once you're hired, you've still got to perform," said Martina Ballen, director of business and finance for the UNC athletic department. "Use it as a motivator — prove you can do it."

The future is brighter than ever before for minorities in business, the panel members said, but changes still need to be made.

"We can pave the way for other minorities in corporate America," Catlett said. "Things are changing,

but it's not perfect, so it's going to be up to us."

The session on women in business addressed situations women face in the corporate world.

One of the concerns addressed was juggling a career and family. The panel members said it was possible, but required a little extra effort.

"You can do both, but it's not easy," said Barbara Whistel, corporate treasurer for Burroughs Wellcome Co. "You've got to want to do both, you've got to make some sacrifices and you've got to ask your husband and children to make some sacrifices."

The group said a major problem women have in the business community is stereotyping themselves. This is often more of a problem than facing outside discrimination.

"I'm not necessarily one of the

boys," Whistel said. "I don't try to be. I can't say that I have ever been purposely discriminated against because I am a woman. Women are the ones who are saying, 'I'm stereotyped.'"

Ballen said she has experienced one aspect of special treatment. "I think some male managers have a hard time criticizing you for your work," she said. "They handle you with kid gloves."

Margie Backus, executive director of external affairs at AT&T, recommended a way to overcome stereotypes. "Have enough confidence in yourself to turn it around," she said. "Make it work for you. Don't let it bother you. Don't take it upon yourself to let it hinder you in where you can go and what you can do."

Whistel said, "Don't see yourself as a woman. See yourself as a person working with other people."

## Academic Accolades

■ **Robert Phay**, director of the Principals' Executive Program, has been named William Rand Kenan Jr. professor of public law and government.

Through the Principals' Executive Program, Phay has directed the nation's only program designed to enhance management skills for more than 500 of the state's principals and superintendents.

"Phay attained national recognition in school law and wrote widely on the subject," said John Sanders, director of the Institute of Government. Since 1984, Phay has been responsible for the design and quality of the principals' program, he said.

■ **Steven Rosefield**, professor of economics, lectured on "Ruble Convertibility: A Cooperative Approach to Integrating the Soviet Union into the World Economic Community" at a meeting of the Foreign Policy Institute of the Johns Hopkins School of Advanced International Studies in Washington, D.C., on Nov. 11.

■ **Richard Cole**, dean of the

School of Journalism, chaired the national accreditation team that examined the School of Communications at Penn State University Oct. 30 to Nov. 2. He also was one of two national evaluators of the Department of Journalism at Texas A&M University in mid-October.

■ **Ralph Wileman**, professor of education, gave a presentation on "Pre-electronic Optical Toys and Illusionary Devices" at the International Literacy Association 20th annual conference Oct. 20 at Virginia Polytechnic Institute and State University.

■ **John Turner**, Kenan professor and dean of the School of Social Work, gave an address on "Structure and Organization of the Social Work Profession: Facing the Next Decade" during the "Social Work Education — Past, Present and Future" three-day 90th anniversary of the Columbia University School of Social Work on Oct. 15 in New York. Turner was the only major presenter who was not a Columbia faculty member or graduate.

# 'Mocktail' contest to promote drinking safety

By SIMONE PAM  
Staff Writer

Students will be urged not to drink and drive as part of a "koala holiday season" campaign at UNC, sponsored by student government, a University peer counseling group and the CHAPS Koala Center in Research Triangle Park.

"Koala is an Aboriginal word meaning 'no drink,'" said Clay Thorp, co-chairman of student government's Drug and Alcohol Abuse Committee. "If one of the members would not drink, they would say 'Koala.'"

The program involves students from UNC, Duke University, N.C.

State University and N.C. Central University.

WRAL, a Raleigh radio station, is also one of the supporters of the program.

"We came up with the idea to give some awareness to the students of the use of alcohol at UNC," said Bill Riddick, substance abuse coordinator with the health education program of Student Health Services.

The program is a competition in which campus groups create a recipe, make their own mocktail (a non-alcoholic cocktail), and name their drink so that it relates to some person or theme on campus. They are then asked to sign a printed contract

discouraging drinking and driving. The entries will be judged Nov. 30.

The groups may be composed of individuals or members of campus organizations like residence halls or fraternities, said Riddick.

The program began with a kickoff on Nov. 10, and will continue through Dec. 2, highlighting the Thanksgiving and Christmas season, Riddick said.

The winning recipe from UNC will compete against the winners from the three other participating schools, Riddick said. The contest will be on Dec. 2 in the Caboodles Bar at the Sheraton Hotel in Research Triangle Park. Local bartenders are expected

to judge the contest.

The winning drink will be announced on WRAL's noon news show. "The winner will receive a \$1000 contribution to their school's drug and alcohol awareness program in the name of the organization," Thorp said.

Students participating in the program will be asked to sign a contract pledging not to drive while under the influence of alcohol or drugs. "About one hundred contracts have already been signed. Our goal is one thousand," Thorp said.

Students interested in information or getting involved should call Student Health Services.

# Share a night of thrills, chills and Clef Hangers

By JESSICA YATES  
Staff Writer

Wanted: a large performance hall full of curious eyes, attentive ears and fun-loving hearts.

All interested people apply at the

Clef Hangers' Fall Concert in Memorial Hall tonight.

You've heard the Clef Hangers before? Believe it or not, most everyone else at UNC has too. The variety of music, which includes pop tunes, serious love ballads, barber-shop melodies and spirituals, certainly has a lot of appeal. Yet you can get all of these from a radio, so there must be something else.

Todd Carter, the group's publicity manager and one of its singers, knows what that something else is, but he's not quite sure how to describe it. "The Clef Hangers have to be experienced," he explained. "You can't just tell someone about them, especially if they've never seen the group."

Carter knows one thing for sure: "It's a fun concert. We truly enjoy what we're doing, and when you're enjoying yourself, the audience enjoys themselves."

The 12 member group sings all of the songs a cappella (without musical instruments). Though most Ivy League schools have similar groups, such as Yale's Whiffenpoofs, Carter said UNC and Duke are probably the only universities in the South that have them.

"It started in 1976 when some guys from a fraternity wanted to do some a cappella music," Carter said. Since then, the Clef Hangers have produced two albums, *Once in a Blue Moon* and *The Clef Hangers*, and a cassette, *You Can't Be Serious*.

Carter noted that the group's popularity has especially been on the rise since 1984. The Clef Hangers have worked to gain lots of exposure and name recognition, which, in 1986, finally resulted in their first sell-out at Memorial Hall. The group has even performed in Philadelphia with a similar choir.

Obviously, the Clef Hangers isn't some sort of organization you can simply sign up to be in. Membership in this elite club is reserved only for the most talented, directable and dedicated individuals.

"Every spring we hold an audition, where between 30 and 40 people try out for about five spots," Carter said. "The number one criterion is that you must be a good musician and be able to read music."

Carter also emphasized the importance of compatibility within the group. "Group dynamics depend on our getting along with each other," he explained. In reflection of this attitude, the Clef Hangers have a "camp" a week before everyone else comes to school to increase the friendship bonds between the singers, and to prepare for the upcoming season.

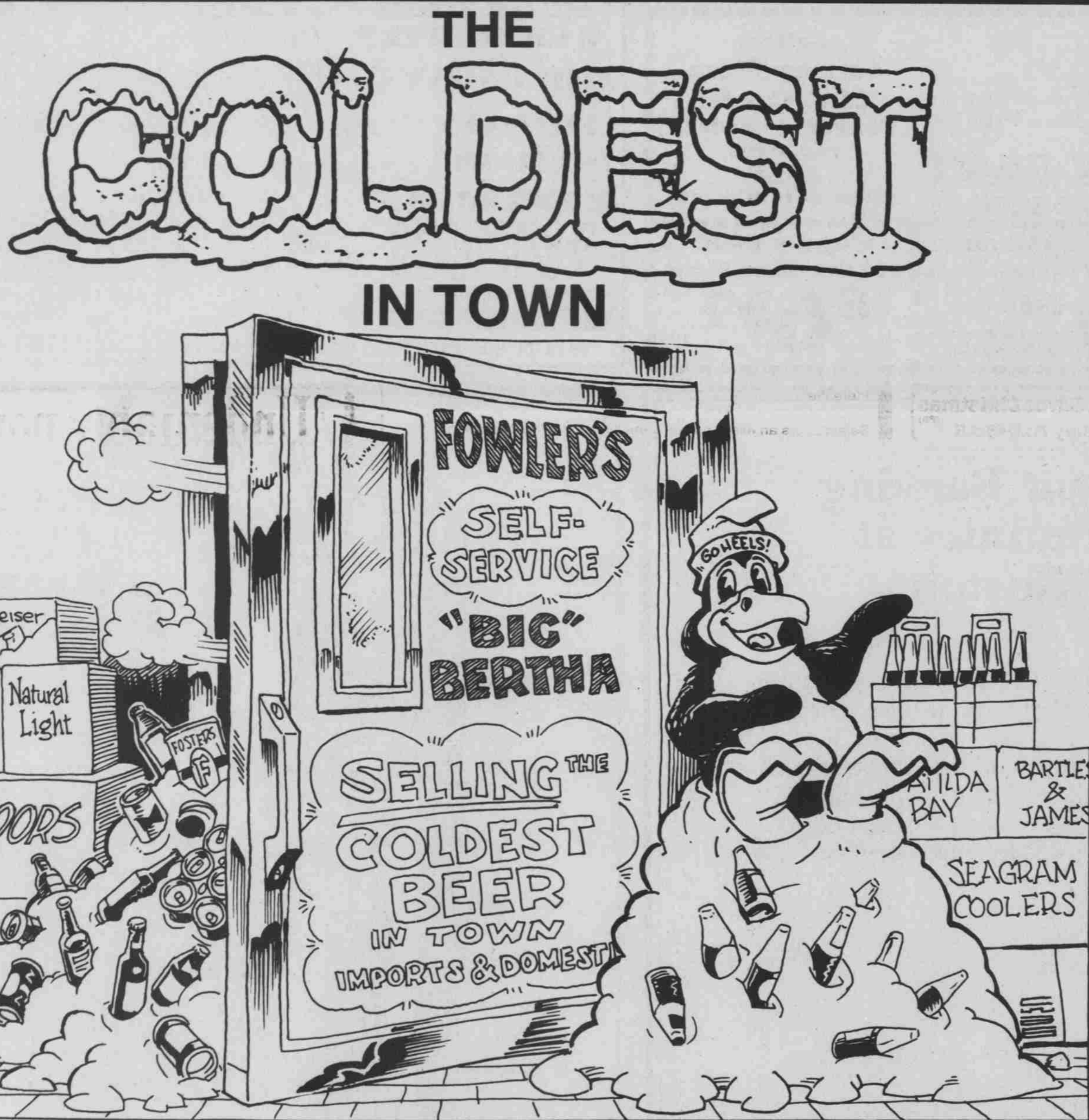
Putting together a program is not necessarily an easy task for the group. "It takes a lot of working together, but we really don't have any weaknesses," Carter said. "Whoever is stronger in one area may be weaker in another, but someone else's strength can counterbalance it, so everything turns out to be very successful."

The hardest part of organizing a show is thinking of a creative beginning. "We have a special opening each concert that's very entertaining," Carter said. "It's kept secret, which adds a bit of suspense. It also sets the mood for the whole show."

Apparently, more than musical experience is gained from being involved with the Clef Hangers. "The first thing that comes to mind is the friendships. Everybody has helped me grow in so many ways," Carter said. "In some ways, it's like a fraternity, but in many ways, it's even better."

The performers make no effort to hide the fact that they love the attention. Carter affectionately called the group "a bunch of hams," but stressed that "we really are a lot of fun."

The Clef Hangers Fall Concert is tonight at 8 p.m., in Memorial Hall. Tickets are on sale for \$3 at the Union Box Office.



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