

Student survey favors faculty raises

Academic Accolades

By JAMES BENTON
Staff Writer

Nearly 80 percent of UNC students favor increasing faculty pay, according to a student government survey, and student government is planning to distribute pamphlets and sponsor a petition drive next semester to inform students on the issue.

A student government committee compiled the results in late October as part of a survey which included the issue of a 24-hour study area.

Of the students surveyed, 77 percent supported increasing faculty pay, executive assistant Sandy Rierson said, while six percent said they did not. Another 17 percent of students surveyed said they were undecided because they did not feel informed enough to make a decision.

Most of those who said they were undecided about faculty pay were freshmen, Rierson said, and graduate students were not surveyed because some questions in the survey were aimed at undergraduates.

Increased living expenses in the Triangle are evidence of the need to raise faculty salaries, Rierson said. The cost of living in Chapel Hill has caught up with other cities in the nation, she said, but UNC's salaries have not kept up.

According to the findings of student government's Special Interests Committee, UNC's faculty base pay and fringe benefits have fallen behind other public research institutions in the 1980s. In 1986, between 20 and 40 percent of public institutions paid their faculty members higher salaries than UNC.

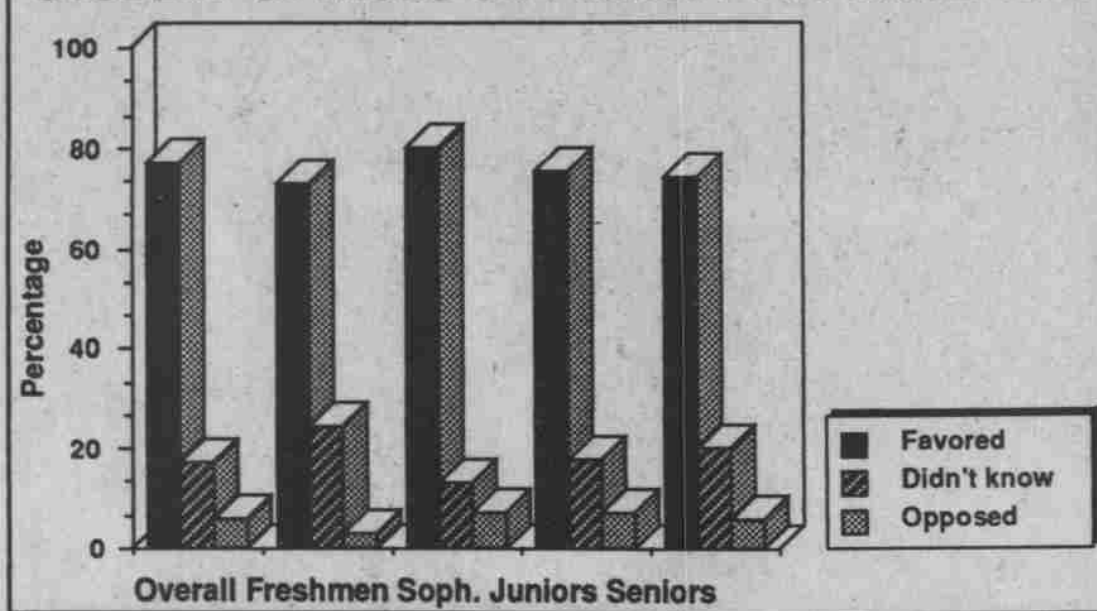
This figure is up from a 1980 estimate that said between five and 20 percent of public institutions paid their faculty better than UNC, according to the committee's findings.

In addition, UNC ranked 19th out of 20 top public universities in total pay and compensation of full professors, 14th in pay for associate professors and 17th in pay for assistant professors, according to a report by the American Association of University Professors.

Out of 172 schools, UNC's ranking in faculty pay dropped from between 10th and 25th in 1980 to 69th in 1986, the student government report said.

The committee also cited other gaps in the fringe benefit system, including the lack of an insurance

STUDENT OPINIONS ON FACULTY PAY INCREASES



plan for spouses and dependents of faculty members.

Committee Chairman Bill Hildebolt said the committee's goal was to raise awareness and support for faculty pay increases. "There was just so little student awareness on any level," he said.

Committee members talked to Harry Gooder, Faculty Council chairman, to develop the October survey. After the data was compiled, the committee printed pamphlets for distribution early next semester. Members will distribute pamphlets during a petition campaign to increase student support for faculty pay raises.

Student support of faculty pay raises is important, because it makes the faculty argument stronger, Hildebolt said.

"If faculty come out supporting pay raises, they sound like a lobby," he

said. "But if students support them, it sounds more like we are concerned about our education."

Rierson said student support would show that students "aren't apathetic about the quality of their education. They care about what's going on."

The pamphlet also discusses fringe benefits for UNC faculty. UNC does not offer certain fringe benefits, or only offers them at a minimum level, Hildebolt said. Fringe benefits include insurance, sabbaticals, day care or research leaves.

The area around UNC is becoming more urban, Hildebolt said. That means several intangible benefits, like quality of life and living conditions, are disappearing, and the tangible benefits are not making up the difference, he said.

"Traditionally, base pay has been good, but it's slipping," he said. "We

support (UNC System President C.D.) Spangler's proposal one hundred percent. However he wants to use our support, that's what we'll do."

The UNC Board of Governors approved Spangler's two-year, \$3.2 billion budget in October. The budget included a proposed 20 percent increase in salaries for faculty members at UNC-system institutions.

Opposition to the proposal could come from members of the General Assembly who feel UNC-system faculty are making enough or too much money already. The General Assembly convenes next January.

Smaller UNC-system schools compare well with other small state-supported schools in the area of faculty pay, but research universities like UNC and N.C. State are behind many research universities nationwide, Hildebolt said.

But the problem of faculty pay includes obtaining and keeping faculty, not just paying them, he said.

In the 1985-86 school year, 20 percent of the faculty members who left UNC did so for higher salaries, but a year later, that figure had increased to 28 percent, the student government report said.

"We're having trouble keeping teachers, but it's harder to get them to come here in the first place," he said.

Attracting faculty has been a problem at UNC in recent years, he said, because several searches for faculty chairs and department heads have ended unsuccessfully because the salaries and benefits offered by UNC were not attractive enough.

Mark Kutcher has been named chairman of the Department of Diagnostic Sciences at the UNC School of Dentistry.

"We are delighted that Dr. Kutcher has joined this faculty," said Ben Barker, dean of the school. "He brings new strengths in oral medicine to this department and the school. Our teaching and patient care programs will clearly benefit through his leadership."

Kutcher, an associate professor, came to UNC from the University of Maryland at Baltimore, where he had been an associate professor in the department of oral diagnosis since 1982 and a faculty member since 1977.

The Philadelphia native

received his D.D.S. from Temple University and his certificate of residency in maxillofacial radiology at Vanderbilt Medical School. He received his master's of science degree in oral diagnosis and oral medicine at the University of Indiana School of Dentistry.

Three UNC students, Gina Williams, Joey Hammer, and Tracy Duncan, were each awarded scholarships from Advanced Marketing International (AMI) on Oct. 12, 1988.

Students who work for AMI as marketing consultants in the company's summer Work and Career Development Program, meeting minimum requirements, receive scholarships from AMI.

Minorities

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courses in Native American Studies, Mansfield said. The administration said there are not enough Indians to merit any courses, he said.

While racism is not a problem, many Native American students have a hard time fitting in once they get to UNC, Mansfield said. Native Americans sometimes experience a culture shock because they often come from all Native American communities, he said.

"It's not how people look at them; it's how they look at themselves," Mansfield said. "A lot of them assimilate. Those people don't have a strong Indian identity. . . . Those that do find it hard to fit in. They feel they've been cast into the ocean with nothing to cling to."

The Office of Student Counseling helps minority students adjust, Mansfield said.

The office is structured to deal primarily with blacks and Native Americans, but all students can use the service, counselor Lee Greene said. The service is geared to black and Native American students because these groups are larger than other minority groups on campus, he said.

Although many Native Americans make use of the service, the office lacks a Native American counselor, Mansfield said.

"It's a key thing for a student to feel he can go to someone he can relate to," he said.

Headstart in medical education

By BRENDA CAMPBELL
Staff Writer

UNC's School of Medicine is offering an experimental program in which selected sophomores could be accepted early to UNC's School of Medicine, enabling them to make the most of their undergraduate careers.

Under the Early Acceptance Commitment Plan program, students can apply to UNC's medical school in the second semester of their sophomore year so they can use the last two years of college to take a more wide variety of classes, said Dr. William Bakewell, associate dean of admissions for the medical school.

"This program is for the person that has decided at the end of their sophomore year that they will be in med school two years down the road," he said.

"This program will allow the students to feel free to use their junior and senior years to broaden their experience in college and take the more liberated classes other than sciences."

The program doesn't shorten students' undergraduate careers or allow them to attend medical school any earlier, Bakewell said. But it does guarantee them a place in the medical school class after they graduate from UNC.

Some students feel limited by the strict science curriculum, he said.

"Many pre-med students tend not to venture from science courses and they are neglecting the richness of their education," Bakewell said.

Students accepted into the program must have a plan for the classes they want to take over the next two years, he said.

"We want them to try difficult and exciting things," he said. "We want them to be able to participate in the honors programs and possibly study a year abroad."

Only second semester sophomores who are full-time UNC students will be considered. Students must have completed the pre-med catalogue requirements by the end of their sophomore year, according to the plan.

"We want them to have all the course requirements for pre-med students completed so they don't have to worry about the basics," he said.

Applicants must also take the Medical College Admissions Test (MCAT) in April as part of their application, Bakewell said.

According to application procedures outlined in a memo on the program, each applicant must have two letters of recommendation from two UNC faculty members and must have an interview with members of the admissions committee in April.

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