

Mostly cloudy
High in mid-70s
Tuesday: Rain
High in low 70s

The Daily Tar Heel

Southern Writers
series: John Ehle
8 p.m., Gerrard Hall

Serving the students and the University community since 1893

Volume 97, Issue 84

Monday, November 6, 1989

Chapel Hill, North Carolina

News/Sports/Arts 962-0245
Business/Advertising 962-1163

Reassignment granted

By AMY WAJDA

Assistant University Editor

UNC Public Safety Director Robert Sherman's request for reassignment was granted Friday, according to a statement released that day by Chancellor Paul Hardin.

Sherman's request, which came at the end of a weeklong outside study of the department, also followed a written warning to him from Hardin for violating personnel procedures.

Hardin's statement read: "For the best interests of the University, the Office of Public Safety, and himself, Robert Sherman, the director of public safety, has requested a reassignment to other duties, and his request has now been granted. Interim leadership is being

sought immediately.

"Pending appointment of interim leadership, Vice Chancellor Ben Tuchi continues to be responsible for the department, as he is for the rest of the Division of Business and Finance."

Tuchi said in a telephone interview Sunday that Sherman's new position, which will be permanent, would not be decided until Sherman's supervisor Charles Antle, associate vice chancellor for business, returned to Chapel Hill Saturday. "Mr. Antle and I have to talk about that," Tuchi said. "It's in Chuck's bailiwick."

Sherman could not be reached for comment Sunday.

Tuchi said he had not seriously discussed the reassignment with Sherman

before Friday. "Some weeks ago the subject came up in conversation but as an aside to other topics in the conversation, and it wasn't pursued."

Hardin's reprimand came in his ruling on the Step 3 hearing of a grievance filed by University police Officers Keith Edwards, Ollie Bowler and Lonnie Sexton.

The officers claimed Sherman retaliated against them for using the personnel grievance system by making Edwards and Bowler wash their patrol cars when they were already scheduled as witnesses at Sexton's grievance hearing. Sexton had charged he was unfairly passed over for a promotion.

Hardin said in his letter that Sherman violated the Staff Personnel

Administrative Guide (SPAG) by not encouraging employees in the grievance process and by intentionally trying to make it difficult for the witnesses to attend the hearing.

Hardin also said that while evidence did not definitely show retaliation by Sherman, it did show "that there was an act on Mr. Sherman's part that at least hinted of 'interference ... against an employee for using this (grievance procedure) ...' This, even without more, is a violation of SPAG 10, Section 5b."

Hardin added that there was evidence of "serious employee concern" in the department.

He said in a phone interview Sunday, "Sometimes people who work hard and have very good intentions find their leadership is not effective and in some ways compromised."

Tuchi said the consultants, as well as the letter, probably had contributed to Sherman's request. "We didn't discuss it specifically, but all of it had to be weighing on him."

Tuchi confirmed that Sherman met with the consultants Friday afternoon.

Tuchi said he had met with consultants Asa Boynton and Ron Zuniga Saturday and Sunday but would not comment on their specific recommendations. "They made a significant number of recommendations after discussing their findings."

The consultants will return for two days in two weeks and will submit a written report two weeks after that, Tuchi said.

Hardin said the reassignment should make the department better. "It's an unpleasant situation, but I'm hoping the reassignment will enable us to find a new leader and move on to a positive attitude in the department."

Officers agreed. "Mr. Sherman had been under a whole lot of strain and the whole department had the feeling we were in limbo," Sgt. Ned Comar said Sunday. "I think this is a first step in ameliorating that problem."

Bowler and Edwards said the reassignment had already improved department morale. "The morale in the department went from zero to 100," Edwards said.

But Bowler said he was dissatisfied that Sherman did not show any remorse to the officers who had filed grievances. "I find it extremely odd that a man like Mr. Sherman would give up his job before he would treat people fairly."

Edwards says white officers treated better

By MIKE SUTTON

Staff Writer

White male University police officers were shown favoritism in promotions and punished less severely than black officers for the same infractions, Officer Keith Edwards said at her administrative grievance hearing Friday.

Edwards, the only black female police officer in the history of the department, also testified that she became the target of reprisals by her superiors for protesting discriminatory practices.

As her hearing, held before Judge Delores Nesnow in the Chapel Hill district courtroom, moved into its second day, Edwards said that Public Safety Director Robert Sherman had promoted Charles Mauer to police chief in June 1987. Sherman and Mauer subsequently promoted Sherman Edmonds and Robert Porreca to the post of major without advertising the openings or giving other officers the option to apply for the positions.

Edmonds and Porreca then chose which line officers would be reassigned to positions with more responsibilities and made recommendations back to Sherman and Mauer, Edwards said. "We (officers) felt like a lot of people got passed over. We felt like favoritism was involved, discrimination was involved."

"If the director (Sherman) or Maj. Edmonds or Maj. Porreca, if you got along with them, you would be considered for a title change," Edwards said, adding that she believed there were others in the department more qualified for the top posts than the three white men chosen.

She characterized Mauer as "a good ol' boy. He was brought up in the old ways, and there's no way to get that out of him."

In the past, Edwards said, seniority was the key criterion for determining promotions. Her attorney, Alan McSurely, introduced a police

department document that allegedly showed that Edmonds and Porreca each had fewer total training hours than Phyllis Cooper, a white female, who was not considered for the majors' positions.

N.C. Associate Attorney General Lars Nance, representing the University, sharply disputed the document's reliability, arguing that it was used to evaluate applicants for an unrelated detective's position and only contained training hours relevant to that post.

Nesnow said she would allow the document to be entered as evidence if a witness testified it was used in the 1987 reorganization. "If someone gets up there and says, 'Sure, this was used for all those promotions,'" she said, then the figures could be examined in detail at the hearing.

McSurely questioned Nance's timing in announcing the document's purpose. "He's now saying these figures aren't accurate. Why didn't he do it yesterday?"

Edwards also said that black officers received reprimands for infractions such as leaving their posts and damaging patrol cars when white officers received none.

She said former Officer Charles Jackson, who is black, filled out a time sheet indicating he had worked eight hours but had had to leave work to attend to an emergency at home. Edwards said Jackson had no intention of falsifying the time sheet but became angry when Lt. Marcus Perry, his superior, who is white, confronted him and demanded he change the time sheet to reflect the three hours he had missed.

Jackson, who was issued a written warning for "unacceptable language" and deserting his post, subsequently filed a grievance. Edwards said that a short time later, Perry had three hours of dental work performed

See HEARING, page 6



DTH/Catherine Pinckert

Opposing views

Charla Campbell (left), taking the part of the CIA, listens as Graham Entwistle takes a stand against

the CIA during a mock debate Friday in the Pit. See story, page 3.

Administrative post created

By JASON KELLY

Staff Writer

Administrators have created a new position to deal with the lagging personnel operations within the University, according to Ben Tuchi, vice chancellor for business and finance.

The new position was created after a New England consulting firm hired by the University concluded a study in December 1988, Tuchi said. The study recommended the new position — called associate vice chancellor of human resources — be created.

Problems cited in the study were a lack of single direction for the employee benefits programs, neglected training programs, malfunctioning

grievance procedures and a general failure to modernize, Tuchi said.

Chancellor Paul Hardin said Sunday that it is not only the problems pointed out by the study, but more a change in philosophy within the University administration that is spurring the attention toward the personnel department. "We are emphasizing the development of human services. We hope to enable people to advance their careers and get more training."

Hardin said he thought the new position would be filled within the next few weeks.

The study said personnel problems were severe enough to "threaten UNC-CH's academic mission" by undermining basic services that help make the University a complete community.

Tuchi said the problems have become even more apparent with the establishment of Research Triangle. Companies in the triangle offer better pay and benefits than the University does.

The problems cited in the study apply more to the University's 5,300 staff members — such as clerks, secretaries, housekeepers and accountants — than to the professors. The University's turnover rate is high, with one in five employees leaving each year, and, in recent years, the number of vacancies has stayed at about 300.

Tuchi described neglect as the main problem in the personnel de-

See POST, page 6

Streaking incident probed

By JENNIFER PILLA

Staff Writer

The Phi Delta Theta national organization and UNC's Inter-Fraternity Council (IFC) and Student Attorney General's office will make inquiries into an Oct. 30 streaking incident involving several Phi Delta Theta fraternity pledges near Morehead Planetarium.

Fraternity members have said that the episode was in no way related to the fraternity, but witnesses said they believed it may have involved hazing.

Robert Biggs, director of Chapter Services for the national Phi Delta Theta fraternity, said in a telephone interview Friday that he had not known about the incident but that he would look into it

"Phi Delta Theta is adamantly opposed to any physical or psychological abuse of pledges or members." Biggs said sanctions on any chapter found to be hazing could range from probation to loss of a chapter charter.

Sterling Gilreath, president of the IFC, said that the IFC was also looking into the matter, but that any formal investigation would be conducted predominantly by the Student Attorney General's Office.

Phillip Floyd, a member of the Student Attorney General's staff, said last week that the office was investigating the incident because a police report had been filed.

Student Attorney General Virginia Mewborne declined Friday to comment

on any aspect of the case.

University police officers picked up three naked pledges after one of them fell in the Morehead parking lot. The South Orange Rescue Squad took him to the emergency room of North Carolina Memorial Hospital; he was released later that day. University police took the two other students to get their clothes.

Gibson Smith, president of Phi Delta Theta, declined to comment Sunday. He said last week that the fraternity had no responsibility in the incident, which he called a "whim" of the three students.

The officers did not arrest any of the

See HAZING, page 6

Thefts, suspect report may be linked

By STEPHANIE JOHNSTON

Staff Writer

Police officials say 13 thefts from lockers in Fetzer Gymnasium last week are related, but they aren't sure if a suspicious persons report, received from the same area less than an hour before

the first theft was reported, has any connection.

About \$560 of personal property was stolen from 12 lockers Tuesday afternoon, and an additional \$80 was reported missing from a locker on Wednesday morning.

Police are uncertain if the suspects from the suspicious persons call committed the thefts, said Sgt. Ned Comar of University police.

"I won't say for sure, but they are good suspects. We have no leads at this time." Police received a suspicious persons report at 3:15 p.m. Tuesday from the Fetzer basket room staff. The caller reported seeing two suspicious men in the locker rooms.

"Officers went at 3:15 and found no one," Comar said. "They took a report. The caller did not say that the suspects were asked to leave by the staff. Apparently they tried to report it so the police could investigate."

Comar said the police would respect the anonymity of people reporting information about the crime.

"A person who hears people talk (about committing the theft) or recognizes the men by their descriptions can call Crime Stoppers or the police at 966-2120."

One suspect was described as a black male, dark complexion, 160 pounds, about 18 years old, of medium build with an earring in his left ear and wearing a royal blue shirt with a hand gesture on the back. The other suspect was described as a black male, 235 pounds, 6'3" tall, 18 years old, with a light complexion and short hair and wearing a light blue button-down shirt and white-washed jeans.

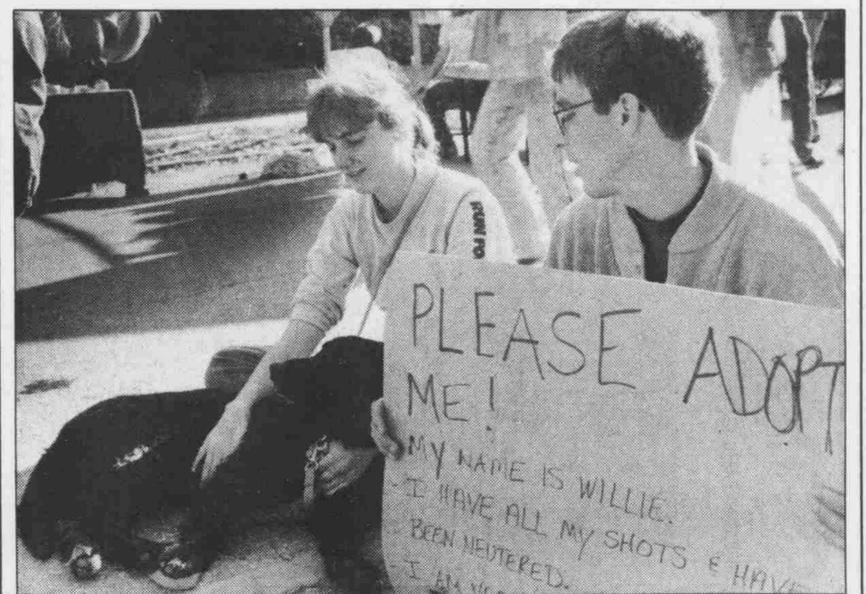
Although police are unsure about the suspects, the string of 13 thefts is believed to be related, Comar said.

"I would say there is a tie-in. The time lapse (the first report was received at 4:04 p.m. and the last at 7:10 p.m.) would indicate the students didn't get back to the lockers at the same time. The report did not say exactly what was stolen, but personal property is mostly wallets and cash."

Comar said students should be aware that some locks issued from the gym can be pulled open, and they should give the lock an extra pull after locking it.

"We've done extensive investigations about such rashes of thefts. We've had young officers who look like students stake out the locker rooms."

But he said the police had been unable to learn anything from the stakeouts.



DTH/Sheila Johnston

New home for Willie

Carol and Scott Breidenbach of Chapel Hill interview prospective new owners for their dog Willie

at Festfall. The street fair was held Sunday afternoon on Franklin Street.

Bass! How low can you go? Death Row, what a brother know. — Public Enemy