

## Opinion

### University cannot ignore larger minority concerns

To the editor:  
I read with interest Professor Joel Schwartz's letter "Efforts to block Cell's reappointment unfair" (Nov. 29). I was interested because as a political science graduate student, I was sure that Dr. Schwartz, himself a distinguished political scientist, would add some wisdom and useful insight and analysis to this ongoing debate. I was disappointed that he did not.

I agree with Dr. Schwartz that Gillian Cell, dean of Arts and Sciences, cannot be held totally responsible for the lack of racial and cultural diversity among UNC's faculty, administration and student body. I agree that she alone is not responsible for the inattentiveness toward minority concerns in general. However, Dean Cell, along with Provost Dennis O'Connor and Chancellor Paul Hardin, is at least guilty of poor leadership and poor public relations where these issues are concerned.

In his letter, Dr. Schwartz seemed to be unaware of, or he chose to ignore, the broader, more pertinent questions underlying these concerns. For instance: Is there, among the faculty and administration at UNC, a widespread commitment to a racially and culturally diverse University community, or is this, as Dr. Schwartz implies, simply and only a "legitimate concern of the black student community?"

In what possibly can be interpreted as an attempt to address this question, Dr. Schwartz cites some American Council of Education statistics on the number of African-Americans completing doctoral degrees. This is only stating the obvious! Most of us in this setting are well aware of the relatively small number of African-Americans receiving Ph.D.s. The more interesting and relevant questions are: How many of these few, 820 in 1986, did UNC actively and seriously recruit? If the current pool of African-Americans with Ph.D.s was increased two or threefold, would UNC with its current recruit-

ment strategies (assuming some exist) have a more diverse faculty?

Dr. Schwartz suggests that "the solution" to the African-American faculty shortage is to increase the number of African-American students who pursue academic careers. I agree that this is one important solution to the problem. However, this again is nothing more than the obvious. Equally important is the following question: What have individual departments, the Graduate School and professors like Dr. Schwartz, a distinguished undergraduate teacher, done toward this end?

I was somewhat amazed at Dr. Schwartz's implicit questioning of "protest" as an effective, positive political act. As a social scientist, particularly one who for some 20 years has taught a course entitled "Race, Poverty and Politics," he should know that groups that are disenfranchised (or perceive themselves to be), often resort to "non-traditional" means of political and social action. In fact, this has historically been the "American" way.

Finally, I do not in any way mean to imply that what is obvious is unimportant or irrelevant. I simply wish to suggest that the issues at hand deserve much more than the simplistic treatment given them by Professor Schwartz. Perhaps Dr. Schwartz's analysis was limited by the space and format requirements of the DTH. At least, I hope so.

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### Acting on beliefs doesn't offer excuse for actions

To the editor:

In Charles Brittain's editorial "Bravery in Beijing: Student doesn't deserve punishment" (Dec. 4), he asks, "Should an adult be placed on trial for doing what he thinks is right?" While I agree that, based on the limited information made public about Timothy Bell's Chinese adventures, he should not be severely

disciplined, I object to the general direction of the question. Of course lots of adults should be put on trial for doing what they think it right! It's silly to think otherwise. If you read and thought about the news even a little bit (a very good thing for newspaper staffers to do, incidentally), you would realize how much is done by "adults" who believe they are doing the right thing.

Just look at the outrages committed every day by: Jews who think Moslems need to be taught a lesson; Shiite Moslems who object to Sunni Moslems on principle and vice versa; Moslems, Druses, Maronites and Catholics (and others too, from time to time) who think all groups other than their own should be used for landfill; Hindus and Sikhs who are deeply offended by each others' outrages; Buddhists, Hindus and Christians of various denominations who are certain that the other groups are taking all of the jobs, or tax revenues, or land, or anything else that some have and others want; Catholics who want Protestants to "go home" after they've lived on the old sod for 15 generations and Protestants who have distaste for the native element.

All of these groups are full of adults who believe in what they are doing, but sometimes they just seem to do things that any reasonable person would like to see them placed on trial for doing! Abraham Lincoln believed (let us assume) in what he did. So did Stalin. So did Hitler. Believing in what one does is a very poor rationale for doing it. Let our actions be judged by their outcomes.

Timothy Bell believed in what he was doing: It appears that he did some good and hurt no one. Excellent! I like him immoderately. Dale McKinley believes in what he does. Very good so far! What he does is (sometimes) to annoy people and interfere with the free exchange of ideas. It is also to alert people to very real abuses of human rights, sometimes. That's fine: Here we have a balancing act. Why not judge his actions individually? Some of it is very good; some is nothing but childish and intolerant. Eddie Hatcher probably

believed it was the right thing to walk into a newspaper office and hold the staff hostage with a shotgun. Some of the hostages may have felt it wasn't a good idea for him to do so, but he had the shotgun, so the floor belonged to him. Some say he had no intention of shooting anyone, but just needed to get some attention. Well, most of the hostages would have left if they truly believed there wasn't a risk of being killed. Some courts would (choose as many as fit) call what he did kidnapping, reckless endangerment, violation of the civil rights of the hostages and/or assault with a deadly weapon. This could be a matter that belongs in court, don't you think?

Pol Pot believed, and perhaps still believes, that it is proper to bash in the skulls of people who are not ideologically sound or who don't look right. (Hmm ... I'm a graduate student, wear eyeglasses, come from a professional family and am ideologically at variance with Mao Zedong ... I fear I wouldn't have fared well in Cambodia a few years back — or a few years from now.) Please learn something about what goes on in the real world and get over the foolish notion that doing what one believes to be right is an excuse for anything one chooses to do.

JEFF FRAWLEY  
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### Campus' subtle racism confronted by proposals

To the editor:

Although the letter ("Some race relations proposals unrealistic," Dec. 4) may have been well-meaning, Ross Berrier does not seem well-informed of the subtleties of racism on our campus. Though not apparent to many, prejudices and racism are all too common on this campus and must be confronted and overcome by practical means. The Black Cultural Center forum members had this aim in mind. No one has suggested that segregation at Carolina is a

direct, obvious policy of the University as Berrier seems to have inferred. Finally, an attempt to cope with a problem that has too long been ignored has been made.

Berrier failed to address the racism issue on this campus. We feel he may not realize that there is an issue or perhaps he could have suggested alternative proposals to the ones of which he so disapproved.

The majority of the black population has chosen to live on South Campus, but the reasons for this choice and the resulting responsibilities of the rest of the University community must be examined. Perhaps if African-Americans felt less isolated and more valued, self-segregation might not occur.

In response to the statement that "the group which designed these proposals needs to think about the effects they could have," we feel that the BCC racism forum groups that formulated the proposal are not only aware of the problems here on campus but are involved in active, substantial undertakings to confront and solve the dilemma. It is because of the effects these particular suggestions would have, not in spite of them, that they have been submitted. We and the members of the forum recognize the need for change and applaud any efforts to that effect. No one is saying that these suggestions, if enacted, will end segregation or prejudice; they are steps in the right direction. The results of change might not be ideal, but the situation right now, with interracial relations, and also with roommate choices, is not ideal either. Wouldn't a few compromises be worthwhile if their result were positive change? We understand the writer's point about the difficulty of adjusting to college but do not believe that minor losses would be worth the gains.

The purpose of the proposal to integrate South Campus further is to allow social interaction between blacks and whites as freshmen. Although there is some integration in academic pursuits at UNC, it is the fundamental area of friendships that is solely lacking. Perhaps through daily dialogue and rela-

tionships with one of another culture, students will shed many of their prejudices and ignorance.

Perhaps denying freshmen rights to choose a roommate could be called "freshmanism" or "classism" but certainly not racism as Berrier stated. Racism specifically concerns power and a belief that one race is superior to another — a much more fundamental dilemma than freshmen discrimination.

Regardless of what myths surround Silent Sam, the fact is that some of us do not forget that he is historically a symbol of the Confederacy — the South's fight to maintain the oppressive, baneful practice of slavery. Although this may not serve as a "symbolic reminder of slavery" to Berrier, to disregard the offense it is to others is insensitive. A major problem on this campus is that people are not aware or concerned with other's sensitivities. To have a statue of a prominent black alumnus to represent a significant part of our University is one step toward a wider appreciation and understanding.

Whether these ideas and proposals are easily digested is irrelevant; we as students must begin now to do more than think about the poor state of race relations at Carolina.

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### We are outta here

This is the last day The Daily Tar Heel will print this semester. We will publish a spring registration issue on Jan. 12, just in time for you to read while standing in line for drop-ads. Letters to the editor and guest columns for that paper should be turned in by noon on Jan. 11 or earlier. The DTH will resume regular spring publication on Jan. 16, the first day of classes. Till then, have a nice holiday.

## Joint positions retard recruitment; lack of black Ph.D.s also no excuse

I wish to applaud Dean Gillian Cell's recommendation of Dr. Trudier Harris to chair the Curriculum in African and Afro-American Studies. Dr. Harris is a distinguished scholar and a gifted teacher who is held in high esteem by her colleagues in African and Afro-American Studies. I welcome her leadership and look forward to a progressive new era of African and Afro-American Studies at UNC-Chapel Hill.

There remain, however, several unresolved problems which could hamper Dr. Harris' effectiveness. In his Nov. 29 letter, "Efforts to block Cell's reappointment unfair," Professor Joel Schwartz said "it's desirable for the director of the curriculum to have a joint appointment in one of the departments in Arts and Sciences." This preference for joint appointments has retarded the acquisition of new faculty in the Curriculum for nearly a decade.

Over the years, departments have rejected candidates who were acceptable to the curriculum faculty, search and advisory committees. One department never communicated to the search committee whether or not it was interested in the applicants under review in its discipline. Another department merely stated that a candidate's specialty did not fit in with its present

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focus. The fate of African and Afro-American Studies should not hang on the priorities of academic units which may be indifferent or even opposed to the black studies mission.

Toward the end of his tenure, Dean Cell's predecessor, Samuel Williamson, relaxed his earlier rigid requirement that all new faculty in the curriculum must hold a joint appointment with a traditional department. When Dean Cell assumed office, she reinstated the policy of joint appointments and relet only after the abortive 1987-1988 search for a chair. Because the policy of joint appointments has proved dysfunctional for the growth and development of African and Afro-American Studies, I urge the dean to allow Dr. Harris to recruit faculty for both single and joint appointments.

Since departments generally initiate faculty appointments, a Department of African and Afro-American Studies would ensure that those who are committed to this enterprise would be primarily responsible for hiring African-

ists and African-Americans. A constructive rather than obstructionist approach to this situation would be to support single appointments in a Department of African and Afro-American Studies.

Deans recommend department chairs. One criterion by which chairs ought to be evaluated and reappointed is their record on minority faculty recruitment and retention.

The so-called shortage of black Ph.D.s has been a convenient defense for lame recruitment. In a recent book, "Affirmative Rhetoric, Negative Action: African-American and Hispanic Faculty at Predominantly White Institutions," co-authors Valora Washington and William Harvey chip away at that defense. According to Dr. Washington, who is vice president of Antioch College and a former UNC professor, the proportion of African-American and Hispanic faculty at predominantly white institutions "has never come close to the percentage of African American and Hispanics" with doctoral degrees.

At the College of Arts and Sciences at UNC, only 2 percent of the tenured/tenure-track faculty are black. To be consistent with the national percentage (4 percent of all doctoral degrees are

held by blacks), we would need to double the percentage of black faculty in Arts and Sciences.

UNC is in the enviable position of having a minority post-doctoral scholars program from which black faculty could be recruited. Whatever happened to the 30 minority post-doctoral scholars who were not hired by UNC? And, what was Dean Cell's role in recruiting them? These questions should have been addressed during the administrative review of her term of office.

In meetings with black faculty and staff, neither Chancellor Hardin nor Provost O'Connor offered the shortage of black Ph.D.s as an explanation for the minuscule number of black faculty. Instead, they called for a vigorous and innovative recruitment campaign.

In closing, I feel that the "tone" of the student protests is symptomatic of race relations on this campus. What I hear is righteous indignation over students' grievances being relegated to a footnote in the assessment of Dean Cell's performance. Clearly, their position is that tokenism, paternalism and apologetics are no substitute for equity.

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## Dean's support is seen in many areas

To the discussion of Dean Cell's reappointment, we wish to add a few items of information. First, on the matter of hiring more black faculty, a need with which we very strongly agree, readers of the DTH may not realize certain procedural limitations: the dean makes no departmental hires. Such appointments must be initiated in and supported by a department. The dean then acts on the departmental request and forwards her recommendation to the provost, who sends his recommendation to the chancellor, on to the Board of Trustees and, in some cases, the Board of Governors.

What the dean can do at the hiring stage is offer support, including competitive salaries, when departments wish to hire qualified black candidates. She has done so repeatedly and for many departments, including the one in which we work.

Second, much of Dean Cell's support of black faculty and students is largely invisible to the general public, as most of her administrative efforts are. For example, she spends considerable time making administrative appointments — which are then subject to approval by the provost, chancellor and boards. In these

Long/Hardy  
Guest Writers

and other assignments as well, she works to promote minority candidates. In fact, Dean Cell appointed the first black chairman of a department in Arts and Sciences.

She also spends a great deal of time fund-raising for the University. That money supports many different projects, including endowed professorships. Dean Cell recommended the appointment of a black endowed professor in Arts and Sciences.

Finally, she spends her time in extensive — though not always overt — advocacy for a vast array of student causes, such as increasing the Pogue Scholarships for minority students.

This list could be much longer. We only wanted to indicate that the dean's support of both faculty and students takes many forms.

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## University loses its moral conscience

Given UNC's willingness to characterize itself as "the Southern Part of Heaven," it is not surprising that the administration, after labeling the CIA Action Committee "terrorist" last February, continues to clamp down on dissent. By exposing the realities that lie underneath the University's aesthetically-rich facade, the protesters provoke the ire of those who prefer to ignore the evils being committed in our name down here on earth.

Board of Trustees member John Pope's comments and "resolutions" threaten the University's free exchange of ideas and students' freedom to dissent. It is more than likely that his irresponsible and reprehensible statements — and the administration's tacit approval thereof — influenced the "Honor Court" trying of Dale McKinley and Jerry Jones and the Orange County District Court's unreasonably harsh sentencing of Jones, who climbed a WCHL radio tower Oct. 30 in protest of CIA recruitment on campus.

Though Jones was released last Friday after serving half of his 30-day sentence, his incarceration was a sobering reminder that our courts refuse to deal justly and humanely with acts of political conscience. Jones was found guilty of trespassing, destroying property and delaying and obstructing an officer. As in the trial of activists convicted for burning draft files in 1969, property and the letter of the law were given priority over moral conscience

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and the spirit of the law.

The University too has chosen to value property and "business as usual" over moral conscience. Instead of praising activists for focusing attention on an urgent and deadly serious problem, and for spurring debate, the administration, opposing dialogue, attempts to quash the dissent. Meanwhile, it invites and welcomes to campus the CIA, an organization infinitely more deserving than the student protesters of the label "terrorist."

If we were not so willingly and firmly locked into our treks toward diploma and/or tenure, and if our self-imposed blinders were not so tight, we would be asking different questions: Which is crazier — climbing a radio tower to protest CIA recruitment, or signing up for a job interview with the CIA? Is the gap between word and action, between ethics and academics, so great that when a student actually attempts to practice what he has learned, he is condemned? Why aren't more of us — students, teachers, administrators — in jail? What happens if we do not protest, if we do not go to jail?

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