

CAMPUS

Committee not open to change, employees say

By THOMAS HEALY
Senior Writer

A University committee responsible for developing a new employee grievance process heard criticisms and suggestions concerning the committee's proposal from about 14 employees Monday.

But many of the employees present at the meeting said they felt the committee was on the defensive and not open to change. The employees have criticized the committee's proposed policy because it prohibits lawyers in the first three steps of the grievance procedure and gives the jurisdiction of Step 2 hearings to supervisors within the employees' department.

Under the system now, Step 1 is handled within departments, Step 2 is heard by the employee relations office,

Step 3 is ruled on by a panel outside the department that reports to the chancellor, and Step 4 is heard outside the University.

Kay Wijnberg, an employee in the School of Law and a member of the State Employees Association of North Carolina, said she thought the committee members were set in their positions on the major issues. Those issues concern legal representation in the procedure and the fact that Step 2 is heard by one of the employees' supervisors, she said.

"As an idea is presented, they alternatively present their rationale for why they want to keep it the way they've written it," she said. "I saw more a defense of their position as opposed to an openness of what the employees were saying to them."

Peter Schledorn, an employee in

Davis Library and a member of SEANC, agreed. "It sounded like they were trying to pitch it to us, rather than asking for our comments."

Although he thought good arguments were made and there was good discussion, Schledorn said he was not sure if the employees accomplished anything.

Ben Tuchi, chairman of the grievance committee and vice chancellor of business and finance, said an assessment of the members' reaction was in the eye of the beholder.

But he pointed out that in the last two weeks the committee has made more than 30 changes to the proposed policy as a result of suggestions from SEANC members and other employees.

That fact should assure employees that the committee is listening to their opinions, but that doesn't necessarily

mean the committee will make all the suggested changes, Tuchi said.

But SEANC members said the majority of changes were technical and wording revisions and did not touch on the substantive issues.

Wijnberg said she thought the committee wanted to appear open to suggestions without in fact being open.

The committee has made some valuable revisions to the old grievance policy, but those revisions shroud the fact that the committee is taking away employee rights, such as legal representation, Wijnberg said.

The committee has been meeting since November 1989. The first proposal was completed in March 1989 and submitted to the State Personnel Commission this fall. On Oct. 3, the personnel commission sent it back to

the committee members giving them 60 days to clarify language regarding the appeal process of Step 2.

The committee has since changed much of the language of the proposal but has continued to deny requests by SEANC and the American Association of University Professors that employees be allowed to have legal representation at all grievance hearings. The committee's proposal bans lawyers at all grievance hearings except Step 4.

This was the 10th meeting the committee has held that was open to all University employees.

The committee will hold two more open meetings this week.

■ Tuesday from noon to 1:30 p.m. in Toy Lounge, located in Dey Hall.

■ Wednesday from 7 a.m. to 8:30 a.m. in 111 Murphey Hall.



University BRIEFLY

Botanical Garden to sponsor workshops

The N.C. Botanical Garden has several programs planned for November to bring nature into the holiday season.

The garden will sponsor a workshop, "Holiday Crafts Used by School Teachers and After-School Coordinators," Sunday from 2-5 p.m. In this hands-on program, participants will use inexpensive natural materials such as bamboo, fall grasses and pressed flowers to make a variety of craft items.

On Nov. 17 from 8:45 a.m.-1 p.m., participants in a plant rescue program will remove Christmas ferns from a wooded industrial site in Raleigh. In addition to taking the plants home for their own enjoyment, participants can view a wildflower garden planted around the company's office.

All garden programs will be held in the Totten Center and have limited space registration. For more information or to register, call the garden at 962-0522 8 a.m.-5 p.m. weekdays.

UNC receives grant to study rural doctors

Dr. Thomas Konrad, Program on Primary Care and the Health Professions director, has been awarded a one-year, \$379,851 grant for a national study on the availability of physicians in rural areas.

The U.S. Public Health Service, part of the Department of Health and Human Services, awarded the grant. The UNC center will conduct a mail survey of about 2,800 rural primary-care physicians in small, remote communities.

The objective is to supply information about the physicians and shortages of them in rural areas to Congress, local governments and the National Health Service Corps to help policy deliberations.

Planetarium sponsors 5 stellar programs

"Universe: The Big Picture," a program that explores the birth of the universe, stellar formation and death, and the effects of a black hole, is showing at the Morehead Planetarium now through Nov. 19.

Shows are at 8 p.m. daily with added weekend matinees at 1 p.m. and 3 p.m. "Sky Rambles," a live-narrated tour of the night sky featuring visible planets and constellations, is held Fridays at 7 p.m.

"Once Upon a Universe," a 30-minute children's show explaining the night sky, plays Saturdays at 11 a.m.

Two films are now showing at the planetarium: "Seasons," which celebrates nature and the world, and "To Fly," which explores the history of American flying machines. "Seasons" plays Monday through Thursday at 7 p.m. and Saturday and Sunday at 2 p.m. and 7 p.m. "To Fly" plays Saturday and Sunday at 4 p.m.

Tickets are \$2.50 for children, students and senior citizens and \$3 for others. For recorded information, call 962-1248.

Friends of the Library to present mapping

The Friends of the Library will sponsor a Nov. 14 program, "Mapping the World and Beyond: Selections from the Maps Collection at UNC."

The program will be held in the Rare Book Reading Room of Wilson Library and will feature Celia Pratt, maps librarian. The 5:30 p.m. program is free and open to the public.

Drama department plays 'Hogan's Goats'

The Department of Dramatic Art will present "Hogan's Goats" Thursday through Sunday at the PlayMakers Theatre.

The plays will be performed at 8 p.m., with 2 p.m. matinees Saturday and Sunday.

Tickets are \$7 and may be purchased through the Paul Green Theatre Box Office or by calling 962-PLAY. Tickets also will go on sale one hour before show time if there are any available.

Chairwoman elected to nursing board

JoAnn Glittenberg, chairwoman of the Department of Community and Mental Health, has been elected to a three-year term on the American Academy of Nursing Governing Board.

The election was held at the academy's annual meeting in Charleston, S.C. last month.

Forum addresses segregation in University residence halls

By STEVE POLITI
Staff Writer

Participants in an open forum Monday night discussed segregation in University housing and presented ideas on what could be done to make minorities feel more accepted on North Campus.

Seven panelists and about 20 students and faculty attended the forum, which was held in the Upendo Lounge. The Residence Hall Association and the Black Student Movement sponsored the forum.

The forum was held in response to a recent survey printed in the Black Ink, which indicated that 67 percent of African-American students live in the four South Campus residence halls. Twenty-five percent of the African-American students live in Morrison Residence Hall.

"With a very large white population, North Campus becomes the embodiment of that whole notion of that this is their campus, and I'm an outsider," said Sabrina Evans, a panelist and president of the BSM.

Shepelle Watkins, the RHA executive adviser of minority affairs, said, "I think there are several reasons why there is

segregation on South Campus. Freshmen ask their friends who have gone to Carolina where the best place is to live on campus. They will frequently tell them that the majority of black students stay on South Campus. That just starts a cycle.

"I do think that a lot of black students remain on South Campus because they are comfortable there," she said. "What I am concerned about is that percentage of black students that like living on South Campus but would also like considering living on North Campus but don't seem comfortable about doing so."

Several students who attended the forum agreed with the panelists that African-American students find that South Campus has a "community feeling" for minorities that is missing on North Campus.

Wayne Kuncel, a panelist and housing director, said encouraging minorities to move to North Campus might defeat the community feeling.

A long-range solution would be increasing minority enrollment, he said.

Panelists suggested a Multicultural Building be built on North Campus to make minorities feel more comfortable.

UNC-system lawyers to file appeal against affirmative action decision

By CARRINGTON WELLS
Staff Writer

UNC-system lawyers will file a petition Friday requesting a rehearing on last week's court decision that requires all universities to comply with federal affirmative action regulations, said Thomas Ziko, a special deputy attorney general.

A panel of three judges from the 4th U.S. Circuit Court of Appeals ruled Oct. 29 that the federal government had the right to require all system schools to submit affirmative action plans, even those that did not have federal contracts.

"We feel that the federal government should not subject us to investigation and review which they do not have the authority to require of us," Ziko said.

"They do have the authority when a particular campus has a federal contract, but not in the absence of such a

contract," he said.

The University of North Carolina at Asheville and the North Carolina School of the Arts do not have federal contracts, according to the case.

The three-judge appeals panel, which handed down the decision last week, will decide whether to rehear the case.

"If one of these judges circulates our petition amongst the other seven judges of the appeals court, any one of the 10 judges can ask for a vote on whether it is to be heard en banc (by the entire court)," Ziko said.

If the case is not heard again by the Court of Appeals, UNC lawyers can petition the U.S. Supreme Court.

"I would assume that since we've taken it this far, we would petition for a writ of certioraris, meaning that we would be asking the Supreme Court to exercise their discretion to hear the case," Ziko said.

Advisory board to aid BCC building plans

By STACEY KAPLAN
Staff Writer

Plans for a new Black Cultural Center building may be solidifying with the creation of an advisory board and the appointment of Harold Wallace, vice chancellor for University affairs, as chairman.

Having an advisory board instead of the temporary planning committee will allow more structure and anchored planning for the next five to 10 years, said Margo Crawford, BCC director. "I'm very optimistic that the entire board will build a flagship BCC."

Asa Bell, co-chairman of the board, said the change would be a positive one for the BCC.

"We now have a stable and permanent board to assist Margo (Crawford) and give direction to the BCC," he said. "It's always good to have new life and new perspectives on a board or committee."

The advisory board will facilitate the movement toward constructing a permanent building for the BCC, Bell said.

"It (the advisory board) is a positive step because more people will be able to listen and do the legwork to find out how to go about getting a building," he said.

At the board's Oct. 11 meeting, members elected Wallace as chairman of the board.

Wallace said the position of chairman presented a challenge and tremendous responsibility to which he would devote the amount of time it deserved.

Bell said Wallace would be an asset to the advisory board because of his past involvement with the BCC. "He envisioned the BCC long before there was a BCC," he said.

Wallace said the advisory board's facilities committee presented a preliminary report to the board last week about the building of a BCC facility. The complete report will be issued in a few weeks, he said.

The board will use the report to make recommendations for a transitional plan for the BCC, decide on methods of funding for the project and recommend ways to implement last year's feasibility study, he said.

The feasibility study called for the construction of a student activities building similar to the Student Union, he said.

Bell said the planning committee established the initial plans for the creation of the BCC in 1988. The committee was formed in 1984 to establish bylaws, hire a director and govern the BCC, and

it continued its role until this semester.

The appointment of Crawford as BCC director was one of the best decisions the committee ever made, said Bell, a member of the committee since 1985.

The 12-member advisory board is composed of students, faculty, staff and members of the community who participate in four standing committees: facilities, financial, programming and nominating.

Crawford said the board met bi-weekly. A retreat at the Omni Europa Hotel is scheduled for the board Saturday to discuss the advisory board's bylaws.

The establishment of an advisory board was planned since the BCC was created in 1988, but was delayed because of a focus on programming, Crawford said.

Sophomore injured in car accident recovering slowly

By JENNIFER MUELLER
Staff Writer

Recovery is slow but steady for Jay Egolf after an Oct. 21 car accident that left him in critical condition with massive head injuries.

The UNC sophomore from Hendersonville is now in intermediate care at Baptist Hospital in Winston-Salem, a hospital spokeswoman said.

Alycia Minter, a nurse at the hospital, said Egolf is in stable condition and doing better.

Egolf was visiting Boone two weeks ago when the car he was a passenger in careened off Howard's Creek Road and down an embankment. Daniel Krug, Egolf's roommate, said that Egolf's side

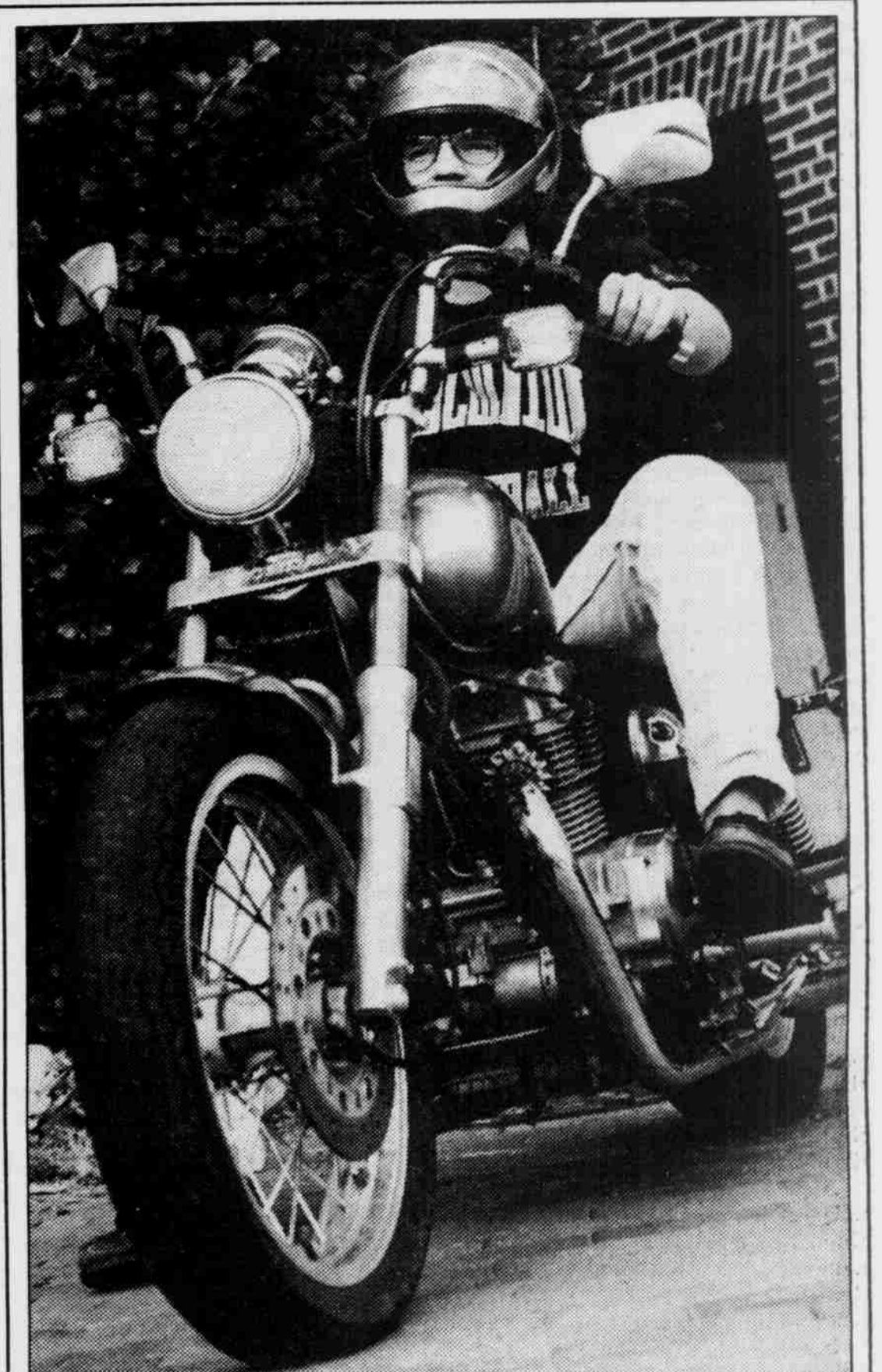
of the car struck two trees. It took 45 minutes to extract him from the wreckage.

The driver, Clyde Robert Ingersoll, 19, a sophomore at Appalachian State University, was found to have a .12 blood alcohol level at the time of the accident, Krug said.

Egolf was transferred from a hospital in Boone to Baptist Hospital after failing to respond to treatment.

As of Oct. 31, Egolf was moved out of intensive care, Krug said. Jenny Egolf, his sister, said her brother would recover fully from the accident eventually.

"He's talking some and moving



DTH/Jonathan Grubbs

Freshman Steve Rosenbaum shows off his wheels Motorcycle club plans to protest loss of parking areas on campus

By BRIAN GOLSON
Staff Writer

The Carolina Rams Motorcycle Club has been formed to represent motorcyclists' concerns about the lack of campus parking.

"The club was formed to provide motorcyclists with a combined voice to approach the parking department on motorcycle parking grievances and to provide an organized club for people to socially ride motorcycles," said Lad Carrington, Carolina Rams president.

The club was formed last month by Carrington and Vice President Ken Bernstein after three motorcycle parking areas near Hamilton, Sitterson and Phillips halls were eliminated, Carrington said. The club now has around 50 members.

"These lots were eliminated without obtaining any input or consideration from the people who would be affected," Carrington said.

Bernstein said the Parking and Transportation Department eliminated the lots because motorcycles were obstructing pedestrian walkways.

By removing these parking areas, the department has forced motorcyclists to park in crowded lots and on walkways, which increases the parking problem, he said. Many motorcyclists now park in a small lot behind the Undergraduate Library where ac-

cess is difficult and dangerous, Bernstein said.

Motorcyclists who paid the \$84 parking sticker fee are upset that the University no longer provides adequate parking, he said.

Carrington said the parking and transportation department was conducting a survey to study the problem, but he was not encouraged by their actions.

The club plans to draft a letter which will list problems about the parking situation and will offer possible solutions.

About 30 people attended a 100-mile ride and pig-picking sponsored by the club Nov. 3. Bernstein said he was encouraged by the turnout for the club's first event. After the ride, six prizes were awarded in a variety of categories.

Several Duke students participated in the ride and are planning to form their own club, Carrington said. He said he hoped an intercollegiate motorcycle association would be formed to help coordinate clubs' activities.

The UNC club meets each Tuesday at 7:30 p.m. in the Student Union. The club is planning another social event for late November.

now," she said. "He's aware of everything: where he is, how long he's been there, what's going on and that he was in a car accident."

Krug said Egolf received a small hole in his bladder and cerebral contusions on the left side of his brain. The swelling went down two days after the accident, but it probably will take several months before Egolf fully recovers.

"There are neurological connections which have to be relearned," he said. "With rehabilitation, he should be able to get back to normal, but it's going to take a while."

Jenny Egolf said her brother should be out of the hospital in about two weeks. "He'll have to go through

physical therapy, but there's no permanent brain or physical damage," she said. Her brother was wearing his seat belt at the time of the accident, she said.

Ingersoll said he has not yet appeared in court, but believes his court date is Nov. 9. "This is basically the only ticket I've ever been convicted of," he said. He is certain he will lose his license as a minimum punishment, he said.

"It really sucks," Ingersoll said. "Jay is one of my best friends. I hate to put a friend of mine in the hospital."

Egolf has withdrawn from the University for the semester. His sister said he probably would not return until fall 1991. When he does, he will be back to his old self, she said.