

The Banner

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UNCA ranks low on employee pay

By Mike Bryant
Staff Writer

A study published by the Chancellor's Staff Advisory Committee (CSAC) shows UNCA employees are some of the lowest paid in the UNC system.

"The data compiled by UNC member institutions earlier this year indicated that SPA employees at UNCA ranked at or near the bottom in all four categories of data collected," said Steve Honeycutt, university budget officer.

As many as 300 employees are classified as SPA at UNCA, according to Honeycutt who also chairs the CSAC. Honeycutt said SPA employees are those subject to the Personnel Act of the State of North Carolina.

"SPA employees do not include faculty members or department directors and above at UNCA," Honeycutt said. "There are approximately 550 permanent employees at the university. This figure does not include seasonal, part-time or temporary employees. SPA employees make up over one-half of the work force at UNCA."

"In February 1999, the Human Resources directors of each of the UNC institutions were asked to provide data as to the average number of years experience, average salary, percent below \$25,000 and the percent at or below the midpoint of their salary range," stated the April 12 newsletter from the CSAC for SPA employees at each member school.

The average salary of a SPA employee at UNCA is near the bottom in comparison to positions at the other member institutions in the UNC system, according to the published study.

The average salary for a SPA employee at UNCA is approximately \$24,589. Only

two other system schools, Western Carolina University and Fayetteville State University (FSU), ranked lower than UNCA in this category.

In addition, the study indicated that 94.9 percent of SPA employees at UNCA are at or below the midpoint of their salary range. This ranked last among all member institutions in the UNC system.

Only FSU ranked lower than UNCA in percent of SPA employees below an annual salary of \$25,000. At UNCA, 66.7 percent are below the figure. This compares to 32 percent below the \$25,000 salary at the highest-ranked institution, University of North Carolina at Chapel Hill.

The study revealed that SPA employees at UNCA averaged eight years in number of years of experience. Again, the university was near the bottom in comparison to the other schools in the UNC system.

The CSAC has submitted a proposal to address these discrepancies for SPA employees at UNCA as they compare within the UNC system and the university, according to Honeycutt.

"The proposal seeks to establish a policy for salary adjustments among existing SPA employees and new hires at UNCA as well," said Honeycutt.

"There has been a recommendation made to the chancellor regarding a new salary plan for SPA employees at UNCA," Honeycutt said. "This recommendation was made on Jan. 7 following the advisory committee's meeting on Dec. 17, 1998."

Honeycutt said the design of the new plan should eliminate or correct the inequities in the present one.

"The new plan would place a higher priority on total state service by weighing it twice the amount of either education or

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Illegal radio supported



PHOTO BY TRAVIS BARKER

Free Radio Asheville keeps its location secret in order to continue broadcasting.

By Dru Martin
Staff Writer

Free Radio Asheville (89.1 FM) is a local community station that is presently broadcasting illegally. Support continues to grow, however, for the legalization of lower-watt radio stations, according to a press release from Free Radio Asheville (FRA).

"It's electronic civil disobedience," said Furious George, a FRA disc jockey. "What we're doing is legal according to the First Amendment. According to the Federal Communications Commission's (FCC) law, it's illegal, but that's being challenged in court. They can come to us and tell us we're illegal. That's fine. It

still won't affect what we're doing."

The station would consider getting a license so they could legitimately broadcast if the new legislation was passed, according to Furious George.

"As it stands right now, we serve a purpose to the general public," said Furious George. "We're only practicing our First Amendment rights."

The new legislation proposes creating a new service for low power FM stations, according to the press release. It would legalize wattage on two tiers, up to 1000 watts and up to 100 watts.

"Our wattage has fluctuated a pretty good bit," said Rankin Filer, another FRA DJ. "We've been at 80 watts and then 60 watts for a while. We voluntarily went down to 20 watts because we don't need to bother the strong station broadcasts. In that way, I guess we're kind of self-regu-

lating."

Most of the grassroots radio stations are under 100 watts, according to Furious George.

"It all goes back to 1934 when the Telecommunications Act went through Congress," said Rankin Filer. "At that time, the people who were getting access to Congress were the engineers of the big companies, RCA and NBC. They basically wrote the legislation, and it was tilted toward large corporations and huge wattage. At the time, it was impossible to squeeze in two stations that were running at 50,000 watts next to each other. Today it can be done, but the rule still hasn't changed."

"The National Association of Broad-

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UNCA's SPA employees compared to other UNC-system schools

In February 1999, UNCA participated in a survey of the 16 UNC-system schools to evaluate how each school ranked in terms of those employees who are Subject to Personnell Act of the State of North Carolina. UNCA ranked low in all four categories, ranking lowest in percent of SPA employees at or below the midpoint of their salary range.

	Avg. yrs. experience	Avg. salary	% below \$25,000	% at/below midpoint
UNC-CH	9.2	\$30,777	32%	39%
ASU	11.0	\$25,786	58.4%	62%
UNC-C	7.5	\$27,306	52%	73%
WCU	9.8	\$24,571	66%	82%
UNCA	8.0	\$24,589	66.7%	94.9%

SOURCE: CSAC NEWSLETTER, APRIL 12, 1999

GRAPHIC BY ERIN KING

UNCA student conduct system up for review

By Meghan Cummings
Staff Writer

UNCA's student conduct system will be reviewed at the end of the semester to ensure that the current policies are effective. Some students say they hope the system will be reworked so it allows more students to be involved in the process.

"My main concern is that students have a very large portion in determining the fate of their peers when they do something wrong," said Alphonso Donaldson, former president of the Student Government Association.

The student conduct system reviews cases in which students have done something

against school rules, and determines the consequences and outcome of each case, according to Amy Justice, assistant director of student development.

The student conduct system consists of two levels, according to Justice. The first level is the student conduct committee which handles less serious cases. The committee is made up of two students and a staff member. The second level is the student conduct board which handles more serious cases. It is made up of one student, two faculty members, and two staff members.

"The purposes of the committees and boards are to have more people working on them, to make sure the student has an advocate there, to make sure there is another student who can kind of see their

viewpoint, and to make sure that we have a lot of information," said Justice.

However, some people feel that there should be more than one student who sits on the conduct board, according to Alphonso Donaldson.

"One student in a group of five isn't really enough," said Alphonso Donaldson. "What I would like to see happen first of all on the larger committee is to have more than one student."

The student conduct board meeting can be very intimidating and uncomfortable with only one student sitting on the board, according to Justin Donaldson, a freshman biology major who has recently been

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New chancellor will make fundraising priority

By Krystal Lucas
Staff Writer

As UNCA bids farewell to Chancellor Patsy Reed, the newly-elected chancellor pledges to build on existing programs to promote partnerships between the campus and community.

"I feel very honored to succeed Chancellor Reed," said James Mullen, the new chancellor of UNCA. "I will try to uphold the high standards she set for leadership."

Chancellor Reed is also pleased with James Mullen's Project 2002 for Trinity College, a \$200 million initiative that will include educational, health, family support and economic development activities.

"He brings a background of education and experience necessary to make an effective chancellor," said Reed.

The \$200 million initiative is well on its way to being finished, according to James Mullen.

"There was a clear sense that we had an obligation to assist and rebuild the community in Hartford, Conn.," said James Mullen. "We

try to form real partnerships in the community, and our strategy gets results."

"This project has allowed us to build three schools at an abandoned bus garage site," said James Mullen.

The area has been designated as the Learning Corridor, according to the Trinity College Web page. It will include the Inter-district Montessori Elementary School which serves 137 students from 19 school districts, the Hartford Public Middle School which serves 600 students in grades six through eight and a high school resource center.

"It will be a wonderful synergy of

schools," said James Mullen.

The four components to the high school resource center are the Science, Mathematics and Technology Academy, the Greater Hartford Academy for the Arts, a teacher training center and an outreach program.

"I really think he is what UNCA needs at this stage in history and development," said Dwight Mullen, chair and professor of political science. "He has a track record in our weak areas such as diversification, building relationships with the community and raising money."

Trinity students will also serve in

key day-to-day positions through work-study jobs, internships and volunteer projects, according to the Web page.

"We just opened a boys and girls club this year," said James Mullen, "and our students at Trinity are basically running it."

Project 2002 has also developed housing, street improvement, health and technology, neighborhood retail, family service, and art programs, according to James Mullen.

"Community service needs to be a part of UNCA's culture and ethic," said James Mullen. "You can't teach

liberal arts and ignore the community. You must teach values and live them."

The new chancellor says fundraising will be a priority when he takes office August 1.

"I feel a responsibility to raise resources and build an additional support system to make sure faculty and students get what they need," said James Mullen. "I need to raise money, and that's my fundamental priority."

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