

# THE BLUE BANNER

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## UNCA Salaries Below Average Some Instructors Receive High Student Evaluations, Low Pay



WALTER FYLER/STAFF PHOTOGRAPHER

A UNCA instructor demonstrates a lesson to his students. Teachers at UNCA make the third lowest in pay out of 15 other comparable schools.

Thad Eckard

News Reporter

UNCA pays its professors the fifth lowest salary and assistant professors less than any other school in the state's university system. Associate professor pay falls second to last, according to UNC-system's survey data.

The low amount of pay could be why some potential educators choose not to teach at UNCA, according to some instructors.

"We have made two offers over the last year to folks who have turned down the position due to

the low salary," said Claudel McKenzie, chair and associate professor of management and accountancy.

"We offered the same position to six different people over the last year and a half, and five of them turned us down because of money," said Mark West, chair and associate professor of mass communication.

Average UNCA faculty salaries are lower than those at most comparable institutions.

When compared to 15 other comparable schools across the nation, assistant UNCA professor salaries fall second to last place with \$38,800.

Associate professor salaries fall fourth to last place. The average salary for UNCA professors is \$65,200, which is third to last among 15 other similar institutions, according to the survey.

"In the last three or four years, we have had a couple of very good people leaving," said Sophie Mills, chair and assistant professor of classics. "Although I know pay is not the only factor, I think it was a part of the decisions."

"We tend to teach an awful lot of overloads to get in all the courses that our students really need," said Mills. "We really do it on a shoestring, and often wind up teaching more than the course load that

is standard here."

The foreign languages department recently offered a position to a candidate, who instead chose a job for the same amount of money for half the hours, according to Cathy Pons, chair of foreign languages.

Another candidate turned down a health-and-fitness position earlier this month because of low salary, according to Elise Henshaw, program assistant of health and fitness.

"The instructors here could probably leave for another institution that pays better," said Kim Garfield, an undeclared sophomore. "Maybe they want the sense of community UNCA offers instead of more money from a larger school."

The cost of living in Asheville only adds to potential financial problems for faculty. Statistics from the U.S. Census Bureau shows that the cost of living in Asheville is highest among N.C. cities with public universities.

While instructor salary falls short, student evaluations of instruction remains high. UNC-student surveys show that students place UNCA instruction within the top three of all 16 public universities in the state.

The spring 2000 survey indicates that 93.9 percent of sophomore students thought the instruction they received was good or excellent. Of seniors, 95.8 percent rated faculty as either good or excellent.

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## Judy Shepard Educates on Hate Crimes

Keith Cromwell

Investigative Reporter

Lena Burns

News Editor

Judy Shepard said her status as a private person ended two years ago with the murder of her son, Matthew. She held a talk at UNCA April 18.

As she took the stage, Shepard described herself as reserved and shy, soft-spoken to a fault.

"I'm not a professional speaker, I rely on the power of the room," said Shepard.

As she read excerpts of a statement she made to a jury in 1998 about the murder of her son, the atmosphere became more emotional. She told listeners in Lipinsky Auditorium that hate, like the anti-gay sentiment that led to the killing of her son, is established on the prejudice and ignorance of others.

"Actually, I wish I wasn't here. I wish I was at home with my husband, and both of my sons were in college, not just one," Shepard said.

Shepard said she travels to colleges to make students aware of hate crimes. However, she would rather appeal to students in a younger age group, such as kindergarten, in order to form an impression on them at an earlier age.

"We aren't born hating, and aren't born knowing how to love," said Shepard. "These types of qualities must be learned."

Shepard spoke candidly about how her son's death has changed families everywhere.

She talked about the shock she felt when she and her husband received a late-night phone call telling them about their son's beating.

They were living in Saudi Arabia at the time, and the nearly 48 hour-long return trip to the United States felt like an eternity, according to Shepard.

She also spoke of the pain the family endured after Matthew's murder.

"Some days, I felt like giving up," said Shepard, "I know that Matthew would be disappointed

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LENA BURNS/NEWS EDITOR

Judy Shepard speaks on her concerns about hate and social injustice.

## The Story of Shepard

Keith Cromwell

Investigative Reporter

It was a murder that shocked millions around the country. In 1998, gay University of Wyoming student Matthew Shepard left a Laramie bar with two men out for a night of bar-hopping.

"Matt is no longer with us today because the men who killed him learned to hate," said Judy Shepard, mother of Matthew. "Somehow, and somewhere, they received the message that the lives of gay people are not as worthy of respect, dignity and honor as the lives of other people."

According to police reports, Russell Henderson and Aaron McKinney posed as homosexuals, lured Shepard from a bar and

then kidnapped and pistol-whipped him before leaving him tied to a fence in almost freezing weather.

Detective Rob DeBree, the lead investigator for the Albany County Sheriff's Department in Wyoming, said the attack began after Matthew had placed his hand on McKinney's leg as they drove through Laramie.

"Guess what, we're not gay," the detective quoted McKinney as saying he had told Shepard. "You're going to get jacked. It's Gay Awareness Week."

When McKinney learned that Matthew was gay, he "flipped out," and beat the college student with a gun, two letters attributed to the murder suspect

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## Web Site Offers Tools for Research

Claire O'Brien

News Reporter

Questia.com, an online research tool, said it helps students to "write better papers, easier and faster." Although the Web site could make writing research papers easier, UNCA's Ramsey Library has many of the same features.

"It's like all dot-coms. In library and we're taking these dot-coms with a grain of salt because they're nose-diving all around us," said Bryan Sinclair, reference librarian at Ramsey Library.

"Questia is marketing itself for undergraduates and basic research," said Sinclair. Questia.com may not be very useful for serious research, according to Sinclair.

"A lot of what's in Questia the library already has," said Sinclair. "We have in our Western North Carolina library network two million volumes, and of those, about 14,000 are electronic books that you can get from home."

Questia.com features 35,000 texts online, allowing students to access texts from their home. It also com-

piles a bibliography and index based on the texts students choose to use for their paper.

The librarians used "both traditional library collection development techniques and innovative methods to ensure proper representation of all major humanities and social-science disciplines for undergraduates," said the Questia.com Web site.

Ramsey library is not opposed to Questia.com by any means, according to Sinclair.

"I don't know if it actually does a decent job," said Sinclair. "I'm a librarian and teacher here, and any Web site that allows you to write better papers easier and faster, we're for."

The WNC network does have a large number of electronic books on file, but "we don't have a service where it'll compile a bibliography, so that is a nifty feature of Questia," said Sinclair.

Questia.com does feature some other services for the student, according to the site. It allows users to highlight, cut and paste quotes, store the user's paper online and check words in a dictionary.

The WNC collection has some of the same features. While the user

can't store their paper, or highlight the text, they can cut and paste and check word definitions and spellings in a dictionary, according to Sinclair.

Questia.com charges a fee of anywhere between \$14.95 for 48-hour access to \$149.95 for an annual membership. A team of 10 professional librarians built the Questia.com collection, according to the site.

The WNC network requires that students also set up an account, but the account is free, according to Sinclair.

Questia.com hopes to expand the service to include about 250,000 titles by 2003, according to the site. Users can search the collection for free, but the fee applies when the user wants to access and read the full text of one of the books, or use the research tools.

"I think Questia and a lot of these services just want your credit card number," said Sinclair.

"Reference librarians are immensely helpful," said Peggy Parris, a volunteer at UNCA's writing center. Questia.com could be useful for distance learners, provided the texts were of scholarly quality, according to Parris.

Joe Wilde-Ramsing, a senior political science major said he agrees that Questia.com could be useful for non-students or commuters.

But, in some ways, it "destroys the learning atmosphere," said Wilde-Ramsing.

Questia.com "eliminates many of the unproductive and frustrating aspects currently associated with the paper writing process," according to the site.

The site allows more than one student to access the same text, which is convenient, because it eliminates the problem of needing a book that is already checked out, according to the site.

Questia.com works differently than it's musical counterpart, Napster. It compensates the publisher of each text online every time a page is viewed, according to the site.

"After the initial sale, books are checked out and photocopied by library patrons thousands of times each year with no additional revenue to the publisher," said the site. "All titles, including older, out-of-print titles, which currently generate no revenue, benefit from increased visibility and usage through Questia's model."