

# University eliminates 29 positions

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Recent layoffs of seven UNC Asheville employees proved part of the difficult decision process in dealing with budget cuts, according to **Provost Jane Fernandes**.

"Any choices that we make will be painful and I know that all of us involved in discontinuing people in positions are in grief over the need to do that," she said.

Chancellor Anne Ponder informed the campus community in an e-mail last Wednesday that seven filled positions and 22 vacant positions would be laid off or eliminated.

Of the seven filled positions laid off, three are in finance and campus operations, one is in student affairs, one in academic affairs and two are in the chancellor's division. The 22 vacant positions eliminated were in facilities management, the Arboretum and student affairs, according to **John Pierce, the vice chancellor for finance and operations**.

Those employees laid off were notified of the layoffs prior to the message being released to the community, and some are effective immediately, according to Pierce.

"(The layoffs and position eliminations) will reduce next year's expenses by \$2.5 million," Pierce said.

The process of deciding bud-

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**John Pierce**

*Vice chancellor for finance and operations*

get cuts began in the fall when the UNC General Administration asked the university for cut plans of 5 and 10 percent, according to Pierce.

"Five percent on our \$40 million state appropriated budget comes to \$2 million," he said. "Ten percent comes to \$4 million."

Deciding cuts at the university happens through a process involving the university planning council, which consists of faculty members, two students, several staff and administrators, according to Fernandes.

"The university planning council developed a resource allocation model for us to use during this time of budget cuts that spells out what the university's priorities should be," Fernandes said. "We listened carefully to the input they gave us and we have been implementing those priorities."

Pierce said protecting filled positions is important when dealing with budget cuts, but cuts of this magnitude called for difficult decision making.

"It's hard to make these kinds of dollar amounts without affecting people's positions," he said. "We considered other options, but it was just very difficult to not involve people's positions when we get to this level of cuts."

The total amount of cuts for next year will not be decided until July, but the university is implementing cuts this semester to offset the amount that could be required of them later, according to Pierce.

In addition to these layoffs, other restrictions have been placed on travel and purchasing, according to Pierce.

"Having gone through that very detailed process, we still had some cuts to the academic core, particularly in adjunct

professors and one-time lecturers," he said.

The academic core is considered the most important thing to protect when deciding cuts to departments, according to Fernandes.

"The academic core refers to everything that happens within the classroom," she said. "It also refers to academic support services that support student's education, and more broadly it includes extra-curricular activities."

Fernandes said every department is feeling the effects of budget cuts.

"I don't think I could quantify it in terms of most or least," she said. "Every department that I know of is feeling the pain in some way from the cuts."

Due to the budget cuts, departments have been informed that requirements students need to graduate will be the most important focus, according to Fernandes.

"That is how we are able to assure that students will graduate. So that becomes the most essential aspect of the curriculum to deliver and other aspects of the curriculum may have to be put on hold until we are able to get out of the current budget reduction situation," she said.

Despite the current state of the university's budget, nine new faculty have been hired for next semester with the

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## Cuts impact at-risk youth programs

**Jeremiah Reed**

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The clinching of handcuffs and the clanging of shackles can quickly turn hardened teenagers into frightened children who go from tough talk to scared straight.

However, the same goal can be accomplished through intervention or other diversion programs aimed at teaching more than punishing. This is the route Anthony Jones prefers.

"Every situation is a teachable moment in my eyes," said **Jones, chief court counselor for the Buncombe County Department of Juvenile Justice and Delinquency Prevention**. "We try to intervene in a young person's life and offer them a chance to help themselves and prevent them from continuing down a bad path. We try to take a therapeutic approach instead of punitive."

However, those teachable moments are harder to implement than ever. As budget cuts continue to ravage the state of North Carolina, alternative measures for at-risk youth and juvenile offenders suffered major cutbacks resulting in the loss of numerous programs.

"We've certainly been forced to do more with less," Jones said. "The kids' needs are increasing as the funding is decreasing."

According to reports from the N.C. Department of Juvenile Justice and Delinquency Prevention Program, the state cut more than \$30 million in the past two years.

These cuts cost hundreds of people their jobs and resulted in several programs targeted toward at-risk youth being eliminated.

One example of these programs is Camp Woodson, a wilderness challenge camp located in Swannanoa that uses outdoor activities as a means to build self-esteem and responsibility.

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## Panel inspires students to think outside of the box

**Kathy Woodward**

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For students approaching graduation, the diploma is not the only thing they will take away.

"Sometimes, there is something beyond the degree. It's the experience itself that helps you gain the knowledge you need for your positions," said **Lorraine Walsh, associate**

**professor in the department of multimedia arts and sciences and moderator of the Creative Careers panel**, held Thursday in Highsmith Student Union.

**Panelist Jennifer Mayer, CEO of Charlotte Street Computers and UNC Asheville alumna**, recounted how her degree aided in learning skills that helped her climb up the career ladder.

"My undergraduate degree was with A-B Tech where I got

my associate's degree. I did not need a degree in psychology to do my job, but my degree in psychology has assisted me in marketing so much. A lot of marketing requires certain things you learn from learned behavior," Mayer said. "I worked at Charlotte Street for free for a little while, and I didn't know anything about marketing. I remember asking, 'How can I at least make \$7.25 an hour?' to someone who knew more than me, and she

said, 'You need to market' and I said, 'What is marketing?' and then next week I was handing out flyers at the flea market."

**Leslie Klinger, curator of interpretation for the Biltmore Estate**, said she was confused when entering UNCA, but once focused, became very successful in her field.

"I went to college and had no idea what I wanted to study. I think that helped me a lot. I ended up with degrees in com-

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