

# Salary Inequities Force Anthropology Professor to Abandon UNC Academia

Editor's note: The Daily Tar Heel received the following letter from anthropology Assistant Professor Jane Bachnik on Aug. 23.

**JANE BACHNIK**  
GUEST COLUMNIST

Dear Fellow Members of the UNC Community:

It is with genuine regret that I have decided to resign my position after 12 years on the faculty of the Anthropology Department at UNC. I sincerely will miss many of the students and colleagues with whom I have worked, and want to make it clear that my decision to leave was not taken because I dislike teaching, research or my other faculty duties.

Rather, it is overwhelmingly based on a single factor: although productive, I am seriously underpaid in relation to my peers. I have chosen to make my resignation letter public because I believe that serious salary inequities exist in the faculty of Arts and Sciences at UNC that must be rectified if the University is to achieve its potential excellence. I wish to take this opportunity to pinpoint certain problems that I think are most important to rectify and to suggest some remedies for resolving them. To clarify these issues I will present limited specifics of my own case.

The salary issues which I find most pressing include the following: (1) a lack of a clear relationship between salary raises and professional accomplishments in teaching and research; (2) a serious lack of accountability in department decisions concerning merit salary raises; and (3) a lack of effective means for faculty redress in cases of salary inequity. I am not the only faculty member at UNC who feels my salary is far below where it should be. Some 55 tenured faculty in Arts and Sciences recently formed an Ad Hoc Committee Concerned with Faculty Salary Inequities. Virtually without exception the faculty involved are highly productive, conscientious teachers

and researchers, who contribute substantially to the University. The spontaneous way in which the group came together indicates that talented faculty from many departments have complaints about salary inequities, and that their complaints are not effectively being addressed. It is necessary to inquire more specifically as to what these inequities involve.

The faculty constituting the Ad Hoc Committee maintain that their salaries are low, both in comparison to salary levels in other universities, and in comparison to others of similar rank within their own departments. Moreover, as stated above, they are productive teachers and researchers. Here, the problem of unevenness of salaries within the same ranks in a department cannot adequately be accounted for by overall lowness of salary funds or salary "compression." Other factors are involved, some of which can be illustrated by example of my own case. In my department, I am one of the highest ranked at the associate level, but also one of the lowest paid. Three new faculty have been hired during the past three years, all below my rank, but well above my salary level — their salaries represent an aggregate of \$17,000 over mine. Consequently, my salary is not commensurate with my rank. Moreover, I am presently eligible for promotion to full professor rank, yet were I to be promoted, the two lowest-ranking full professors (who are my closest cohorts in terms of entry into the department) have salaries respectively of \$24,000 and \$13,000 above mine (including a chair's stipend for the first); meaning that my closest cohorts have salaries one- to two-thirds above my own. Nor is my salary level accounted for by my productivity, which can be evaluated by a variety of indexes,

including student teaching evaluations (mine are very strong, and I have been commended for them by my chair); professional awards (I am the only department member to receive the UNC Hettleman Prize in 1991-92, and the international Yonina Talmon Prize in 1982); peer-reviewed publications (which include an edited book listed in the fall catalogue for Princeton Press, among numerous others); grants and fellowships (which include Fulbright, Japan Foundation, Pogue and Institute for Arts and Humanities Grants in the past five years). My productivity in terms of all these indexes must be acknowledged as in the top echelon of the department. But my salary is one of the several overall lowest in the department. The question raised by these discrepancies is how to account for them.

These same inequities within the department were further exacerbated by the fact that this department made four outside hirings of seniors (tenured) personnel during these same three years when salary inequities inside the department were worsening, and the University was supposedly under severe budgetary constraints. Such hirings point to a major issue raised by the Ad Hoc Faculty Committee, namely, the rationale for continuing to make expensive outside hirings when salary inequities for productive faculty within the University remain unaddressed.

Whatever the merits of my particular case, and while I cannot speak here for faculty in other departments, both my own experience, and the fact that I am leaving the University, allow me to be frank in identifying a set of problems I believe are crucial in order to rectify the present salary inequities in Arts and Sciences at UNC.

(1) No set of salary levels exists as a "floor" for any rank in the University. There is in effect, no "bottom" beneath

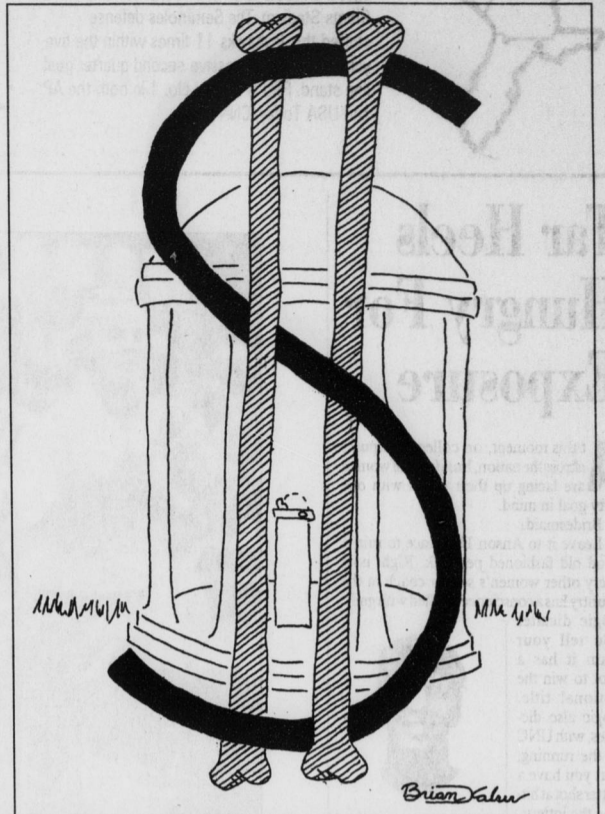
which one's salary cannot fall, and nothing stipulating that a productive person of higher rank and longer service should be paid more than someone of lesser rank and shorter service. The kind of system created by a lack of salary "floors" creates a major hazard: namely, no salary standards exist to ensure equal treatment for equal contributions.

(2) The net result of this lack of standards means that tremendous power rests in the hands of departments in determining salary levels — power that is particularly concentrated in the office of the chair. The chair's power is rendered virtually absolute by the fact that in addition to the lack of salary standards transcending a particular unit, no redress exists for salary decisions within the University that does not rely on the same power structure of the departments and chairs. It is crucial to realize that the Dean/Chair relationship does not allow the Dean to operate with an independent voice.

As previously mentioned, my purpose in writing this letter is not to air my grievances, but to try to pose an issue I have found impossible to raise from within the University. The inequities are enormously hurtful to the University since, in effect, they create a privileged group of powerful "haves" at the expense of "have-nots" who perform conscientious teaching, research and University tasks. Since I see little real hope for redress in achieving a salary that is commensurate with my rank or professional accomplishments I am now leaving the University to enter the non-academic job market.

In conclusion, I believe that rectifying the serious pay inequities at UNC must be accomplished in order for the University to come anywhere close to its potential excellence. I hope that the courage will be found to move forward instead of treading the same ground, and I extend my very best

wishes to all those at UNC who are earnestly trying to create a better and more equitable climate for teaching and learning.



## The Daily Tar Heel Serves Dual Purpose, Provides News and Hands-on Experience

The mission of a student newspaper can be boiled down to two parts. One is to provide student journalists with a hands-on opportunity to do journalism — to write, edit, take pictures, draw and design. The other is to serve the paper's community and readers by providing up-to-date information about the world in which we live.

We here at The Daily Tar Heel are striving to fulfill the dual mission of a student newspaper.

### Our Reader-Friendly Redesign

As most of you probably have noticed, the DTH looks a little different from last year. It is the product of a redesign — the brainchild of our former graphics editor, John Caserta — that has been in the works all summer.

Our goal was not only to make the paper look better but to make it easier to follow for our readers.

For instance, the thin lines separating each article let readers know where stories end and which photograph or graphic element accompanies the article.

We also are including longer cutlines with our pictures — big and small — so that readers will know more about the photos and the articles they accompany at first glance.

The editorial page also was changed to allow more room for our readers' favorite feature — the letters to the editor. We also will be running more editorial cartoons and illustrations on our editorial pages.

In addition, the redesign allows for more efficient use of space and uses more visual elements to illustrate facts and ideas.

We also will be using more color throughout the paper for photos, graphics and advertisements. You will see full-color front pages — that means color photos —

every Monday or every other Monday (we hope) and on special days such as the day after we win a n o t h e r NCAA championship — I'm counting the days.

### Debut of "Diversions"

Another major change we've made is the creation of "Diversions" to replace our Omnibus weekend magazine. Due to financial reasons, we no longer could afford to produce a weekly arts and entertainment magazine separate from the DTH.

But instead of looking at this change as a setback, we decided to put Omni to rest and create a new and exciting arts and entertainment section of the paper that still would give our readers their weekly fix of our wacky columnists (a.k.a. Kevin Kruse and Joe Bob Briggs) as well as up-to-date movie, concert and band listings and reviews to help readers plan their weekend diversions.

Like Omni, Diversions will appear in the DTH every Thursday just in time for your weekend activities.

### No Experience Necessary

That brings me to the second part of our mission: to be a place of learning for aspiring journalists and nonjournalists.

The DTH is looking for some dedicated souls to help us accomplish the other part of our mission of serving the University community.

We need new writers, copy editors, pho-



**YI-HSIN CHANG**  
EDITOR

tographers, graphics gurus, layout artists and editorial cartoonists and illustrators.

Applications, available at the Union desk and at the DTH office (Union Suite 104), are due Friday.

We will be holding interest meetings at 7 p.m. today and Tuesday in Union 205-206. Stop by for more information.

We welcome students of all backgrounds and recognize that diverse students will bring diverse viewpoints to reflect the changing demographics of our community.

No experience is necessary. Seriously. We are here to teach, and we're willing to help anyone who's interested and dedicated.

When I started writing for the DTH two years ago, I had no intention of going into journalism. I soon was bitten by the journalism bug, and now I can't imagine doing anything else (much to my parents' dismay).

I encourage nonjournalism majors to apply. Who knows, you might find your calling. Or at least improve your writing.

### Open-Door Policy

During my term as editor, I welcome readers' ideas, comments and criticism. Write letters to the editor. The Readers' Forum is exactly that, so be a part of it.

Also please feel free to call (962-0245) or come by on afternoons or evenings if you have any concerns or questions. My door is always open even if I may seem a little frazzled. I want to be accessible and in touch with our readers so as to know how to better serve them.

So come on by. I'll be living at the DTH until next May.

Yi-Hsin Chang is a junior English major from Raleigh.

## Government's Work Pays Off for Students

As the summer months slipped by, the few zealots left manning student government spent their time daydreaming about future programs, potential projects and the historic moment when the groovy 70s decor would be stripped from their offices. Mercifully, the fall brought both a fresh coat of paint to retire the muddy brown wallpaper and a record number of students (quickly approaching 400) to invent and implement new student initiatives.

In the year of the University's great Bicentennial birthday bash, the need to harness this student potential could not be more critical. Countless lingering problems continue to disrupt the campus community — racial strife and misunderstanding, sexual assaults, budget cuts, slipping faculty salaries and even an occasional loss to certain Blue Devils.

In an effort to prepare for the coming year, the executive branch cabinet disappeared to Camp Chestnut Ridge for 24 full-filled hours, complete with orientation information, concrete planning and late-night laughter. We began our planning process by reflecting on the essential issues and activity of the past summer months:

- Environmental Concerns. The executive branch worked with the Student Environmental Action Coalition and the Tar Heel Recycling Program to pursue several environmental initiatives this summer, including urging the University to commit to the use of recycled paper, implement cost-saving energy efficiency measures, improve Carolina Dining Services' waste management and help facilitate the success of this fall's UNC Green Games. Particularly successful was the recycled paper effort: Vice Chancellor of Business and Finance Wayne Jones committed up to \$100,000 to encourage almost complete departmental conversion to recycled paper.
- Black Cultural Center. Through representation on University advisory committees, our office advocated the endorse-

ment of a free-standing Sonja Haynes Stone Black Cultural Center on the student-preferred Wilson-Deysite. As the process dragged on, the Facilities Planning Committee determined that, in fact, the science department needs could be feasibly met without the Wilson-Deysite, and Buildings and Grounds Committee forwarded a recommendation that offered Wilson-Deysite as the most acceptable site for the new center.

At numerous individual meetings and in a closed session of the Board of Trustees, we continued to pursue this goal. The BOT gave a resounding statement in support of the proposed BCC by approving it 9-2. Unfortunately, the Board also selected Coker Woods as the site for the BCC with a 6-3 vote. We remain hopeful that this site decision does not overshadow the landmark victory for students and student empowerment that the approval of the center itself represents. Moreover, we are urging the University to continue to take the necessary steps to ensure that this dream is translated into bricks and mortar.

- Educational Cost. Student government has long advocated a high quality, low cost education. This summer, these goals came into conflict as the N.C. Senate included in its budget bill a proposal to raise tuition at N.C. State and UNC-CH by \$200 — a 29-percent increase for in-state students — to make additional funds available for faculty salaries, libraries and financial aid. Because of the formidable financial burden such an increase would place on students and the troubling precedent it would set, we opposed the \$200 tuition



**JIM COPLAND**  
STUDENT BODY PRESIDENT



**DACIA TOLL**  
STUDENT BODY VICE PRESIDENT

President for Public Affairs D.G. Martin to win a defeat of the surcharge.

The General Assembly approved its budget without the \$200 tuition surcharge. We also received more than \$1.8 million for faculty salary increases, and more than \$900,000 for library acquisitions — amounts comparable to those that would have been generated by the \$200 surcharge.

Along similar lines, the administration proposed \$118 in student fee increases, only \$7.80 of which the students had approved by campus wide referendum. Though the board approved the fees in full, we continued to advocate fewer student fees by identifying six objectives — targeting fees which we opposed in whole or in part — and conveying those objectives to friends on the Board of Governors, urging them to pursue our concerns with the General Administration.

These issues highlight only a small segment of the summer schedule and even a smaller portion of the ambitious agenda to explore and expand in the coming year.

Along these lines, we are having an executive branch general interest meeting this Thursday evening at 7:00. Keep an eye out in the DTH and around campus for the place. Finally, feel free to call us at the office (962-4636 and 962-5201) or at home (Jim, 967-6701; Dacia, 968-3013) with any comments or questions.



## Student Living in Argentina Learns More About Rest of New World

Hola de Buenos Aires! I came July 11 to study with the Argentines for their spring semester. The UNC-University of Illinois program here includes students from all over the United States. I had never met anyone from Alaska! The two other Tar Heels are juniors John Fichthorn from Greenwich, Conn., and Amy Lee from Atlanta.

Classes at the University of Belgrano and the University of Buenos Aires began weeks ago, and now midterms loom. However, like UNC, I have found that my most cogent lessons occur not in class, but around town in places like airports, buses and streets. The portenos, or residents of Buenos Aires, have acted as ready and supportive teachers.

First, I left family and friends in hot Atlanta and flew to Miami. I have not shown my summer tan since. Upon my arrival eight hours later in Santiago, Chile, I stepped out of the LanChile aircraft and into dark, literally freezing conditions. The complete change of seasons has been one of the hardest adaptations for my body to make. Now, the weather is chilly, but clear and expectant of spring.

The flight continued later to the east, across the Andes to Buenos Aires and nearly Montevideo, Uruguay.

Piers Paul Read's story "Alive" describes the plane crash and bitter survival of a team of rugby players from Uruguay as they flew to Chile. I gazed incredulously as young men wearing Club Nacional Uruguay sweat suits filled the surrounding seats on my flight. I smiled at them more readily once we crossed into the flat pampa of Argentina.

Now, I feel quite at home in the capital city of the world's eighth largest country, or about one-third the size of the United

States. Buenos Aires itself is immense and home to 11 million Argentines, or one-third of the country's population.

The country is a stable one, and President Carlos Menem has privatized many state corporations and kept the peso even with the dollar. When I walk and explore Buenos Aires, I feel safer than I do in Chapel Hill.

Still, life is full of waiting and hassles. I have learned to ignore the trash and hurdle holes in the wrecked sidewalks. The pollution hurts my lungs and my spirit. The United States influences much of Argentine popular culture. Coke, Madonna and Bill Clinton reach further than I had thought.

Transportation to the various barrios is key and requires time and inside knowledge. Simply crossing a cobblestone calle, or street, reminds one of the fragility of life. A friend has seen two people hit and killed in the last four months. Portenos claim Brazilians are much worse.

Collectivos, or buses, are ubiquitous, cheap and widely used. I have yet to decide if the all-important drivers are gods or devils. They stop only when and for whom they want, and rarely at a stop sign, because all vehicles yield to their size. Everyone drives at breakneck pace. My sense of balance feels tuned and primed. An empty seat begins a game of musical chairs in which I now excel.

The portenos are the gems of the maze. Those I have met are kind, expressive and elegantly dressed. Former European immigrants, especially Italians, have given handsome Mediterranean appearances and

soft, song-like inflections to their Spanish, which they Castellano.

I love living here for many reasons. Argentina's flag is Carolina blue and white with a large sun in the middle. The literacy rate is a high 94 percent, and the country boasts some of the best polo in the world. Like the United States, they gained their independence by overthrowing a European power.

The clubs, open from 1 a.m. to 7 a.m., pulse with crowds and excitement. Soccer is king. The national team prepares daily for the 1994 World Cup in the United States.

Argentina constantly hands me surprises. For example, I chuckle at the malfunctions of systems on which I usually depend, like the mail, telephone, water and police. I can do nothing else. In comparison, my life in the United States seems more efficient and clear, but certainly not rich in meaning or more fun.

Before coming, I grouped together the land and people south of the United States. The citizens of the various Latin American countries despise being thrown into the same big sombrero. Similarities do exist, but the extremes of geography, culture and history are vast.

For instance, Argentina is a long, narrow country that stretches through many ranges of latitudes. It boasts tropical forests, glaciers, rich soil in its pampa, incredible beef, a windy Patagonia and some of the best skiing on the continent.

Every day here amazes me because I feel like I have arrived in a completely different world. Granted, I could have prepared myself better for what I now see. However, I wish more Americans knew about the rest of the New World. I wish my lower and high school teachers had re-

ferred to South American artists, writers and statespeople as often as they did Europeans. I read that more Americans visit Italy every year than South America. Next time, try a flight south. I doubt you will be sorry. Ciao gente!

Laura Richards is an international studies and political science major from Carrollton, Ga., and is studying in Buenos Aires, Argentina for the semester.

### Column policy

The Daily Tar Heel welcomes guest column submissions from our readers. Interested guest columnists should contact Dana Pope, editorial page editor, at 962-0245.

Guest columns can cover any topic of the author's choosing, but columns about current issues have a greater chance of publication.

Please follow the following guidelines when submitting columns:

- Limit columns to 800 words.
- All columns should be signed and typed double spaced.
- If you are a student, please include your class, major and phone number.
- If you are on faculty or staff, please include your title and phone number.
- Alumni should include their year of graduation, current address and phone number.
- Others should include their hometown and phone number.
- The DTH reserves the right to edit guest columns for space, clarity and vulgarity.