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UNC Declares Success as State Boosts Employee Pay

BY KELLY RYAN
EDITOR

The N.C. General Assembly significantly fattened state employee paychecks this weekend in a move that University officials are calling a victory for education in North Carolina.

"We need to reward our good teachers, and this is the most aggressive effort the General Assembly has made since I've been here," Chancellor Paul Hardin said.

The salary increases amount to about 5 percent for state employees and slightly more than 6 percent for teaching faculty.

SPA employees — those who are subject to the State Personnel Act — will receive across-the-board pay increases of 4 percent, plus a one-time, 1 percent bonus. SPA employees account for a large major-

ity of the University's nonfaculty and number about 3,500.

EPA employees — those who are exempt from the State Personnel Act, including faculty and senior administrators — also stand to receive 4 percent base increases, but that money will be distributed differently.

One percent of the 4 percent will be distributed across the board, while the additional 3 percent probably will be doled out at the discretion of the individual campuses.

The UNC-system Board of Governors will determine at a future meeting how this money will be allocated. In the past, the BOG has given individual chancellors the power to reward good teachers, meet competitive pressures in particular fields or balance salary inequities, said D.G. Mar-

tin, UNC's chief lobbyist and vice chancellor for University affairs.

"I think all of us adamantly support increased compensation for public school teachers," Martin said. "I believe that concern for education and teaching will work well for us as we work for additional increases next year, both EPA and SPA. The University is an ally of public schools." EPA employees also could receive an average of a one-time, 1 percent bonus,



N.C. Rep. JOE HACKNEY says the House wanted to give even more in salary increases.

while teaching faculty could get as much as an additional 2 percent average bonus on top of that.

The legislative session, which started May 25, concluded in the wee hours of Sunday morning. The legislature spent about 60 days haggling over salary increases among other needs on which to spend the state's first budget surplus in years.

The Senate's budget proposal offered slightly less of a pay hike than did the House's, but the budget that passed fell in between.

The state employee pay hikes will be retroactively effective July 1.

Hardin said the research efforts of the UNC faculty were, at least in part, responsible for the significant increase.

Anthropology Professor James Peacock,

whose term as Faculty Council chairman ended three weeks ago, said Tuesday night that the Chapel Hill faculty had started its lobbying effort by trying to demonstrate to Gov. Jim Hunt how much education had contributed to the state and that UNC-system faculty were not competitive with educators in peer institutions.

"We think the message was heard by the governor and the General Assembly," Peacock said. "Obviously, it's not enough. You can't catch up in one step."

Peacock, like other administrators and University community members, said he wasn't troubled that public school teachers and community college instructors received even higher pay increases.

Martin said that, clearly, the legislature had made education its priority this year.

"We really got more than we asked

for," Martin said. "We don't want to be like the kid at Christmas who gets exactly what he wants but then his brother gets something we think is even better."

Provost Richard McCormick agreed that the average 1 percent to 2 percent disparity between public school teachers and other state employees wasn't a concern.

"It is well known that our state's system of K through 12 education is in serious need of additional resources, especially for teachers," he said.

"University employees, and especially faculty, did very well. We've been trying for two years to get across the message that faculty salaries are important."

McCormick said he hoped the increases would make it easier for the University to

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University Police to Face Another State Grievance

BY VIDA FOUBISTER
STAFF WRITER

Some campus security guards have been on quite a roller-coaster ride with the University Police department over the last three months.

Jerry Crawford, who was hired as a security guard commander in early April, has been fired, hired and refired in the 90 days he has held the post. As a result of the most recent decision to terminate his position, Crawford filed a grievance with the State Personnel Commission on Tuesday.

George Williams, a black University Police officer whose original promotion to security guard supervisor was re-evaluated in a second selection process, was reappointed.

"At this point, I'm glad they made the decision they did," Williams said. "There were other issues that I was a little bit concerned about even though they did keep me in the position."

A second security guard supervisor position was filled by the same outside candidate who had been hired in the original decision.

Williams said on Tuesday that he had decided not to pursue the grievance he had filed.

"I'm just going to go ahead and drop it," Williams said. "This is the end of the road for me."

Crawford said he participated in the second assessment process because he had no other option. "I was told I had to do it or it would be grounds for dismissal."

In addition, Crawford claims University Police Chief Alana Ennis assured him that his position was not at risk. "I was told I would come out on top," he said.

Despite Crawford's having been told following the original assessment that he was "head and shoulders above everyone else," Ennis told Crawford on July 7 that another candidate had been chosen for his position.

Crawford said he was not satisfied with the second assessment center process, which was carried out by C.R. Swanson from the Karl Vinson Institute of Government at the University of Georgia.

"I don't think the results of the second assessment center are valid," Crawford said.

Williams and another black University Police officer, Lewis Walton, filed grievances after the original hiring in April. They believed racism factored into the hiring.

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Resident Initiates Process To Recall Board Member

BY LYNN HOUSER
CITY EDITOR

A petition is circulating to hold a recall election to decide whether Chapel Hill-Carboro Board of Education member LaVonda Burnette should be removed from office.

Madeline Mitchell, a former president of the Chapel Hill High School Parent Teacher Student Association, went to the Orange County Board of Elections on Tuesday to initiate the process.

Mitchell said she had taken action because she was concerned about the character of the officials who represented the community.

"We need to strive to have public officials who are of high moral character, especially on the Board of Education," she said.

Mitchell said many residents had offered their support.

"Already this morning, I've had numer-

ous phone calls from people asking for a petition," she said. "It will definitely be a grass-roots effort of people contacting people they know and spreading the word."

The school board chose to pursue a recall election in January after discovering that Burnette had lied during her campaign and after her election about being a UNC student. Burnette apologized but refused to resign.

The General Assembly passed the recall bill this session, but until Tuesday, no one had stepped forward to make use of the new law.

Not all residents are satisfied with the recall measure. Two Chapel Hill residents filed a lawsuit against the school board this month, stating that a state statute requires the board to hold a hearing to determine whether Burnette is guilty of immoral and disreputable conduct.

Burnette could not be reached for com-

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Phelps, Reese Look for a Job in Milwaukee

BY JUSTIN SCHEEF
STAFF WRITER

WHITE PLAINS, N.Y. — The Doral Arrowwood New York Summer League has been very good to North Carolina basketball alumni over the past two years.

In 1992, guard Hubert Davis starred with the New York Knicks after attending the camp. In last summer's camp, center Matt Wenstrom got a tryout and eventually made the Boston Celtics' roster.

This year, Derrick Phelps and Brian Reese hope they can prove their talents and earn a place on the Milwaukee Bucks the same way Wenstrom and Davis did — the summer camp.

But the 1994 Tar Heel graduates are not in as favorable a position as their predecessors were. Davis was drafted 20th overall by the Knicks and Wenstrom has an NBA center's body.

Phelps and Reese were jilted on draft day and unfortunately measure quite a bit under 7 feet.

"I'm not in the driver's seat," Reese said after the Bucks defeated New Jersey at the Westchester County Center on July 13. "But I'm not worried. I'll just work as hard as I can to try and make it this way."

Both UNC alumni, who grew up just miles away from White Plains, see it almost as an advantage that they were not selected in the second round of the draft.

"I didn't expect to get drafted at all," Phelps said. "It was a better situation for me. If I didn't get drafted in the first round, I didn't want to get stuck with one team and try to make that team. Now it's like picking a college."

Milwaukee head coach Mike Dunleavy contacted Tar Heel head coach Dean Smith about getting Phelps to come to the Bucks' camp after the 6-foot-4-inch guard worked out with the Charlotte Hornets.

Reese said Smith and his agent had set up his spot in the summer league with the Bucks.

But getting playing time will be tough for the former Tar Heels. Phelps was aver-

aging just over 11 minutes and five points in three games and Reese had scored only two points in the 12 minutes he had played in two games.

"We made cuts to get down to this point, so they've played well enough to come this far," Dunleavy said after the July 13 game. "How many minutes the guys got tonight is not an indication on what we feel about them."

Phelps has shown the ability to drive the lane and has been very consistent in getting the ball up the court. He also has played solid defense against some of the better guards at the camp, including the Nets' Rex Walters and Knicks guards Corey Gaines and Charlie Ward.

"Derrick defends well," Dunleavy said. "He knows how to play the position. To make it to the NBA level, he has to improve his shooting touch. Other than that, he has the goods to play NBA basketball."

Reese played small forward and showed

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Stop and Smell the Roses



Eddie Bolick and Michael Phillips of the UNC grounds department snip the dead roses from the rose bushes in front of Morehead Planetarium on Tuesday. The grounds department is responsible for maintaining all of the grass, shrubbery and flowers on campus.

Washington, D.C., Suit a Headache for TEP

BY KELLY RYAN
EDITOR

What started out as a simple investment for three young professionals in the nation's capital has become a legal labyrinth for local and national Tau Epsilon Phi members.

A lawsuit against the TEP chapter at George Washington University now could involve the future of the TEP house at 216 E. Rosemary St. and some other assets the national fraternity owns across the country.

But national TEP officials, who claim they were never notified of the suit until it came to North Carolina at the beginning of

July, plan this week to file papers in Washington, D.C., asking that the original judgment be thrown out.

D.C. Superior Court Associate Judge Jose Lopez recently ruled in the investors' favor, which TEP officials believe happened in part because the fraternity never replied to the lawsuit. Lopez ordered that TEP pay the ex-landlords damages of \$197,472 — with interest from March 25 — and court costs.

"We're in no danger of losing our house right now," said UNC TEP President Kevin Berman, whose chapter has been on campus since 1924. "We're pretty confident that nationals will protect our interests."

Berman, a senior from Chicago, said he

had found out about the lawsuit last week when a fraternity member living in Chapel Hill this summer had told him.

The three investors — Gary Weinstein, Jeffrey Marston and Richard Levy — leased the house on the George Washington University campus to the small TEP chapter there. The trio was about 18 months into a five-year lease when fraternity members notified them last summer that they couldn't honor their contract.

The legal battle began in fall 1993 when the landlords, to get the money they felt was rightfully theirs, filed suit in D.C. Superior Court against TEP Fraternity Inc.

What transpired next is in question — the investors say they delivered a copy of

the lawsuit to the national fraternity. TEP officials say they still haven't seen it.

That's when Judge Lopez ruled in favor of the investors.

"I'm just a journalist," Weinstein said. "I wanted to start a basis for a college fund for my son. TEP was aware that this was our purpose, and they still didn't follow on their lease obligations."

Weinstein said he didn't know why the fraternity had bailed out on the contract, but Gary Pinsky, national director of chapter services, said the fraternity members didn't have the motivation to keep the chapter going.

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Bar Owners Welcome New Alcohol Law

BY LYNN HOUSER
CITY EDITOR

Bar owners selling mixed drinks won't have to worry as much about pushing their food sales any more because the N.C. General Assembly passed a law this session boosting the amount of alcohol that can account for a watering hole's total sales.

Previously, the law required establishments selling mixed drinks to get at least 50 percent of their receipts from food. Under the new statewide law, which went into effect June 29, establishments must bring in only at least 40 percent from food sales.

Chapel Hill bar owners said this week that they thought the new law was more reasonable.

Kevin Clyde, owner of Henderson Street Bar and Grill, said the law would make it easier for places that weren't full-fledged

restaurants to meet their percentages.

Scott Bain, owner of the T.S. Elliott Groundhog Tavern, agreed.

"For a number of years, ABC (Alcoholic Beverage Control) Board has been letting some restaurants in Chapel Hill slide at 40 percent food sales because they know how difficult it is to get 50 percent," Bain said. "They just changed the law to reflect what restaurants were already doing."

In North Carolina, the only establishments that can sell mixed drinks are restaurants, private clubs or hotels with a restaurant on the premises, said Glenn Lassiter, deputy general counsel for the N.C. Alcoholic Beverage Control Commission.

Establishments not in compliance with the state ABC regulations have two options, Lassiter said. "We either take their permit (to sell mixed drinks and fortified wine) or they can become a private club."

To become a private club, the owner must pay a \$750 application fee and establish membership rules.

The ABC Commission has eight auditors that review the books of operations and make sure sales are in line.

"I won't say we're lenient, but we're fair," Lassiter said. "If we find places selling 45 percent food, our first thought is not to immediately take their permits away. We'll sit down and suggest ways to increase food sales, such as pushing lunch sales."

"We prefer to see them in business and making money. It's more tax revenue for the city, county and state."

The auditors especially try to work with new places because it sometimes takes food business longer to develop, he said.

Larry Eldridge, owner of Linda's Bar and Grill, said he wished the new law had been in effect when he opened five years ago.

"It makes it easier for people starting up, that's for sure," Eldridge said. "It's not hard to sell alcohol, but it takes a while to

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I have thought too much to stoop to action!

Philippe Auguste Villiers de L'Isle-Adam