

# The Daily Tar Heel

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### A Kiss Before Dying

Hollywood can kiss Duke University goodbye. Last week Duke turned down the opportunity to see its campus on the silver screen and make money when officials decided not to allow Paramount to film "Kiss the Girls," a movie based on a James Patterson thriller about two serial killers targeting women in the Triangle. Even in today's world of budget-slashing and belt-tightening in higher education, it's reassuring to see universities with the dignity to turn down extra cash. Even though Paramount has reportedly toned down the film version, it promises plenty of gratuitous violence toward women. Why would anybody want to make money off senseless violent acts? Though censorship in any form is unconscionable, one wonders what drives people to spend money on mindless debasement. Duke refused "Animal House," a picture arguably more tolerable than "Kiss the Girls." In contrast, Duke allowed meritorious films such as "The Handmaid's Tale" — a film

critical of a futuristic society's treatment of women — to be shot on campus. It would be hypocritical for an institution of higher learning to allow this movie to be filmed on campus. Universities should help alleviate the sicknesses of society, not glamorously reflect them on the big screen for money. If producers of "Kiss the Girls" come calling at UNC, administrators should show them the door. Duke was not quite a moral paragon. Officials requested that Paramount incorporate students in the filming. While they were striving for something educational, they could have refused outright. The ethical dilemma outweighs any pragmatic concern. While we can hope for a sensitive treatment of women and a positive message, we cannot risk selling out the women of Triangle academic institutions. Associating any university with "Kiss the Girls" would severely hinder the school's intellectual mission.

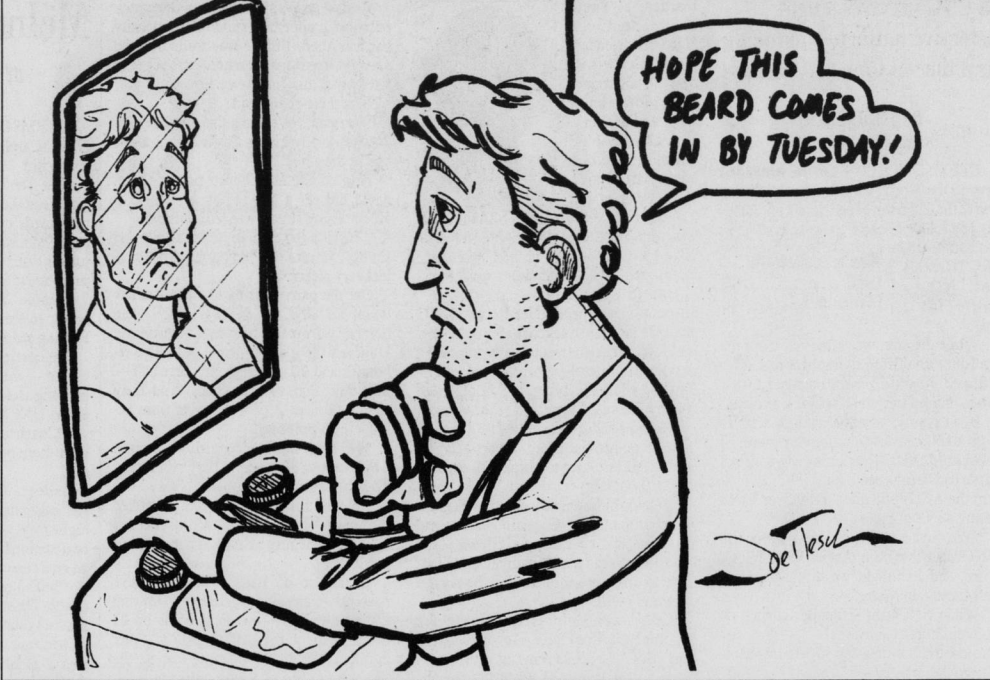
## EDITORIAL NOTEBOOK Chris Yates

### Wrong Way to Write Right

When Howard Brubaker left his post as faculty adviser to the Carolina Review, he communicated the growing sentiment that UNC's "conservative voice" is no longer speaking responsibly or effectively. Brubaker's resignation came as the culmination of a three-and-a-half week period that saw the publication of four Carolina Review issues. Each issue accelerated the sensationalist pulse of the the others, finally launching a controversial attack on Aaron Nelson in the Feb. 14 edition. Now, with an anti-semitic frame around their name and a collapsing internal structure, it's time for the leaders of the Review to initiate a period of self-evaluation. While the Review is entitled to free speech rights just like any other publication, it fails to act on this freedom in a responsible or constructive manner. Admittedly, it is difficult to find means of injecting conservative thought into a university as liberal as ours; but publishing a misleading, distracting and intentionally divisive magazine hardly creates a representative forum. UNC's thoughtful conservatives are alienated by a magazine purporting to be their voice. Conservative opinions become helplessly linked

to the seemingly tabloid overtones of the Review, and the campus is left with a notable void of sound conservative reason. "We have always based our criticisms of the left on policy, and not personal attacks," the editors write in the Feb. 14 issue. At times there have been thought-provoking stories meeting these guidelines. But 'c'mon guys: Are we really to assume the cover sketch of Aaron Nelson with devil horns and a pitchfork is rooted in a policy critique? Such pathetic inconsistencies typify the magazine's obtuse conceptual framework. Rather than fostering a course of thoughtful debate and genuine criticism, the conservative compass spins madly in search of its next victim. The result is an intermittent and ineffective social/political probe of issues. The Carolina Review has the opportunity to be an exemplary leader of conservative ideology on this campus. I believe, just as firmly as anyone, this University should extend its passion for "diversity" to include conservative dogma. But such a move requires maturity on both sides, and kidnapping the name of conservatism for petty, attention-getting services is no place to begin. It seems Mr. Brubaker feels the same way.

## FOLLOWING AARON NELSON'S LANDSLIDE S.B.P. VICTORY, RUNOFF CANDIDATES ATTEMPT TO ADOPT HIS WINNING STRATEGY:



## UNC Must Ensure Equitable Salaries for Professors

For many years now in determining faculty salary increases, the University appears to have operated, uncritically, on the assumption that it can be committed to the principle of salary equity, or "equal pay for equal merit," only at the cost of the institution's ability to compete successfully for faculty in the academic marketplace. The result is known as "salary compression-inversion." This complex term covers a simple practice: in order to attract and finance new faculty appointments at going market prices, the administration holds back or "compresses" the salaries of productive and meritorious faculty members already here. This practice inverts the normal salary structure, such that new faculty are often paid as much or even more than more meritorious campus colleagues. In effect, faculty are being penalized in their pocketbooks for their loyalty and length of service to the University. According to a recent study conducted by the University's Office of Institutional Research, a full professor in the College of Arts and Sciences loses by compression about \$1,300 per year of service. When directly confronted with the problem of faculty salary inequity, administrators have typically responded by citing salary compression-inversion as though it were an inexorable law of academic survival instead of a conventional policy to conduct the University's business in a certain fashion. To be sure, market demands hold nationally and cannot be discounted. But if they are privileged without regard to the principle of fairness, then a crisis of legitimacy will ensue. Why is it so difficult for the University to strike a reasonable balance between market forces and salary equity, even if resources are short — when it is simply a matter of attending judiciously, over time, to principle as well as to expedience? Furthermore, it doesn't take a rocket scientist to see that failure to attend to fairness amounts to sacrificing "internal" excellence on the altar of "external" promise; and insofar as its victims are not consulted, this salary-setting ritual is ethically unacceptable. Indeed, under such conditions, salary compression-inversion appears to be nothing but a euphemism for exploiting faculty. The central point here bears on accountability. Had the administrators responsible for sal-

ary decisions been routinely accountable to the faculty members affected by the decisions, the salary-setting practice would long since have been changed to ensure fairness on the basis of merit. In other words, it is the lack of real accountability on the part of the administrators to the faculty, rather than any iron law of salary compression, that must be counted as the effective condition of the unrestrained practice of short-changing meritorious faculty members. The consequences of inadequate accountability are not confined to the routine gouging of salaries of professors who serve with distinction. They extend to the distribution of other rewards: teaching awards, distinguished professorships, paid leaves, administrative appointments and supplements and even teaching resources. Because many of these decisions also remain closed and unaccountable, they appear — by no means always, but often enough — to be made without due consideration of merit. In our complex bureaucratic order, the pressures on individual administrators to make allocation decisions according to inappropriate criteria (favoritism, politics, etc.) are legion. Without effective, routine accountability to faculty, these pressures remain relatively unchecked. As a result, it becomes too easy for administrators to proceed or give the appearance of proceeding, however good their intentions, capriciously or worse. The well-publicized example of former English professor James Williams, who recently resigned from the University under a cloud, serves as a case in point of what happens at UNC in the absence of adequate accountability. He was granted, by his chair and the administration, a very handsome raise to counter an offer from a much less prestigious institution. But based on their routine review of Williams, his departmental colleagues found his professional accomplishments insufficient to merit promotion to full professor. As a result of these actions, though he remained an associate professor, his salary vaulted above the salaries of many more accomplished, full professors in his department. Scandalous? Perhaps. But consider also the following case. Stephen Birdsall, dean of Arts and Sciences, declined last year to abide by an

agreement he had made (in the presence of some 80 faculty members) to circulate for faculty consideration a salary-reform proposal generated by a committee he had appointed. Under pressure to honor the agreement, he then distributed the proposal to the departments he administered, though to the chairs rather than directly to the faculty. And in doing so, he attached a second document recording an opinion, solicited by him, apparently condoning neglect of a mandate of the Faculty Code — the very mandate from which the reform proposal took its force and legitimacy. Now, whatever his intent, his actions came as a slap in the face to those 80 faculty members who expected him to act faithfully according to his agreement. It is not difficult to cite many examples along similar lines. In this light, the most alarming concern may well be a growing "banality of corruption" in which the neglect of principles is so commonplace that, for reasons of an insidious code of silence, the neglect gets ignored; or, perhaps worse, it simply goes unnoticed as standard practice. To be sure, administrators in the University are generally conscientious and concerned with making sound decisions. But the basic problem is not a matter of individual administrators. Rather, it is systemic: because the administration is insufficiently accountable to the faculty it administers, the system has grown too insensitive to failures of justice and as a result actually helps give rise to them. It behooves all members of the University community — students, staff, faculty and administrators — to act to ensure the moral integrity of the institution. The way to do this is to support practical reform making the administration effectively and routinely accountable now, while the issue is being debated in the Faculty Council. Fair distribution of faculty salaries is certainly not the only, or even the most important, issue in this regard. But what the University does to establish real accountability in faculty salary decision-making can only help to secure the University's fundamental commitment to sound ethical practice. Terry Evens is a professor in the Anthropology Department.

## BAROMETER

### Professional Generosity

Former Tar Heel lineman Harris Barton donated \$100,000 to the University, the largest gift given by a professional athlete, and it's not for athletic scholarships, but for the School of Social Work.

### Let the Voters Decide

Carrboro Alderman Alex Zaffron has decided not to resign in the wake of his recall petition. Now voters, rather than a special interest group, must make the decision.

### Sen. Methuselah?

Sen. Strom Thurmond has decided to run again. While it's good aging citizens will have a representative on Capitol Hill, one has to wonder how strong that voice will be.

### Some People Won't Even Vote Once

Six people were recently discovered to have voted multiple times in November's special elections. Why didn't they just motivate one of the 20,000 slack students who didn't bother to show up?

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DTH On-Line: Eddie Belles, Steven Palmaster and Jason Purdy.
Printing: Village Printing.
Distribution: Martin Duranica.

## Write Smut on Internet To Fight for First Amendment

TO THE EDITOR: It's time to break the law. The First Amendment reads: "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech [my emphasis], or of the press, or the right of the people peaceably to assemble, and to petition the government for a redress of grievances." Claiming First Amendment rights may seem knee-jerk, but the First Amendment guarantees our right as Americans to free speech. The Telecommunications Reform Act, which prohibits "offensive descriptions of sexual activities or organs on the Internet" ("Internet Indecency Could Cost UNC," Feb. 12), is censorship, the electronic equivalent of book burning. Don't let your government censor your speech. Even if it is something you would normally never do, I encourage you to write e-mail in violation of this act — describe your genitals, describe Saturday night. Send it to Washington, D.C., to your friends at other universities. Encourage them to do the same. The Internet is a brilliant democracy of information, and contrary to political claims, THERE IS NO DANGER IN INFORMATION. Danger is represented by those who would seek to suppress information. Write smut to right this wrong. "Cause you know what they say about the First Amendment — use it or lose it." Sarah Louise Woods SENIOR AMERICAN STUDIES

## READERS' FORUM

The Daily Tar Heel welcomes reader comments and criticism. Letters to the editor should be no longer than 400 words and must be typed, double-spaced, dated and signed by no more than two people. Students should include their year, major and phone number. Faculty and staff should include their title, department and phone number. The DTH reserves the right to edit letters for length, clarity and vulgarity. Bring letters to the DTH office at Suite 104, Carolina Union, mail them to P.O. Box 3257, Chapel Hill, NC 27515 or e-mail forum to dth@unc.edu. Katherine Kraft PRESIDENT-ELECT GRADUATE AND PROFESSIONAL STUDENT FEDERATION

## For Racial Problems, Look to Causes, Not Just Symptoms

TO THE EDITOR: David Silverstein introduced us to Marissa Tiamfook and Amy Nelson, who happen to be "different" but are not "incompatible" ("Unitas Pairs Students With Different Outlooks," Feb. 9). Mr. Silverstein gives us a heart-warming feature about how a "racially mixed, Jewish Brooklyn native" and a "white, devout Christian from Charlotte" are a "good match." Mr. Silverstein — how long ago was it you passed the Pit? I recommend you stand between the two trees and then walk to the Undergraduate Library and stand there. One place is white, the other is black. You might say, "this is exactly the reason why Unitas is valuable and important." I agree entirely. And I welcome your conclusion that Unitas is worth an article. I don't study medicine. But it is not only symptoms and treatment one notes but also causes. You described the treatment nicely. But why did Ms. Tiamfook think of living with Ms. Nelson as some artificial experiment, somewhat similar to a popular MTV series? Why is it exceptional that the two live together? Mr. Silverstein, I may remark that, seen in this light, your article is most superfluous. Adrian Feuerbacher GRADUATE EXCHANGE STUDENT POLITICAL SCIENCE

## Candidates Cannot Both Have Experience and Be Outsiders

TO THE EDITOR: I was misquoted in The Daily Tar Heel ("Character, Not Issues, May Decide SBP Race, Feb. 13). I neither said nor believe that the perception of a fresh perspective can make a candidate look more like an advocate for student ideas. I told the reporter a candidate should not make a claim to be both an outsider and have