

N.C. State To Probe Salary Gap

On an average day female and male faculty members work side-by-side at universities – giving lectures, grading assignments and meeting with students during their office hours.



APRIL BETHEA
STATE & NATIONAL COLUMNIST

But that's where the similarities end. Despite similar workloads, female faculty earn significantly less than their male counterparts, sparking debates about gender inequity at campuses nationwide.

UNC-system school is looking to eliminate the salary gap on its campus and, one hopes, others will follow in its place.

N.C. State University Provost Stuart Cooper announced last month that the university will comprehensively examine the salaries of all of its female faculty and make salary adjustments if there is a discrepancy between their pay and that of men in similar positions.

The move follows a yearlong study at the university where the salaries of 1,581 faculty members were examined, and it was found that on average, female faculty earned about \$1,000 less than white men in the same positions.

The study also found discrepancies of about \$2,000 between the salaries of minority men and white men.

N.C. State officials estimate that 237 of its 371 women and 134 of its 161 minority men might be eligible for pay increases to offset the gender and race salary gaps. In all, the university could spend \$600,000 in salary adjustments according to a campus bulletin.

In working to remove the salary gaps, N.C. State is moving away from an alarming trend at colleges nationwide.

According to the National Education Association's 2001 Almanac of Higher Education, female faculty at public universities earned \$10,301 less than their male counterparts during the 1999-2000 academic year.

NEA officials cited a lack of women in top faculty positions as a possible reason for the salary gaps. For example, 55 percent of campus lecturers nationwide are female, but only 24 percent of professor positions are held by women.

On many campuses, like N.C. State, university officials are working to eliminate the gap in hopes of improving the morale of female faculty on their campuses. But there are other benefits of raising salaries.

By closing the salary gap, universities would be taking a bold step toward promoting equal pay for equal work. The workload for a professor or lecturer does not decrease simply because the position's holder happens to be a woman. So the pay should not be any lower. Also, since all faculty are required to meet the same qualifications to be hired the pay should be the same as well.

Eliminating the gender salary gap also will help university officials diversify their faculties. For years, UNC-system chancellors have counted increasing female and minority faculty as one of their top goals.

But if there is a pay discrepancy, potential applicants might be swayed to other universities. Thus, salary adjustments might make the UNC system more competitive in attracting the best people to the state.

Any skeptics needing proof that eliminating the salary gap is possible or that it helps in recruitment need only look at the University of Wisconsin-Madison.

In 1992, Madison officials increased the salaries of about 86 percent of the university's female faculty after discovering significant gaps between the pay of male and female faculty.

Seven years later, the university reported that gaps between men's and women's salaries had almost been eliminated and that in at least two departments, women earned more than men.

The salary adjustments were part of a campuswide initiative to improve the status of women on the UW campus. To date, efforts have increased the presence of female faculty with women holding 22.9 percent of all faculty positions in 1999 compared to 16.3 percent in 1988.

In acknowledging the presence of a gender gap and working to overcome it, N.C. State could potentially see a boost in faculty morale and an increase of female applicants to the university, just like UW-Madison.

Other UNC-system campuses could see the same results. They just have to be willing to conduct surveys of their faculty salaries and demand that any inequities be removed.

Columnist April Bethea can be reached at adbethea@email.unc.edu.

Stahl Lectures on Impact of Images in Media

By MEREDITH NICHOLSON
Staff Writer

Lesley Stahl, co-editor of the CBS News program "60 Minutes," told members of the University community Thursday that television has a "profound and insidious" effect on the nation's view of politics.

Stahl, winner of several Emmys and the Edward R. Murrow Award for Overall Excellence in Television, addressed a packed house at Memorial Hall as part of the Earl Wynn Distinguished Lecture Series.

Stahl said that often what Americans see on television about politicians is not real because the images are manufactured. "Pictures, and the way we watch them, can be very deceptive," she said.

Stahl said reporters must be careful when using pictures to illustrate a point.

Stahl used an exposé she conducted about then-President Ronald Reagan during the 1984 election as an example. She said the four-minute piece ran hard-hitting commentary over images of

Reagan on the campaign trail.

Reagan advisers later thanked her for the publicity, saying, "Nobody heard what you said in that piece."

She later aired the piece for a focus group, and less than one-fourth of them heard what she said. Most believed the piece was a campaign ad for Reagan or a positive news story about him.

"When the pictures are powerful and they conflict with what you are saying, the pictures drown you out," she said.

Stahl also said television has changed journalism by making more news available faster. "We are now in a time ... where we have 24-hour news stations on one story all the time," Stahl said. "Reporters are hungry for any morsel of news, and the government complies."

There has been a renewed interest in hard news in broadcasting since the Sept. 11 attacks, she said. "For so many years we have been covering such silly little stories. ... This is what we came into the business to do," she said.

But with information being disseminated to the public as soon as it is

received, Stahl said, there is less time for the media to be thoughtful about the news they are reporting. A quickened news pace also can lead to government officials feeding reporters incomplete or bad information. "It can't be healthy to have (a government official) coming before us when he's only had two hours himself to be brought up to speed," Stahl said.

Some students in the audience said it was exciting to see a television face in person. "I grew up with CBS, and I love '60 Minutes,'" said freshman Nidhi Thapar. "She was so honest – about the presidents and about herself and her failures."

Senior Joe Disney, a journalism major, said listening to someone already established in his future career field gave him guidance. "The cool thing about these kinds of speeches is they show us how the media works, and she tells you how she feels," he said. "It's nice to see these people are excited, and they are not cold like some of the images of newscasters."

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Lesley Stahl, co-editor of "60 Minutes," speaks about the effects of television on public perception in Memorial Hall on Thursday afternoon.



Nine-year-old Jessica Parnell carves a jack-o'-lantern Wednesday night in the Pit. The Residence Hall Association co-hosted events with Olde Campus Upper Quad in the Student Union as an alternative to Franklin Street.

Bash Offers Wholesome Alternative

By JEFF SILVER
Staff Writer

Chapel Hill's famous Halloween celebration was not confined to Franklin Street on Wednesday night.

Costumed UNC students came together during the first-ever Halloween Bash at the Student Union for a night of listening to music, snacking, storytelling and pumpkin carving.

Although the estimated turnout of 100 people was slightly lower than the 300 that they had projected, organizers said they were satisfied with the event.

"There were 40 pizzas gone in an hour and 45 minutes. That's always a good thing," said David Cooper, Residence Hall Association president.

RHA planned the party with Olde Campus Upper Quad, which is the governing body for North Campus residence halls, UNC Rotaract and Chi Alpha Omega. Carolina After Dark, a group that funds and encourages nighttime campus events, also provided money for the event.

Nikki Binz from RHA and CAD said the groups got a considerable discount from Carolina Dining Service for the food provided at the event.

In addition, a costumed dance in the Great

Hall in the Student Union, sponsored by the Black Graduate Students Association, attracted students to the event.

Participants said they enjoyed the wide range of activities offered at the bash.

Renee Pelletier, a freshman dressed as a bug, took advantage of free bowling offered at the Union Underground. "If you don't want to be rubbing elbows with 50,000 people, it's a nice alternative."

She added, though, that she was planning on going to Franklin Street later with friends.

Many disguised UNC students gathered in the Union Cabaret to hear bands Back Beat and Sub-Ether jam the night away. Others preferred to eat, relax and converse with fellow attendees.

Snacking on free cookies, freshman Kevin White, costumed as a woman, said he and his friends decided to stop by the Union on their way to Franklin Street.

"I love free food, and I don't drink," he said as he stroked the shoulder-length black wig on his head.

Roommates Ama Boaten, from Ghana, and Noriko Satake, originally from Japan, exchanged traditional garb from their home countries for their costumes. They said they wanted to check out the dance before going to Franklin Street.

CAD member Brian Gallagher said he had already received positive feedback about storyteller Terry Rollins, the pumpkin carving and especially the apple cider.

"I'm excited about different aspects of Carolina coming together," Gallagher said.

He said the organizations learned a lot from this year's bash. He said there were problems with communication among the groups and some plans fell through.

Binz said she hoped the bash will become an annual event on UNC's campus.

Gallagher went a step further, saying, "Halloween can be as big as Fall Fest. It can be done."

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"If you don't want to be rubbing elbows with 50,000 people, it's a nice alternative."

RENEE PELLETIER
Freshman

Residents Protest Widening Plans For Weaver Dairy

The expansion could widen Weaver Dairy Road to four lanes, but residents fear the effects on pedestrians and the environment.

By ADRIENNE CLARK
Staff Writer

More than 90 Chapel Hill residents met Thursday to protest the proposed widening of Weaver Dairy Road and to hear opinions from Chapel Hill mayor and Town Council candidates.

The protest, organized by Chapel Hill resident Burwell Ware, was held outside East Chapel Hill High School. Ware said the residents wanted to let officials at the N.C. Department of Transportation know that they oppose the proposed expansion of the road.

"I want to send a message to the (NCDOT)," Ware said. "We can't be a neighborhood divided by a giant highway."

In January, the Chapel Hill Town Council voted to expand Weaver Dairy Road to three lanes instead of four, as the NCDOT requested. The NCDOT responded to the town's decision with the statement that the construction of the three-lane project would

See PROTEST, Page 4

Dueling Proposals Seek to Limit Visas For Foreign Students

The Enhanced Border Security Act would track visa holders, while another bill would reject applicants from rogue nations.

By ALLISON LEWIS
Staff Writer

Two proposals in the U.S. Senate might create more stringent restrictions for foreign students attempting to study in the United States.

Under both bills, the Immigration and Naturalization Services would receive extra federal funding to enforce current limits on student visas.

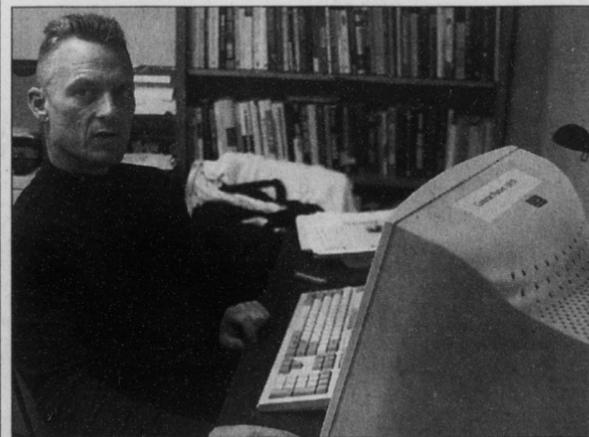
The Enhanced Border Security Act, proposed Thursday by Sen. Edward Kennedy, D-Mass., and Sen. Sam Brownback, R-Kan., states that visa applications from citizens of nations that sponsor terrorism should be highly scrutinized by government officials.

It also mandates that student visa holders be tracked while in the United States, although officials have not yet decided how to do so.

An Oct. 15 press release from Kennedy's office stated that

See STUDENT VISA, Page 4

Stephens Unites Cultures, Races With 'One Love'



DTH KATIE RIGGAN

Gregory Stephens works for the University Center for International Studies exploring the cultural influence of Spanish-speaking immigrants.

By KRISTEN WILLIAMS
Staff Writer

Gregory Stephens is a bit of a Renaissance man.

He is a writer, teacher, public speaker, disc jockey, activist and Rockefeller Fellow. While he spreads himself over a wide range of occupations, Stephens' roots are in journalism and writing.

Stephens uses many creative mediums to spread his own philosophies and those of Bob Marley.

He stares intently with his blue eyes, his chair creaking beneath him, as he discusses Marley, culture and the three R's – race, Rasta and writing.

Stephens works in the University Center for International Studies as a visiting scholar in the "Creating the Transnational South" program, studying the cultural influence of Spanish-speak-

ing immigrants.

He is an expert on Marley and has written numerous articles about him, including the 1999 book "On Racial Frontiers: The New Culture of Frederick Douglass, Ralph Ellison, and Bob Marley."

In early October, he gave a presentation for students entitled "Bob Marley: Real Revolutionary," which highlighted Marley's attitude on being biracial, the Rastas and more.

"There was a great reception to the Marley presentation," he said. "The youths here are hungry, I feel, for an education that represents the world they're going to live in."

"Marley is the starting point – he brings a wide diversity of people together to talk about their commonalities and differences."

Stephens speaks passionately about Marley and the Jamaican culture. He, like the Rastafarians, said he believes the

idea of "one blood."

"The Rastas – this culture that Bob came out of – they put it in these terms, they talked about one blood," Stephens said. "They weren't hung up on who you can date, who you can't date. They were focused on the question of what is your culture, and on what unites us as human beings, which is one blood, united through our African roots."

This message of "one blood," of not letting racial boundaries and "mental slavery" bind people, is why Stephens has kept Marley in his writings.

"I love his music, but when I go beyond the music I think that Bob is an interesting figure who challenges us to rethink a lot of things," he said. "Above all he calls on us to judge each other without regard to race."

Marley is an artist whose music has impacted the world then and now. Time

See STEPHENS, Page 4