

EDWARDS
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said. "It's a worthy investment."

But some officials questioned the program's feasibility because of its estimated \$3 billion annual cost. "North Carolina would love to go to a program like this, but our problem is money," said BOG Vice Chairwoman Teena Little. "We raised tuition for students, so a program like this is not a possibility."

Some states have programs in place resembling Edwards' plan but fund them through other sources, Little said. "Georgia uses lottery money to pay for the HOPE scholarship, a scholarship similar to the plans suggested by Edwards."

Edwards' speech also outlined the creation of a four-year scholarship for students who commit to five years of work in a field addressing the United States' homeland security needs after college.

Other sections of Edwards' proposal include expanded training opportunities for students interested in vocational jobs.

"All of our children deserve the same chance to make the most of their gifts, to rise as high and as far as their talents and work will take them," Edwards said. "That's the great promise of America. Our job is to make sure we keep it."

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SALARIES
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hikes, and the arguments are no different.

A task force has examined UNC-CH's needs and determined that almost \$11 million is needed to close the salary gap between the University's faculty and those of peer institutions.

The group is expected to vote Dec. 19 on a proposal that will go before the UNC Board of Trustees in January.

During the same time the University has raised money for faculty salaries, tuition has steadily increased at UNC-CH's peer institutions.

With the first two rounds of campus tuition increases, UNC-CH was trying to keep pace with its peers — peers such as the University of Michigan, which has increased steadily its tuition in a fashion similar to UNC-CH. The same can be said for this period of tuition planning.

But those involved in the process now must tackle a difficult question — whether long-term planning really will get UNC-CH's faculty salaries up to par with those of other schools or whether the University already is too far behind ever to be competitive.

"It comes as no surprise to me that there still is a significant gap," said chemistry Professor Ed Samulski, who served on the Chancellor's Committee

on Faculty Salaries and Benefits in 1999. The group submitted several proposals for campus-based tuition increases to the BOT that intended to increase faculty pay.

Samulski said that although his committee's work helped make significant immediate progress toward helping salary disparities, it had little long-term impact. To him, it is unlikely this year's task force will be able to do more, with UNC-CH's peers consistently raising the bar.

"We were unable to solve it in 1999," Samulski said. "It is a real catch-up situation, and I must say the end isn't in sight. ... It's a problem that's not going to go away if we want to be a top-rate university."

But Student Body President Jen Daum, co-chairwoman of this year's Tuition Task Force, is confident that the coming years' tuition increases will determine whether UNC-CH will establish a competitive faculty salary landscape.

Daum said she hopes that once the needs outlined by the task force — namely faculty salaries — are met, students won't see any increases other than adjustments for inflation, but she understands that peer institutions probably will continue to increase tuition.

The task force even based its calculations assuming that would be the case, Daum said. "Every school is facing the same problem," she said. "It will always be an issue."

Task force Co-chairman Provost Robert Shelton isn't sure that another task force will be established a few years from now to examine the same problems because declining state appropriations make it harder for UNC-CH to give faculty raises.

Shelton is confident, however, that planning increases now eventually will take the responsibility of hiking tuition for salaries out of the campus's hands and place it into the state's.

"It's pretty hard to predict one year in advance, let alone three or five years down the road," he said. "I think the broader view is that tuition will continue to go up every year ... (but) if we can over a three-year period close that gap, that removes the need for campus-based tuition increases."

Sue Estroff, chairwoman of the Faculty Council, agreed that making faculty salaries competitive is a complex problem. And having UNC-CH's base budget cut by the state year after year does not help the situation, she said.

State appropriations to UNC-CH have seen a consistent decline since 1999, according to data compiled by the University's Office of Finance and Administration.

The University already has cut permanently nearly 5 percent from its operating expenses this fiscal year, much of that money allotted for faculty positions that have yet to be filled. "People haven't gotten raises in a long time," Estroff said.

These general profiles will eliminate race and gender variables, Shelton said.

Estroff agreed with this part of the process, saying there needs to be agreement among all faculty on salary criteria.

Large divisions such as the College of Arts and Sciences already have begun examinations.

Beginning next semester, deans will work with department chairmen to identify any individual whose salary stands out as falling behind the majority and cannot be explained legitimately.

Those cases, as well as other recommendations, will be reported to the provost for appeals and for discussion.

Shelton said he is confident that deans will complete this task by March, and a decision for future action will be made by the end of the academic year.

Any approved changes in salary could be put into effect as early as July 1 — the start of the next fiscal year.

But Shelton hesitated to address where additional money will come from if unfair discrepancies are found among faculty salaries.

"If there are discrepancies, the bottom line is that we have to change them," he said. "I'm not sure where the money will come from ... but if salaries reveal to be unfair, the money will have to come from somewhere."

Estroff said that there are three steps that must be taken — recognition, remedy and prevention — and that right now, UNC is in the middle of step one.

The senior administrative positions of chancellor, dean, vice chancellor, provost, associate provost and directors of major centers or institutes are not a part of the examination.

Staff Writer Meredith Craig contributed to this article. The University Editor can be reached at udesk@unc.edu.

"Can we make it up in three years?"

It also doesn't help that the BOG, which approves all tuition increases proposed by system universities before going to the state, knocked down last year's campus based tuition proposal from UNC-CH by \$100.

Estroff said that action essentially took dollars away from faculty and that if the same thing happens again, it is not likely the faculty salary disparity will be fixed. "I hope that we don't see a repeat of last year," she said. "I'm still angry about that."

Estroff represents the faculty population that continues to be frustrated that its salary needs are not being met. But students, who have been told that it is necessary for their tuition to increase for the benefit of faculty, are dealing with frustrations of their own.

Three straight years of tuition increases — and another possible three to five on the horizon — pose the question of how long students will accept the argument.

Daum said most students understand the importance of hiking tuition to help faculty. For proof, just find the students who are upset over losing their favorite professors to other schools, she said.

According to figures presented to the task force this year, quite a few of those professors have been lost. During the 2001-02 academic year, UNC-CH lost 61 faculty to other institutions, with an average salary gap of \$43,322. It cost the University an average \$32,353 the same

year to retain another 42 faculty members.

There are many reasons why faculty leave UNC-CH, including location, family or personal reasons, but "there is no doubt that faculty salaries are a key or definitive factor," Shelton said.

Without long-term tuition planning, some think UNC-CH will have to give up more faculty. "When we are losing that many people now, this is nothing compared to what's coming," Estroff said. Because UNC-CH will see a certain number of faculty retire in the coming years, the tuition money needs to be there not only to keep professors but also to bring in new ones.

That's something Estroff thinks — or hopes — students who will shoulder the financial burden will understand. "I think most students on campus know they are getting a hell of a deal. ... I think most students are pragmatic in that way."

And perhaps students will have to be just as understanding after this tuition increase cycle. BOT member Richard Stevens, who serves on this year's task force and sat on a similar board last year, believes that because other schools also are increasing tuition, faculty salaries will continue to be addressed years from now.

"The other campuses aren't going to wait for us."

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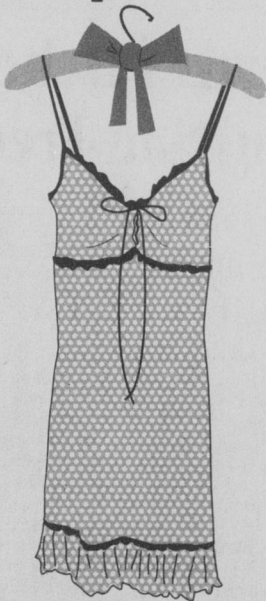
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SALARY GAP
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salaries will be altered next year.

Individual departments or divisions, depending on their sizes, now will break down the study's results within their sections. This deeper analysis will provide information as to where discrepancies lie.

But Shelton made it clear in an interview Sunday that UNC might not have any discrepancies between men and women once other factors were controlled.

The original study could not explain 15 percent to 25 percent of the pay discrepancy. Shelton said he hoped it would be explained by the additional analysis.

Faculty Council Chairwoman Sue Estroff urged a quick remedy to this problem. "There is a sense of unease and understandable concern on the part of the faculty about what will happen next," she said.

But Estroff also said she knew this was not a decision that could be rushed.

Shelton said he hopes members from the departments or divisions will be able to provide general profiles for professors with varying qualifications before the end of this semester.

They will determine a standard of how much they think a professor should earn in each case and then look at where individuals who have those qualifications actually fall.

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EHRINGHAUS
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Moeser's decision, Shelton said he stands behind it.

"Continuing to cover Ehringhaus' salary is very much in everyone's interest," he said.

"She has been an extraordinary leader and worker for the University for three decades. It may be hard for people to understand this, but with the salary we've given her, we've pretty much had a bargain for the past 30 years."

Ehringhaus, who has been teaching at the law school during spring semesters, will return to teach full time after her eight months in Washington.

SENATE
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Republicans' predictions that defecting Democrats will help vote him out. "This is the same group that said they were going to win the Senate," he said. "Their record of predictions is pretty sour."

Basnight first was elected president pro tem in 1993. There was an unsuccessful movement in 1994 to vote him out of the position, he said.

The fact that Basnight held on to his position in 1994 despite a coalition's attempt to vote him out strengthens his chances for retaining the position Jan. 29, when legislators will elect leaders for the new session, said Ferrel Guillory, director of UNC's Program on Southern Politics, Media and Public Life.

"It will be harder to get him voted out because he's been the majority leader since then — he's got experience dealing with the different players involved," Guillory said.

Basnight said his experience has

"It's very common for someone who shifts back into a faculty position and changes their venue to have time to retoul and regroup," Shelton said.

"You often give them a year sabbatical so they can update what they know with the latest literature, prepare their class and get back into the cutting-edge knowledge of being a faculty member."

Shelton said critics of Moeser's decision need to understand Ehringhaus' situation.

"You can't expect to win a research grant if you've been away from teaching for so long."

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allowed him to create a good relationship with Republican senators. He said two Republicans have committed to vote for him, but he would not give their names.

The slim majority actually could work in Basnight's favor, Guillory said, because Democrats could vote together in order to maintain their power in the Senate.

Democrats have not been receptive to Republican attempts at a deal, said Amy Fulk, Basnight's press secretary. "Democrats call here and say 'Guess who called me today?' and laugh," she said.

Sen. Ellie Kinnaird, D-Orange, said she has been approached multiple times, beginning at the end of the last session.

"I'm certainly not interested in that kind of agreement," she said.

But Shubert said legislators on both sides of the aisle might be making claims only to see if there is potential for a real coup. "It may be marketing," she said. "It's like saying 'Hey, if you are willing to have negotiations, then we're open.'"

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