

## Departures raise retention issue

BY KAVITA PILLAI  
STAFF WRITER

With N. C. State University's top administrator likely accepting the chancellorship at the University of California-San Diego, the UNC system will face the loss of a fifth chancellor in two years.

The chancellors of UNC-Wilmington and Fayetteville State University retired last school year, followed by this year's retirement of Appalachian State University's chancellor and the resignation of East Carolina University Chancellor William Muse.

N.C. State Chancellor Marye Anne Fox's decision, some say, reflects the quality of leadership in the system, because a top-ranked school is recruiting from it.

But others are concerned that it demonstrates the system's inability to compete for top faculty and administrators.

"I do view Chancellor Fox's announcement as evidence of a growing concern within the University that our salary and benefits packages for top administrators, as well as faculty, continue to be far below the national average," said Brad Wilson, chairman of the UNC-system Board of Governors.

Although the system's compensation packages are not on par with those of peer institutions, losing administrators to other universities is not a pattern, said Joni Worthington, spokeswoman for UNC-system president Molly Broad.

"Our compensation packages are becoming less competitive," she said. "But within UNC, our chancellors have not retired and gone elsewhere."

Worthington also said the number of chancellors who have left in the past two years is a result of the age profile of administrators with-

in the system. The former chancellors at both ASU and ECU cited health reasons in their decisions to leave their posts, though the resignation of Muse came after allegations of misconduct.

"What happened at East Carolina was just an unfortunate situation," said ASU Interim Provost Kenneth Peacock, who will take over ASU's chancellor post in June. "That's an unusual case. In the other cases ... the cycle came around, and they were ready to be promoted to retirement."

Peacock added that Fox's probable departure comes as no surprise and said the quality of leadership in the state makes UNC-system administrators attractive to other institutions. "I'm surprised that we were able to keep Fox for so long," he said. "She is so well known as a great leader."

He also said her departure does not reflect a weakness in the UNC system.

"We've had some difficult budget times to go through, but all campuses have focused on maintaining quality in our system," he said. "It's the strength of the institution and the system that enables us to recruit the best faculty."

But Fox's departure might indicate otherwise. Wilson said the system should not only be concerned with cultivating good leaders, but must take steps to prevent losing them to other universities.

"If we want to avoid having a systematic problem of departure, then North Carolina is going to have to make a decision of whether adequate resources are going to be made available so we can attract the best and the brightest administrators and faculty."

Contact the State & National Editor at [stntdesk@unc.edu](mailto:stntdesk@unc.edu).

## Program aids autistic adults

BY KIRSTEN VALLE  
STAFF WRITER

The houses sit at the end of a winding gravel driveway, nestled between the spring green of fields and the low clouds of afternoon rain, modern and out of place among sparse Pittsboro farmland.

But the Carolina Living and Learning Center, a unique UNC program for adults with autism founded in 1990, is anything but out of place, teaching lessons and values that other programs seem to have missed.

"Our first mission is to serve our residents and day students, give them a good quality of life and help increase their independence and their skills," Director Nancy Reichle said.

Such lessons are important for people with autism, a complex developmental disability that affects an individual's ability to communicate effectively.

Inside the larger of the two houses, where 10 autistic adults have lived since it opened expanded services, it's all reminders and rigid schedules.

There are the shoe cubbies by the door ("Jonathan's shoes go here"), a note above each fire alarm ("Thomas no touch") and bulletin boards full of colorful visual schedules that lay out each resident's day.

"The picture labels help them understand their world," Reichle said.

Reichle, who has been involved with the center since January 2002 when she worked as a part-time assistant director, said many of its teaching strategies evolved from a system geared toward the needs,

skills and interests of people with autism, called the Division Treatment and Education of Autistic and related Communication handicapped Children.

"Part of the reason the program got started is that Division TEACCH as a program originally began serving children," she said. "As those children began growing into adolescents and adults, there was an interest to develop something for older people with autism."

CLLC was what resulted and has expanded from five to 15 residents and 50 staff members that rotate among three shifts for 24-hour care.

Residents and day students learn vocational skills such as planting, weeding, farming, compost development, mowing and gardening.

The produce they grow is either eaten or saved, Reichle said.

"The vocational skills can give (adults with autism) more purpose to their lives," she said. "So it not only increases their skills but also their sense of well-being and happiness."

In addition to teaching vocational skills, CLLC emphasizes the importance of personal care and social skills and offers tours and workshops to educate professionals and family members on the TEACCH strategies.

Many of those strategies are founded in the larger CLLC house, Reichle said, pointing to the schedules and visual aids as she navigates through a long corridor.

The bedroom wing looks almost like a dormitory hallway, sterile

*"I think in many different ways, the skills that (autistic adults) learn ... give them the ability to be more independent."*

NANCY REICHLÉ, DIRECTOR, CAROLINA LIVING AND LEARNING CENTER

except for the doors, which are decorated with pictures and elaborate nametags. One resident, Kathy, who is one of two women in the program, clearly loves animals and Justin Timberlake.

The program rarely enrolls new adults, as it has room for just 15, and almost all of the residents have been there since the spots opened. If there is an opening, Reichle said, CLLC accepts applications from across the state.

The adult has to require 24-hour awake care and fit the demands of the outdoor work program.

"We look for someone who is a good match for our vocational program and meets the standards for the kind of services we provide," Reichle said.

CLLC resident Marvin Spaulding has lived in the larger house since 1997. "Yeah, I like it here," Spaulding said, his voice friendly and shy.

Reichle prods Spaulding along, encouraging him to talk about his cooking specialty, pesto, his Friday night movie outings and his plans for Easter, which Spaulding sums up succinctly: "Nothing but chocolate."

Spaulding also talked about soap-making, one of CLLC's current projects. Using all-natural ingredients, including herbs from

surrounding gardens, residents make colorful soaps, which they plan to sell.

Another resident, Tommy Wilcox, has been at the CLLC since 1991. He's enthusiastic and outgoing, shouting greetings to staffers and pumping his fists in time to his sentences.

"I like to work outside, and I like to bake cookies and bread," he said. Wilcox's room is covered with photos of Britney Spears and Tar Heel paraphernalia.

Although most residents have lived at CLLC for years, Reichle said, their families are generally extremely involved. Despite distance and age issues, residents' family members visit once per month, on average.

The distance can be a good thing, she said, because adults enrolled in CLLC's program are learning independence and learning to get a grasp on a confusing world.

"I think in many different ways, the skills that they learn ... give them the ability to be more independent," Reichle said. "The more they can do on their own is more that they can control about the world."

Staff Writer Ami Shah contributed to this article. Contact the Features Editor at [features@unc.edu](mailto:features@unc.edu).

## Bush zeroes in on job growth

Employment pivotal for N.C. voters

BY TRISTAN SHOOK  
STAFF WRITER

On the heels of last month's positive job growth numbers, President Bush is hoping to strengthen his political stock by removing the nation's doubts about lingering unemployment.

The Department of Labor announced last week that the U.S. economy added 308,000 jobs in March. It was the strongest monthly job report since the president took office in January 2001 and came after a recent period of slow growth.

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The president's speech in Charlotte on Monday was highlighted by a plan to revamp the Workforce Investment Act, a law that gives money to community colleges for job training programs.

Bush said he hopes twice as many people will pass through these programs without significantly increasing their funding.

But not everybody is convinced. "It's good in principle, but until we see it, we won't know," said John Challenger, CEO of the global outplacement firm Challenger, Gray & Christmas Inc.

"The key is that we have to get into the details of what it means,"

Ferrel Guillory, director of UNC's Program on Southern Politics, Media and Public Life, said that if the economy and job reports continue to improve, Bush might have a significant advantage in November's presidential election.

But for all of the spin put on March's employment statistics,

they might not matter much to voters in November.

Challenger said he thinks the state of the economy will be more pertinent to voters than the details of candidates' economic plans.

"Most people are not following the programs that closely," he said. "The jobs issue is so politicized and so filled with rhetoric that it won't mean as much to the people."

Perhaps no state exemplifies this sentiment more than North Carolina, where job losses in the manufacturing and textile industries have made employment issues particularly salient.

North Carolina is not on the list of competitive states for Bush or his Democratic opponent, U.S. Sen. John Kerry of Massachusetts, Guillory said.

But he added that this could change if the boost in jobs does not continue.

The race for Sen. John Edwards' open seat, which the North Carolina Democrat put up for grabs during his presidential campaign, also might hinge upon a

strong job market.

Rep. Richard Burr, R-N.C., is a staunch supporter of the president's economic policies, so a big victory in the state for Bush would bode well for Burr, Guillory said.

Burr's opponent, Democrat Erskine Bowles, is challenging Burr and Bush on the state's loss of jobs to companies overseas. Industries in the textile and manufacturing sectors have been hit particularly hard.

Bowles, a former chief of staff to President Clinton, has adopted a protectionist stance and has reversed his opinion on NAFTA and other free trade issues typically associated with the Clinton administration, perhaps to appeal to N.C. voters out of work because of jobs lost overseas.

"It's not that voters read government job statistics every month," Guillory said. "What is important is what people are feeling, if they have jobs."

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### Parking 2004/2005

The Department of Public Safety is offering parking pre-registration for all eligible students for the 2004/2005 academic year **now through Thursday, May 20th, 2004**. To register, you'll need your license plate number, a vehicle description, and proof of liability insurance (insurer, policy #, and expiration date). Visit the Department of Public Safety's website to pre-register and for more information about student parking for next fall:

[www.dps.unc.edu](http://www.dps.unc.edu)

The pre-registration process is a lottery; all those who pre-register now through May 20th, 2004 20th, 2004 have an equal chance of receiving a permit.

On line preregistration for summer school permits will remain open through Thursday, April 15. Permits remaining from summer school registration will be available for sale on Monday, May 10 at the Public Safety Building. Beginning in May, visit the DPS website for more information on availability.

For more info, call the Department of Public Safety: **at (919) 962 - 3951**

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