

Broad's pay scrutinized Cap talks unlikely to restart

BY AMY THOMSON

ASSISTANT STATE AND NATIONAL EDITOR

When UNC-system President Molly Broad steps down from her post, a full-time faculty position paying almost twice as much as that of other faculty members will be waiting for her at UNC-Chapel Hill.

Under the proposal, Broad would receive 60 percent of her current \$300,485 salary — \$180,291 per year, almost twice as much as the average full-time faculty member at UNC-CH makes.

But some have expressed concern that her salary as a faculty member would be too high in an economically tough time for the system. In theory, the money could fund two full-time positions the system sorely needs.

Brad Wilson, chairman of the UNC-system Board of Governors, said the board's decision to outline Broad's conditions of retreat is a matter of fulfilling a promise made to Broad when she was hired.

He said UNC-system officials strove to create a retreat package for Broad in line with packages

offered to other high-ranking system officials.

"The terms and conditions of her retreat rights mirror identically those that are offered to retiring chancellors," Wilson said.

Broad told The (Raleigh) News & Observer on July 10 that when she steps down as president of the UNC system, she would like to teach classes in the areas of leadership, economic development, public policy and information technology — similar to those taught at the UNC-CH School of Government.

Michael Smith, dean of the school, said that would happen only with the consent of the faculty, as is the school's policy. But Smith said he believes it is likely she will get their endorsement.

Gretchen Bataille, UNC-system senior vice president for academic affairs, said she does not believe the salaries or conditions of retreat for administrators are in excess.

"We have a system with 16 campuses, so our (Board of Governors) has decided to establish a pattern," she said. "There's no arbitrariness."

Bataille referred to the bonus UNC-CH Chancellor James Moeser was offered last year, which he turned down after receiving negative feedback from the community.

Broad said in an e-mail interview Sunday that the transition from the presidency to the faculty will include a research leave of one year for study and preparation to teach before she can become a full-time member of the faculty.

"This is pretty much standard in universities across the country," Broad said in an e-mail interview.

"The research leave acknowledges that full-time effort has been devoted to administrative duties and it is intended to assure that their teaching will be up to date, both in its content and in instructional delivery."

"This is the policy and practice for all UNC chancellors, as well as those who have retired in years past and for those currently holding chancellorships," Broad said.

Contact the State & National Editor at stntdesk@unc.edu.

BY EMMA BURGIN

STATE & NATIONAL EDITOR

State officials say the overall political atmosphere this fall is too thick to reignite the debate about raising the UNC system's out-of-state enrollment cap.

Leaders say the issue of raising the cap to admit "academically superior" out-of-state students will take a back seat to national, state and local elections in November.

"There's too much other stuff going on," said N.C. Senate Majority Leader Tony Rand, D-Cumberland.

Last September, UNC-Chapel Hill Chancellor James Moeser spearheaded a campaign to raise the system's out-of-state enrollment cap by 4 percent, a move he said would increase diversity and mental capital at the state's flagship institution.

Out-of-state students now constitute no more than 18 percent of a UNC-system school's incoming freshman class. But there are a few exceptions, including the N.C. School of the Arts.

Moeser said he will not be the

one to throw the issue back on the table any time soon.

"As much as I'd like to, I don't think that is politically saleable," he said. "And I just don't want to put that into the political mix right now."

Members of the UNC-system Board of Governors also have no timeline for the enrollment cap debate.

"To my knowledge, there are no plans to review that," said board member Addison Bell.

Last November, a vote by the UNC-system Board of Governors on the issue of raising the cap by 4 percent was delayed after the issue became increasingly complex and mired in public opinion.

There also were several alternate proposals presented during the 11th hour, including one that would have increased enrollment for certain campus-specific programs, such as teaching schools.

After no action was taken last spring on the issue, N.C. Reps. Alex Warner and Bernard Allen introduced a bill in June that would have allowed the legislature

to take up the issue.

But Allen, after receiving advice from former UNC-system President Bill Friday, said it would be best to allow the BOG to govern the university it is charged with governing.

The bill was re-referred to the House Education Committee, and later the House passed a resolution encouraging the BOG to file annual reports on how many out-of-state students enroll in system schools.

"The legislature left it up to the Board of Governors, and I suspect that's where it will stay," Rand said.

Any proposals the BOG considers after November of this year likely won't be implemented during the 2005-06 academic year.

Ultimately, Bell said, a proposal to raise the out-of-state enrollment cap has to be campus-initiated.

"The initiative has to come from the campus," he said. "I don't think it's coming from Chapel Hill."

Contact the State & National Editor at stntdesk@unc.edu.

Reaction mixed to salary hikes

BY ERIN GIBSON

ASSISTANT STATE & NATIONAL EDITOR

Employees at UNC-system schools received long-awaited salary hikes this year, but some university officials long for the time when workers received greater increases.

The N.C. General Assembly approved the money for the raises but left it to the UNC-system Board of Governors to determine its allocation.

The board decided Aug. 9 to implement a systemwide pay increase for full-time employees on each of the 16 system campuses.

Money for faculty, however, is allocated differently than money for rank-and-file workers.

The legislature approved \$32 million for the former group, \$15 million of which is set to go toward flat raises and the rest to merit-based hikes.

Other University workers are covered by the budgetary provision giving flat raises to all state employees.

"According to the resolution, all full-time employees will receive a

\$1,000 minimum pay increase," said Joni Worthington, UNC-system associate vice president for communications.

UNC-system President Molly Broad said that she is pleased that all employees are receiving a pay increase this year but that she is not completely satisfied with the amount.

"In the good old days, we received 4 percent," Broad said. "Because the pool is only (increased by) 2.5 percent, we want to make sure everyone gets a fair raise."

Many employees have been passed over for raises during the past five years.

Worthington said the BOG has indicated in the past that pay increases for all UNC-system faculty should be based on merit, equity and the amount people doing the same job get elsewhere.

But, she said, the change in the amount of money available for pay increases required a different plan.

State personnel, including those in technical and clerical positions, will receive an across-the-board

pay increase of \$1,000 or 2.5 percent — whichever is greater.

But there are some exceptions.

Employees who were hired after July 1, recently received a raise, signed a "six-term" contract with specified increases or work part time will not see an increase in salary.

Broad pointed out that faculty and administrators still will receive pay increases based on merit, market and equity.

"The university is built on merit and performance, so using it as a basis for (pay) seems reasonable," she said.

N.C. Rep. Joe Tolson, D-Edgecombe, said the universities will keep any money they had set aside for pay increases prior to the BOG's decision.

She added that the board encourages universities to use any extra funds beyond those required for the minimum pay increases to reduce class sizes and increase the number of tenured faculty.

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