

Partly cloudy
High in low 80s
Tuesday: Chance of
showers, high in 70s

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Five days
to
Fall Break!!!

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DTH/Evan Elle

Goal glory

UNC's field hockey team members rejoice after scoring a goal en route to a win over top-ranked Old Dominion Saturday on Navy Field. See page 10 for complete coverage.

Aspects of UNC following 3 paths

By NANCY WYKLE

Staff Writer

Chancellor Paul Hardin said in his University Day speech Thursday that the University would stress and develop teaching, research and service in the future, and many campus administrators and leaders agree.

The University is working in three directions, said political science professor Thad Beyle. Teaching, research and service are all areas the University emphasizes, and all three are important when used together, he said.

"I'd like to see some effort visibly put forward for students to experience all three of those things," said Student Body President Brien Lewis.

Measuring the most important mission of the University is difficult, Beyle said. If importance is measured by how faculty members are tenured and promoted, then research is probably becoming the most important, he said.

Research, service and teaching are not three separate parts of the University, said Bill Massey, bicentennial observation officer. Hardin captured this idea in his idea of a complete university, Massey said.

In the future, UNC needs to work on unifying teaching, research and service, he said. "We need to bring those three elements that make a complete university much more in concert and much closer together."

Each of the three elements became a part of the University's mission separately, Massey said. "But the third century (of the University) will see them together."

Beyle said, "Even with research, attention is paid to teaching." Research is used to train people with the latest knowledge the University has.

More emphasis will be placed on research in the future, Lewis said. Although research can benefit undergraduate education, it has costs, too, he said.

"The area in which there is a lag is the area of service," Beyle said. The best way to teach service is to talk about it and make people understand it is part of what the University is all about, he said.

Recognizing that a one-step and a two-step service process exists is important, Beyle said.

Two major aspects of the University emphasize one-step service, Beyle said.

The Institute of Government trains municipal and county officials to better serve their constituents. A lot of the teaching and research at the Institute is geared toward servicing the state, he said.

Area Health Education Centers (AHEC) sends doctors out into the field to provide medical services to people around the state who normally wouldn't receive them. "People can actually feel that," Beyle said.

Other areas of the University promote service in a two-step flow, he said. "The service function is sometimes a two-step process where we're training people."

Journalism trains people to move in the media structure in the state, and the School of Education trains students in the N.C. public school system. "Lots of graduates go on to positions in the state," Beyle said.

Students don't feel the need to service the state as much as they did in the past, he said. "The nature of the student body and the goals they have set for themselves has changed immensely." Student Congress Speaker Gene Davis said: "The University must make

a strong commitment in every department and in every field to serve North Carolina. This is a public institution created to benefit the people of our great state, and when its goal is service, it will regain its position of respect among North Carolinians and especially in the General Assembly."

If the General Assembly sees the University serving the state, UNC will receive more funds, Davis said.

N.C. State University receives the most money in the system, and that's because of the services it provides, he said.

"There has to be a sense of service and that can only be directed from the top down," Davis said.

"Just as students of this university have benefited from the citizens of North Carolina, so should the citizens of North Carolina benefit from the students as they become productive citizens of our state."

Only if the faculty members direct themselves toward service will the General Assembly raise their salaries, Davis said.

"We work hard at teaching," Beyle said. The political science department tries to evaluate and then offer teachers constructive criticism, he said. "We get an adequate look at what they're doing in the classroom and feed back to them what we saw."

The goal of faculty members is to educate young people so they can benefit their communities and society, Davis said.

Teaching incentives need to be strengthened, Lewis said. Less attention needs to be focused on professors' publishing and researching, he said.

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Faculty evaluation system may be expanded

By JENNY CLONINGER
University Editor

A new system of evaluating administrators' performance that would allow more faculty participation may be established at UNC after a proposal from the University Priorities Committee at Friday's Faculty Council meeting.

No formal action was taken, but

committee members presented a report and model system to the council members for consideration and discussion. The report asks Chancellor Paul Hardin to implement the new system, said Burne Powell, committee chairman.

"We put the model together because we wanted to put the debate on higher ground. It was possible then for us to call on the chancellor to design a model

and put it into place. The premise of this report is that a system must be found to give faculty an opportunity to put their views on the record."

Hardin was out of town and could not attend the meeting, but Harry Gooder, chairman of the Faculty Council, said he thought the chancellor and other administrators would support the proposal. "I don't think there's any

administrator of the chancellor himself who has expressed to me any problems with periodic faculty review."

The model, though subject to change, asks that reviews of administrators with direct influence on teaching and research at UNC be evaluated regularly at least every three years. A majority of the members of the review

committee should be faculty members, and a report summarizing the evaluation should be issued to the chairman of the review committee, the chairman of the Chancellor's Advisory Committee and the chairman of the faculty, the model said.

According to the committee's report, an evaluation system for administrators does exist at UNC, but involves

only a limited number of faculty members. The process is generally retrospective, and used for re-appointment purposes rather than planning for the future, it says.

Another problem with the existing system is its irregularity across departments, which prevents evaluations from

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Officer to be awarded back pay

By MIKE SUTTON
Staff Writer

A University police officer who filed a grievance last April stemming from a 1987 departmental reorganization will receive 18 months back pay, and UNC's public safety director and police chief will be given oral warnings for apparently taking retaliatory actions against him after he filed the grievance, Chancellor Paul Hardin ruled last week.

After reviewing the report of the University Staff Employee Grievance Committee, Hardin wrote that Sgt. Arthur Womble had assumed the duties and working title of patrol sergeant in June 1987 based on a promised 5 percent pay raise and job reclassification, from Police Officer I to Police Officer II, six months down the road.

But Public Safety Director Robert Sherman knew as early as Nov. 1, 1987, that the raise and promotion would never materialize, Hardin said. Womble wasn't informed of the decision until April 6, 1989, and continued to perform the additional duties of the patrol

sergeant position.

"I did it for nothing in the hopes I'd get a pay raise," Womble said Thursday.

Hardin wrote: "The department benefited from his assuming the additional workload while holding out to him the — apparent — promise of a future reclassification. This was unfair treatment of a loyal and competent officer, and such treatment is not adequately redressed by an apology from Director Sherman."

Hardin recommended that Womble receive in back pay the difference between the Police Officer I and Police Officer II salaries.

The Chancellor's Committee also found "hints of reprisal" against Womble by his superiors, Sherman and Public Safety Chief Charles Mauer, for filing the grievance. Hardin noted that about two weeks after Womble filed his grievance, Sherman wrote back that Womble would be relieved of his additional duties.

The lock on a locker where Womble

kept records he used as a patrol sergeant was suddenly changed, Hardin said in his report. Womble was not given a new key or any explanation for the change, he added.

"No action may be taken in response to a grievance that even hints of reprisal," Hardin wrote. "Although there may have been innocent explanations for both actions, they were not adequately explained to Sergeant Womble or to the panel at the hearing."

As a result, the Chancellor's Committee recommended that Sherman and Mauer be given oral warnings for misconduct.

Neither Sherman nor Mauer could be reached for comment.

"At this step, I've got basically everything I've asked for," Womble said. "I'm excited about the situation. I feel like justice has been served."

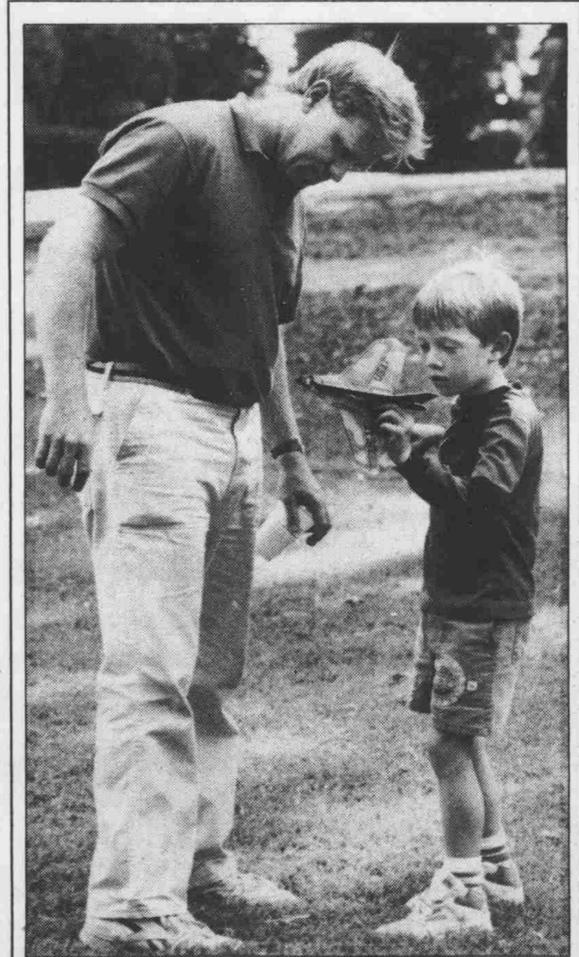
Officer Keith Edwards, who said racism played a part in the 1987 reorganization and also has a grievance pending, said, "I think it sends a clear

message out to supervisors that you are an employee too, and you can be disciplined. It says to supervisors that your fun time is up."

Womble is the first University police officer who filed a grievance in connection with the 1987 reorganization to win his appeal. Officer Lonnie Sexton, who also filed a grievance after the reorganization, lost his appeal last month, although the Chancellor's Committee did find problems with the grievance procedure itself.

Edwards said, "Each time we have the grievances heard, it seems like we win a little more."

Sherri Toler, assistant to attorney Alan McSurely, who is representing the officers, said of Womble's victory, "We've said all along that there were problems over there at the police department, discrimination and other problems that are going on. And now the chancellor and the University are listening to us and saying, 'You're right.'"



DTH/Schuyler Brown

Aim high

Tom Noonan and his son Tommy, 6, of Chapel Hill throw a toy airplane in front of South Building Sunday afternoon.

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Court to decide referendum validity

By AMY WAJDA
Assistant University Editor

The Student Supreme Court will hear a case against Student Congress and the Elections Board asking for the invalidation of Tuesday's referendum dealing with The Daily Tar Heel Board of Directors, the court's chief justice ruled Sunday evening in a pre-trial hearing.

The complaint, filed by Student Congress Rep. Jeffrey Beall (Dist. 7), claims that the referendum was not valid because of violations of the student code by Student Congress and the Elections Board. Supreme Court Chief Justice Asa Bell ruled that Beall's complaints warranted a hearing and tentatively scheduled one for Oct. 31.

"What I did tonight was to determine whether or not there was an issue the full court should address," Bell said. Bell said that three of Beall's four

complaints about the referendum — which would have changed the bylaws of the DTH so that they agreed with the makeup of its Board of Directors — might be valid.

Those complaints were: that the Oct. 8 special meeting where the congress voted to place the referendum on the ballot was illegal because the speaker did not use the proper procedure to notify the congress of the meeting time; that the Elections Board is illegal because it does not have the requisite number of graduate and professional students on it; and that congress voted the referendum onto the ballot only two days before the election, not six as required by the constitution.

The change in bylaws would have legalized five board positions held by the Student Congress speaker, the congress Finance Committee chairman, the

DTH editor's appointee, the Graduate and Professional Student Federation president, and a professional representative from outside the University.

DTH General Manager Kevin Schwartz said after the hearing that he would recommend Tuesday to the Board of Directors to incorporate according to the Student Code before the trial.

Once the DTH is incorporated, the trial would have no effect on the board, Schwartz said.

Student Congress Speaker Gene Davis said the case was an example of Beall's "wild-eyed approach to government."

But Beall said Davis was a "demagogue" and his opinion was based on emotion rather than the facts of the case.

America is the best half-educated country in the world. — Nicholas Murray Butler