

Mostly sunny
High in mid-40s
Tuesday: Cloudy
High in mid-50s

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David Price speaks
on "Politics
of Pharmacy"
4 p.m., 111 Beard Hall

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Rally shows backing for Edwards

By NANCY WYKLE

Staff Writer

About 40 community members gathered at the Hargraves Community Center Sunday to show support for University police Officer Keith Edwards as she prepares to face Step 4 of her grievance process against the University Dec. 18.

The University has used Afro-Americans as creatures, Edwards said. Blacks have silently suffered, quietly endured and patiently waited over the years, she said.

Edwards told the crowd the history of her grievances against the University police department.

In May 1979, she received a reprimand from a police administrator for not working overtime during graduation.

The administrator handed Edwards the written reprimand in front of other officers, she said. "I looked this good old boy administrator in the eye and ripped the envelope in half and threw it in the trash without reading its contents."

Edwards filed a grievance about the written warning.

In 1987, the department was reorganized. Even though the University has an equal opportunity employment policy, job opportunities were not being posted, she said.

Fifteen officers filed grievances

against the process.

At Step 3, seven of the officers dropped their grievances because of stress and retaliation, Edwards said.

The panel ruled in Step 3 that the grievances were founded, but they found no evidence of discrimination. The committee did not explain why they believed no discrimination had taken place against Edwards, she said.

The University was surprised when she decided to pursue her grievance to Step 4, Edwards said. Step 4 is the highest level a state employee can appeal to have a grievance heard.

The state has approached her about a settlement, Edwards said. She has met with Susan Ehringhaus, assistant to Chancellor Paul Hardin. Ehringhaus offered her \$25,000 on behalf of the University to drop the case.

"Twenty-five thousand dollars is nothing for 15 years of humiliation," Edwards said.

When she refused this offer, the University increased the offer to \$50,000. "I am sick and tired of being stereotyped," Edwards said. "Every black won't take the money and run."

If Edwards drops the case, the University has said it would hire employees from the Chapel Hill/Carrboro community; provide training programs for employees so that they can advance, especially those in housekeeping and grounds maintenance; hire more

black females; and provide a grievance process that is fair to every employee.

Fred Battle, chairman of the Orange County Rainbow Coalition, spoke at the rally. "Being a native of Chapel Hill, I recognize one thing, UNC has a plantation down there for blacks."

Alan McSurely, Edwards' lawyer, said that Silent Sam — a statue of a Confederate soldier — stood as a symbol of the University and was a constant reminder of racism. "The University doesn't see anything wrong with it."

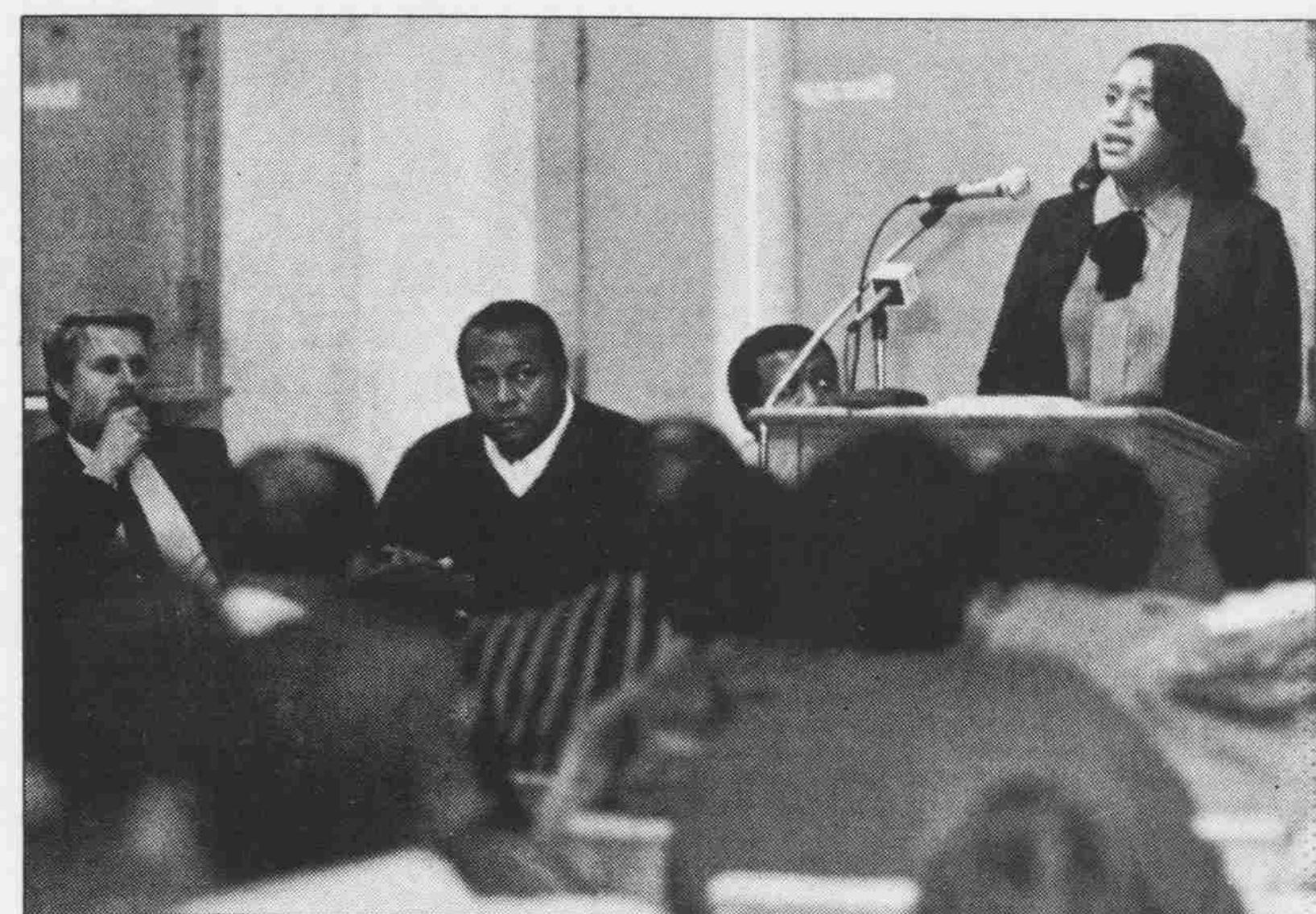
On Nov. 24, Edwards' immediate supervisor, Marcus Perry, assigned her to three of six areas to cover on foot. Six officers were working at the time, McSurely said, and no officer had been assigned that amount of work before.

When Edwards refused, Perry received permission from his superior to send her home. She filed a grievance immediately.

Edwards had identified Perry as a racist at the last trial, McSurely said.

Nothing has been done about the situation with Perry, he said. "In the old days, retaliation took place through shots through your house or crosses in your yard, or you were fired from your job. Now it happens a little more subtly."

McSurely suggested that the community develop a steering committee to meet with Hardin about Perry.



DTH/Tracey Langhorne

University police Officer Keith Edwards (right) speaks at a rally on her behalf Sunday night

Improvements in works for day care

By JASON KELLY

Staff Writer

The University is reworking the present child care programs to add quality and availability to the swamped day-care system.

The Office of the Child Care Coordinator sent out a survey Friday to all students and faculty members with children younger than 14, according to Betty Boling, UNC's child care coordinator.

"We hope to really find out the needs of our people. Right now we have no concrete ideas of what new programs are needed. Whether it's support groups, after-school needs or emergency care, we need to find out what is most needed on this campus and direct our planning in that direction."

The University is affiliated with two

day-care programs: the Frank Porter Graham Day Care Center, which has a capacity of 65 children, and the Victory Village Day Care Center, with a capacity of 64 children.

Expansion of the present day-care facilities may include a church the University recently purchased, Boling said.

The Board of Trustees approved the purchase of the Mormon church on Country Club Road, because the University is always looking for more property, and one of the possible uses of the church may be day care. The administration is also considering putting the personnel department or the development department in the church. What the church will ultimately be used for is still undecided by the administration.

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Cat's Cradle faces relocation as plans develop for Pavilion

By CHRISTINE THOMAS

Staff Writer

Almost one year after the Cat's Cradle, a Chapel Hill nightclub, relocated to the old Southern Bell building on West Franklin Street, plans for a multi-million dollar Pavilion were announced to be built on top of its new location.

On Nov. 20, the Davidson and Jones Corporation of Raleigh and some private investors from Chapel Hill unveiled plans to build the Pavilion. The Pavilion will be located between West Franklin, Church and Rosemary Streets, the site of the now defunct Westcourt project.

Debbie Dibbert, co-chairwoman for the Chapel Hill-Carrboro Downtown Commission said the plans for the Pavilion called for retail and office space. She said the developers would try to attract some stores not in the Triangle or in North Carolina to occupy the retail space.

Dibbert said she was excited about the Pavilion. "It is indicative of what's to come." The Pavilion will be at a prime location and will be critical in revitalizing the 100 block of West Franklin Street, she said.

The Downtown Commission played a role in bringing the investors together, but Dibbert said the commission's role now would be community assistance. The commission will concentrate on helping Frank Heath, the owner of the Cat's Cradle, relocate the nightclub.

Heath said that he was looking for another permanent location for the Cradle but that everything was still up in the air.

When the Cradle had to relocate last February, Chapel Hill Town Council member Art Werner and the Downtown Commission helped Heath find a new location.

Heath said he knew there were plans in place to tear down the building when he signed the 6-month lease with the owners of the building. He said he was surprised that the Cradle had stayed there this long. "We thought we'd be out of here by now."



Cat's Cradle is due to be torn down to build the Pavilion

He said he thought the Pavilion project seemed more likely to be completed than such recently proposed projects as the Westcourt and Rosemary Square projects.

"This project seems to have more support than the previous one (the Westcourt project). It is on more stable ground, and it sounds like everything is together."

As Heath looks for a new location for the Cradle, the Downtown Com-

mission and the Pavilion developers would offer their help, he said. The commission and the developers could prove to be helpful because they may know of possible land openings that he would not know about.

Heath wants to find a new Cradle location downtown that is accessible to walk-in customers. There are also size specifications that need to be met to continue to attract the bands that play at the Cradle.

Closing in Applicant pool narrows for vice chancellor

By DIONNE LOY

Staff Writer

The field has been narrowed to two candidates from an applicant pool of 140 for the newly created position of associate vice chancellor of human resources.

"The applicants were distilled to two dozen, then to six, then to four, and now we're at two," said Ben Tuchi, vice chancellor of business and finance. "It's (the decision for the position) now more in the hands of the two."

The committee is now holding second interviews for the post. "We're trying to bring it to a conclusion," said Wayne Jones, associate vice chancellor of business and finance.

A study conducted by a New England consulting firm the University

hired in December 1988 recommended that the new position be created. "The study essentially crystallized discussion in the University," Tuchi said.

The study revealed failures in employee benefit and training programs and general lack of modernization. "The position was created to broaden the human resource functions of the University," Jones said.

The main duties of the position will involve responsibility for 5,300 employees under the State Personnel Act (SPA). The new associate chancellor will manage recruitment, hiring, training, promotion and demotion and will conduct studies on fringe benefits and the economic progress for all the staff.

The person will also act as liaison to the state regarding SPA, Tuchi said.

"We're trying to give more attention

to the resource area, organizationally and operationally," Jones said. "We are looking to broaden the human resource function — to provide additional resources to employees and to consolidate benefits and offices."

Salary is yet to be determined for the position. "It's the last element to be taken care of because it pending on discussion with the candidates," Tuchi said.

The search committee for the position conducted a nationwide search for candidates. Advertisements were placed in daily newspapers, minority newspapers and journals. Letters were written to several universities, and a group directly contacted individuals about interest in the position, Tuchi said.

AIDS forum centers on education, patient needs

By CHRIS HELMS

Staff Writer

AIDS is preventable through education, and people with AIDS need help to find social acceptance and affordable medical care, a panel of speakers said Friday during a forum on "The AIDS Crisis: UNC's Response."

The forum, held in the Student Union before about 30 people, was sponsored by the Chancellor's Task Force on AIDS as a part of World AIDS Day.

The panel included an AIDS patient, a nurse and experts in public health, medicine and law.

Michel Ibrahim, dean of the School of Public Health, said education efforts in the United States lagged behind those of Europe and Australia. Countries there have emphasized the importance of condom use for years, he said.

There is a gap between education and action in the United States, Ibrahim said. While 95 percent of students know about safe sex practices, only a third change their behavior, he said. He also said 20 percent of men and 4 percent of women would falsely claim they were free of AIDS if they felt it would increase their chances of going to bed with someone.

"If you're young and vigorous, you don't think it'll happen to you. The only vaccine we have today is education."

Bruce Vukoson, a physician at Student Health Service, said most of the 140 students who have come to SHS for free, anonymous AIDS testing were not in the high risk group. "Most describe themselves as heterosexuals with questions about their history."

Students who come in for testing are generally graduate students who have had multiple partners or have been partners with someone with multiple partners, Vukoson said. These students want a "clean slate" so they can move on with their lives, he said.

Suzie Wilson, AIDS nurse coordi-

nator for UNC Hospitals, said AIDS patients needed treatment facilities closer to home. AIDS patients in rural areas may travel three to four hours for treatment, she said.

Wilson said AIDS patients were still being fired from their jobs and losing friends, family, self-esteem and housing.

Richard Robinson, assistant to the UNC-system president, spoke about the legal problems of confronting AIDS. "Unlike most public health crises, there is more concern with legal matters than medical."

Robinson said the N.C. Supreme Court was considering whether state law extended handicapped status to those with infectious diseases. If so, AIDS patients can draw further protection from discrimination, he said. The law says that employers may discriminate against persons with infectious diseases in hiring but not firing.

Charles van der Horst, assistant professor in the medical school and director of the AIDS Clinical Trial Unit, said if a person applied for insurance, the carrier could test that person for AIDS. The report goes to that person's work office, and he gets fired, he said.

Van der Horst said lack of realism had harmed efforts to stop AIDS. "We need to realize people have sex. We imagine if we don't talk about it, people won't have sex."

"There's a lot of denial, but the only way to combat this is compassion. People shouldn't ask, 'How did you get infected?' but 'How can I help?'"

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Ibrahim said there were 100,000

I believe in sex and death — two experiences that come once in a lifetime. — Woody Allen