

**WEATHER**  
TODAY: Cloudy, rain; high mid-60s  
THURSDAY: Cloudy; high mid-60s

**DATING DILEMMA: Couples cope with modern problems.....**FOCUS, page 5  
**SOCCER BURIES BERRY: No. 1 women's team wins, 4-0 .....**SPORTS, page 7

**ON CAMPUS**  
All IFC/Panhellenic pledges must attend a pledge meeting at 7 p.m. in Memorial Hall.

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## Housing investigation questioned by staff

By Cathy Oberle  
Staff Writer

University administrators say an investigation of the housing department this summer was routine, but staff members say it was anything but that.

Joe Mosnier, a third-year assistant area director now in Scott Resident College, said the investigation began because of a letter he sent to Chancellor Paul Hardin in March.

"What has motivated my concern from the first day is that the University is squandering its opportunities to extend its educational mission into all of

the residence halls," he said. "Many universities do this effectively, but Carolina has yet to capitalize on it."

Other staff members anonymously endorsed the letter through a University official because they were afraid of retaliation by housing department members, Mosnier said. "Being critical within the housing department carries very direct risks."

In the letter, Mosnier discussed concerns about the lack of progressive programs in residence halls, financial management within the housing department and the treatment of resident assistants and other staff members.

Hardin gave the letter and other supporting documents to Donald Boulton, vice chancellor for student affairs. "(Boulton) had been directed by Chancellor Hardin to perform a full inquiry into the allegations," Mosnier said. "I don't know why at this point Boulton is advertising that this is a perfectly routine matter."

Hardin said he did give the letter to Boulton for an investigation of Mosnier's concerns.

But Boulton said he wouldn't call the matter an investigation, although he spent a lot of time talking with people about the housing department.

"I did not conduct an investigation, nor did (Hardin) ask me to do so," he said. "I'm not an investigator. I'm constantly looking at our own staff as part of my job."

Wayne Kuncel, director of University housing, said talking about issues and concerns in the department is routine. "It's the normal operation for our department," he said. "We have ongoing discussions with people in the housing department."

Mosnier said staff members were told at a meeting that the investigation was not routine and that Hardin had ordered it after receiving Mosnier's let-

ter. Dawn Morgado, a first-year RA in Joyner Residence Hall, said, "My impression was that Chancellor Hardin ordered this because of these problems."

Pete Corson, who was an RA in Carmichael Residence Hall for two years, said he discussed the issues with Boulton, but it seemed as if Boulton were just trying to pacify people by conducting an investigation.

"It was never clear to me... what was supposed to be accomplished with the whole investigation," he said. "(Boulton) knew he had a lot of angry people, but he never made any promises

about any changes."

Mosnier said Boulton talked to 20 to 30 people during the investigation. Boulton would not give the number of people with whom he talked.

Mosnier said Boulton was supposed to compile a report of the investigation by July 22 and was to give it to Hardin.

But Hardin said he did not receive a report of the findings. "(Boulton) hasn't given me back any kind of written or oral report except to say that he followed up on it."

Boulton said he reports to Hardin all

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## Dismissal process changed

By Heather Harrell  
Staff Writer

All state employees at UNC were not notified about policy changes that govern how dismissal procedures are handled.

The director of human resources administration sent a memorandum Aug. 9 to deans, directors, human resource facilitators and department chairmen and chairwomen. It outlined changes for staff dismissals in the Staff Personnel Administration Guide.

The biggest change is the addition of a pre-dismissal hearing in which an employee meets with his or her supervisor and a member of the counseling staff to discuss performance or conduct.

Laurie Charest, associate vice chancellor for human resources, said the change was beneficial to employees. Although they were not notified directly, SPAG manuals are readily available to them, Charest said.

"The change will affect a very minute number of employees," Charest said. "Any employee is free to ask questions about our policy procedures."

A campus housekeeper, who asked not to be identified for fear of retaliation, said that she did not know about the new policy and that SPAG manuals were not made available to them.

"I have not heard about this change," she said. "I think we have to put in a request to see a SPAG."

Craig Morris, assistant superintendent of the housekeeping division, said he and his staff try to keep the employees well-informed of matters such as this. But he was not sure how the housekeepers were informed of this recent change, he said.

"I wasn't aware that a letter was not sent to the employees," Morris said.

Paula Schubert, president of the local chapter of the State Employees Association of North Carolina, said she did not know about the changes. Schubert also is the director of health education and health sciences at the Friday Center and is a state employee.

Alan McSurely, a Chapel Hill attorney, said the pre-dismissal hearings do not guarantee that employees will receive consistent treatment.

Under the old policy, members of the employee relations department had to approve supervisors' dismissals of employees, and this ensured that employees were treated fairly, he said.

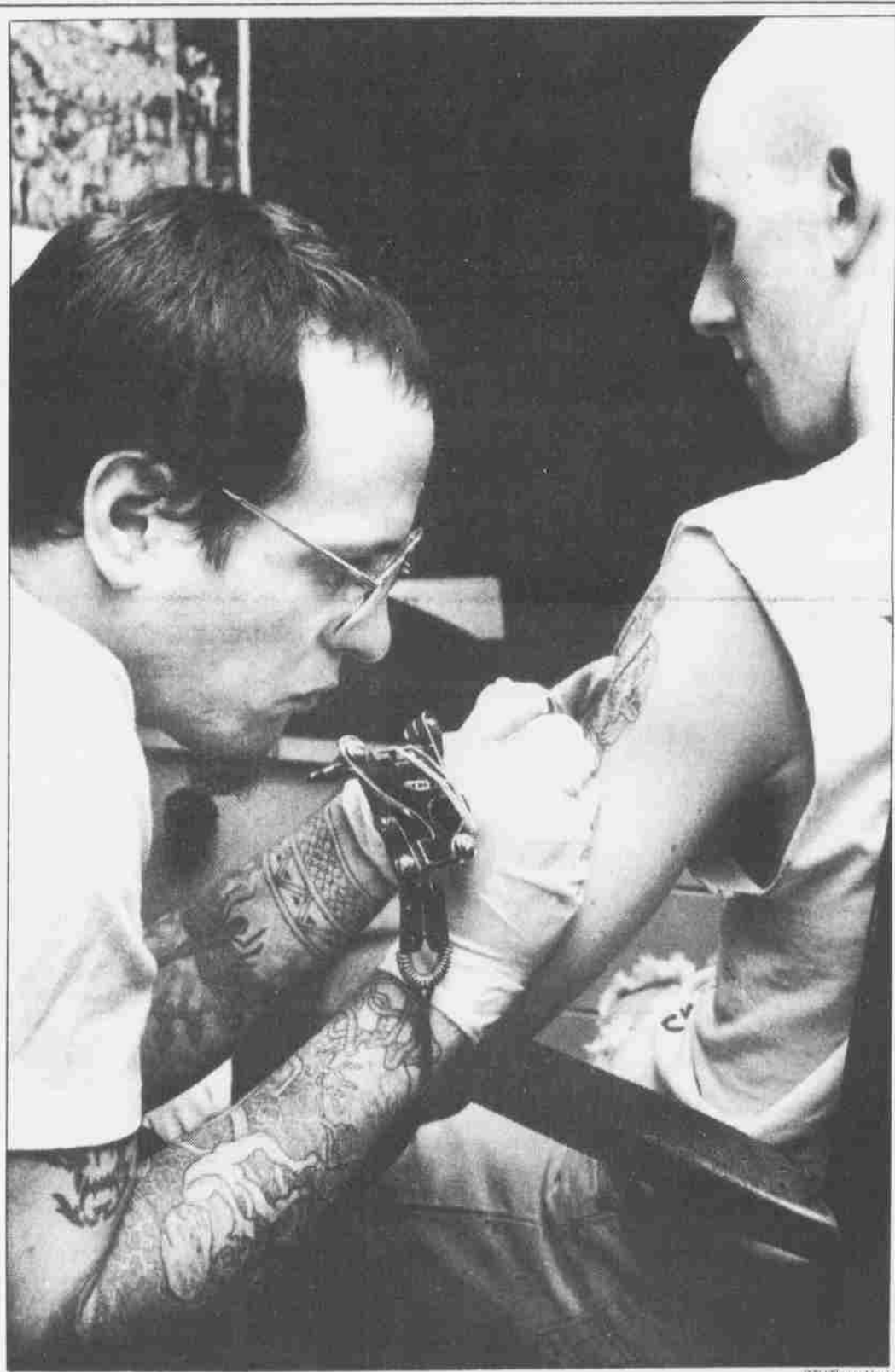
"The University abolished the employee relations department, which knew the rights of the employee and had to approve any sanctions a supervisor wanted to impose," he said. "State employees have a right to know what they are being charged with, what are the rules for firing."

Stipulations in the new policy that require a member of the counseling service to be present at the pre-dismissal hearings are not enough to protect employees, he said.

"There will be no one at these meetings that represents support to the employees or has any duty to protect employee rights," he said. "By not telling the employees of these changes, the administration has made it a lot easier for employees to be fired."

Collin Rustin, counseling service director, said his role is to help supervisors determine the nature of problems and the proper punitive actions.

Administrators now are working on a new policy to replace the SPAG.



**OUCH!!!**

Tattoo artist Tom Blackmar of Chapel Hill pierces skinhead on the shoulder of 19-year-old Michael "Sheky" Rowland of Durham.

Blackmar works in Carlos Haas-Castro's Mondo Bookstore in Carrboro and has been printing tattoos for 1 1/2 years.

## Officials say schools need flexibility

By Shea Riggsbee  
Staff Writer

The Board of Governors would have made a mistake if they had followed their original plan to give fiscal flexibility only to UNC-CH and N.C. State University, system officials and an N.C. senator said Monday.

Originally only UNC-CH and N.C. State were considered capable of handling independence in budgeting, said Sen. Howard Lee, D-Orange. But when the BOG met Saturday, members granted fiscal flexibility to all 10 schools that had applied for the privilege.

"It speaks well of the system, that we have 10 institutions that can qualify for flexibility," Lee said.

Jay Robinson, UNC-system vice president of public affairs, said the flexibility bill would not have passed in the N.C. General Assembly if all system

campuses were not eligible for the privilege.

The bill, which legislators passed in July, gives schools the power to transfer funds between departments and programs as needed.

BOG members did not feel comfortable endorsing a bill for only two of the 16 system schools, Robinson said.

Lee said closer examination showed many small schools, like the larger institutions, were capable of more fiscal independence.

But he would have preferred to see a smaller number of schools granted fiscal flexibility so the programs could be closely monitored, he said.

Betty McCain, vice chairwoman of the BOG's Committee on Budget and Finance, said six of the system schools opted not to apply for flexibility because they were in different stages of development.

Schools that were given increased flexibility are UNC-CH, East Carolina University, Fayetteville State University, N.C. State, UNC-Charlotte, Pembroke State University, UNC-Greensboro, UNC-Wilmington, Elizabeth City State and the N.C. School of the Arts.

Felix Joyner, UNC-system vice president of finance, said BOG members would have hurt any school they denied fiscal flexibility.

The idea of flexibility may have received special attention because of the state's economic problems, but changes in the budgeting system were needed before the crisis, he said.

Former UNC-CH Chancellor William Friday said the flexibility plan was needed for universities to operate more efficiently and to free the entire system of "old-timey regulation," referring to

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## Thomas wins confirmation

The Associated Press

WASHINGTON, D.C. — Judge Clarence Thomas narrowly won Senate confirmation to the Supreme Court Tuesday night, overcoming explosive accusations of sexual harassment to become the second black justice in history.

Thomas received crucial help from Democrats in the 52-48 vote, the closest in this century for a successful nominee to the high court. The outcome ended one of the angriest, most emotionally charged confirmation battles ever.

Thomas' confirmation strengthens an already solid conservative majority on the court, where liberals will be outnumbered seven to two. The court is likely to continue moving to the right on issues such as abortion, separation of church and state, and the rights of criminal suspects.

Immediately after the vote, President Bush called Thomas with congratulations. Thomas had watched the vote on television at home.

"You're a wonderful inspiration, and

you had the overwhelming support of the American people," Bush said, according to press secretary Marlin Fitzwater.

"You have a lifetime of service to your country ahead. Well done."

It was a difficult decision for many senators, forcing them to judge between the irreconcilably different stories of accuser and accused.

Even while voting to confirm Thomas, Sen. Nancy Kassebaum, R-Kan., one of the two women in the Senate, said he would "live under a cloud of suspicion he can never fully escape."

Thomas had been accused by University of Oklahoma law professor Anita Hill of making unwanted advances and humiliating her with lewd remarks a decade ago when she worked for him at the Education Department and the Equal Employment Opportunity Commission. Her surprise charges brought an abrupt halt to the Senate's plans to vote on Thomas' nomination a week ago.

Court sources said Thomas would probably be sworn in Monday morning.

## Gold to retire after 25 years on force

By Peter Wallsten  
City Editor

Chapel Hill Police Chief Arnold Gold announced Tuesday that he will resign from his post, 25 years after joining the force as a patrol officer.

"A career is one thing," said Gold, who first came to the area in 1961 and has served as chief of police since 1987. "A career in Chapel Hill is extraordinary."

The resignation will take effect Feb. 1, although Town Manager Cal Horton said officials have yet to plan a replacement search.

"I think people need time to let this sink in," Horton said.

Gold, 51, said his decision to step down was based only on timing. "I have 25 years of service with the town," he said. "It's a long time for law enforcement. It kind of takes its toll."

The decision to resign was unrelated to changes that may come about after

the town splits the 15-year-old public safety system, Gold said. The town council voted to split the system into separate police and fire departments. Since 1976, public safety officers have worked both as firefighters and law enforcement officers.

Chapel Hill is a special town to serve in, said Gold, a native of Philadelphia. "I don't think I could have been a police officer in any place other than Chapel Hill," he said. "I like to think that Chapel Hill is my birthplace."

Spending time with his family ranks among the highest priorities for Gold, who met his wife, Delores, on a blind date when he first came to Carrboro in 1961. Gold, who was 20 years old at the time, said a friend introduced him to Delores while he was on vacation from the Navy, and that Chapel Hill has been his home since then. "We ran away to South Carolina eight months later to get

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## Gardner knocks opponents, discusses budget concerns

By Maile Carpenter  
Staff Writer

Chapel Hill mayoral candidate Tommy Gardner questioned the qualifications of his opponents and discussed budget concerns during a Tuesday morning press conference at the Chapel Hill Town Hall.

In a prepared statement, Gardner criticized mayoral candidates Ken Broun and Rosemary Waldorf.

Waldorf's experience as assistant to former Chapel Hill mayor Joe Nassif did not qualify her for the mayor's job, Gardner said.

"A mayor's secretary does not a mayor make," he said.

Waldorf acted as Nassif's assistant from 1980 to 1983. She also served on



the Orange Water and Sewer Authority before she resigned to enter the mayor's race.

Gardner also said candidate Ken Broun was not well-known in the town.

"Who ever heard of Ken Broun before three months ago?" he asked.

Though he criticized his opponents, Gardner said Broun might be ahead in the campaign. Broun is former dean of the UNC School of Law and a profes-

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Fingerpaints are direct descendants of mud pies. I just added the rainbow. — Ruth Faison Shaw, creator of fingerpainting