

WEATHER
TODAY: Rain; high mid-70s
WEDNESDAY: Sunny; high near 50

KWANZAA: Celebration focuses on black communityFEATURES, page 2
SUPER SWIMMER: All-America Douse lives up to nameSPORTS, page 5

ON CAMPUS
An optional meeting for all candidates for spring elections will be held at 7:30 p.m. in 209 Union.

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T·U·E·S·D·A·Y Up Front

Male secretary claims sexual discrimination in 'female' field

By Mary Moore Parham
Staff Writer

Richard Arrez can type 198 words per minute. He also can operate any kind of computer software on Macintosh, IBM or compatible systems, operate a character scanner to voice process, take dictation, operate a linear dictaphone and take speed writing, a more efficient type of shorthand.

Until recently, Arrez also has been out of work. As a man seeking employment in a typically female profession, Arrez had to call a temporary agency three times before he could speak to someone in the clerical department.

"They kept trying to refer me to the industrial division," he said. "I had to tell them 'no,' that I wanted a clerical position and that 'no,' I didn't have one of those strange female names. This was only a few years ago in Madison, Wisconsin, which is known for being a liberal hippie haven."

Arrez explained that 100 years ago, men were the only ones allowed to be clerks and secretaries since many of the positions required travel away from the home. The job was seen as an "in" to most companies, before the intern or apprenticeship, he said.

Tasks such as typing also were more suited to men because they called upon some of the dexterity and hand-eye coordination taught to young men in games at an early age. Arrez attributes his own typing skills to finger strength and dexterity gained while in the army where he had to do exercises such as finger pushups.

After the women's movement, however, women needed jobs and tended to take lower-paying secretarial positions. For the most part, these were flunky positions where the individual was allowed to attain a skill but not advance to the next level, he said.

"This is where we get the stereotypical image of a secretary getting coffee, typing correspondence and doing her nails," Arrez said. "Men were forced to have women in the workplace but weren't willing to have them move up."

Today, with both men and women holding degrees flooding the market, the position of secretary has again become one of the first steps on the tier system to higher-paying positions such as office manager and administrative assistant, Arrez said.

When he arrived in the Triangle, Arrez sought secretarial work from both Duke and UNC-CH so he could finish college and attend medical school. Arrez is now doing temporary work at the University's Highway Safety Research Center.

"My goal in life is not to be a secretary," he said. "(Secretarial work) is the job that can make me the most money for the skills I have. I could have chosen to follow my father as a carpenter, but after seeing the health problems he's gotten from a bad work environment, secretarial work is a lot healthier."

Arrez noted that it is the secretary who usually has twice the responsibility of his or her boss. Although secretaries are at an advantage in that they don't have to take work home, they take home the interpersonal stresses from the job, he said.

"You can't get by as a secretary by being a jerk," Arrez said.

Arrez took tests given through the University's Human Resource Department and was classified as a five — meaning he would be well-suited for the position of administrative secretary, just one step below administrative assistant.

See SECRETARY, page 7

D.A.: Student Stores violating act

By Birch DeVault
Staff Writer

The Orange-Chatham district attorney said Monday he would take legal action against UNC Student Stores if they continued selling merchandise in an alumni magazine.

Student Stores is violating the Umstead Act by advertising in Carolina Alumni Review inserts, said District Attorney Carl Fox. The act prevents state agencies from competing with private businesses.

"In my opinion, I think that Student Stores is in violation of the Umstead Act," Fox said. "The stores must either stop selling the merchandise or I will be forced to take legal action."

The act states that all sales by campus stores are limited to the employees of the institution and their families, enrolled students and their families, other campus stores and people who are on campus for reasons other than purchasing merchandise from Student Stores.

"It seems they are trying to subvert the law by selling their items through the alumni magazine," Fox said. "The Alumni

Association can't turn around the merchandise from Student Stores and provide it to the public. I'm not sure, but I wouldn't be surprised if the Alumni Association is getting a profit off of this."

John Jones, Student Stores general manager, said Monday that Ben Tuchi, vice chancellor for business and finance, was handling the problem for the stores. Tuchi could not be reached for comment.

Fox said the lawyers for Student Stores had not returned several of his telephone calls.

"I have been waiting for them to call me back for two weeks, so if they don't contact me, I'll try them again," he said. "If they still haven't made a decision, I'll have to make one of my own."

Doug Dibbert, General Alumni Association director, said Carolina Alumni Review is produced by the GAA and is mailed to 100,350 homes. Carolina Collectibles is a 16-page booklet inserted in the magazine once a year to give out-of-state alumni a way to purchase memorabilia, he said.

"We provide a service to both the merchants and the consumers as a forum," he said.

GAA receives a percentage of the sales to cover expenses, but Dibbert refused to give the exact amount.

"It is a matter of a business contract, which should remain a personal matter between the two parties," he said. "We are not in this for the profit, but to provide a service to the alumni."

"The money we make usually goes to processing fees for the order forms and to cover complaints about the size of a garment or a mistake in ordering," he said.

Any business can advertise in the Carolina Collectibles insert, as long as the products they offer are licensed by the University, he said.

"I do not handle the ads, but to my knowledge, there are no more than five products in the insert advertised by the Student Stores," he said. "We are not preferential to any merchant."

Karen Wertman, GAA advertising director, was out of town and could not be reached for comment.

Dibbert said that when alumni order items from the insert, the GAA sends the requests to the individual merchants who placed the ads.

See UMSTEAD, page 4



Sworn in

N.C. Supreme Court Chief Justice Jim Exum (rt.) gives UNC senior and new Chapel Hill Town Council member Mark Chilton the oath of office at a

ceremony Monday night at town hall. Chilton, 21, is the youngest elected official in the state and the first undergraduate student to serve on the council.

Town help sought for UNC staff

By Dana Pope
Staff Writer

A coalition formed to support University housekeepers has asked the town for its help in lobbying the Board of Governors and state legislators this winter for higher wages and fair employment practices.

The group, named the Community Support Coalition for the Housekeepers of UNC, will begin formal lobbying at the next session of the state legislature in May.

Group members presented a petition to the Chapel Hill Town Council at last Monday's meeting asking for the council's support in their lobbying efforts.

New Chapel Hill Mayor Ken Broun and council members Joe Capowski and Mark Chilton will be faced with the resolution in their first terms on the council.

Broun, who was sworn in Monday night, said he wasn't very familiar with the resolution yet, but added that he was very supportive of the housekeepers and concerned about their below poverty level wages.

"I'm more than willing to support them," said Broun, a professor in the UNC School of Law. "I'm very sympathetic to their concerns."

Chilton, a UNC senior, said he thought the situation was "outrageous" and he hoped the resolution would help. He added that the state should be more concerned with below poverty level

See COALITION, page 3

Alumnus donates \$2,000 to help pay a.p.p.l.e.s. coordinator

By Chandra McLean
Staff Writer

a.p.p.l.e.s., which has been plagued by financial problems in recent months, has received a \$2,000 gift to help pay its new coordinator.

Tom Kenan, a University alumnus, said he donated the money to help keep a.p.p.l.e.s. going until organizers could find other funds with which to pay Denise Beal, the program's new coordinator.

"I feel that a.p.p.l.e.s. is an important program because it gets people involved,

and it lets them know where the needs are in the community," Kenan said.

Students participating in allowing people to plan learning experiences in service work with campus or local groups helping others. They then talk about their work and how it relates to principles and theories in class discussions.

Kenan said a.p.p.l.e.s. members came to him for financial help because he had been involved with the Student Coalition for Literacy.

"I am quietly involved with things that go on on campus, and the money

was to pay the person directing the program because the administration would not raise student fees," he said.

Students voted last semester to raise their fees by 90 cents to fund Beal's position. But UNC-system administrators refused to implement the increase citing higher tuition costs as the reason.

Mike Steiner, an a.p.p.l.e.s. student coordinator, said Kenan's gift would help fund Beal's salary, and organizers would continue looking for private donors.

a.p.p.l.e.s. coordinators also plan to ask students to contribute the 90 cents

they would have been charged under the fee increase to the program.

The situation does not speak well of students' power to govern themselves, because they are being denied the ability to put into action something they approved in a campuswide vote, Steiner said.

Beal said students had been able to raise their fees through student referendums for the past fifty years, and the present situation went against that tradition.

"The most difficult thing for me is figuring out how things work around

here," she said. "I feel that I've been thrown into the den with lions and have been playing musical chairs since I have been here."

Beal said that Donald Boulton, vice chancellor for student affairs, assured her that her salary would be secure. The division of Student Affairs and the College of Arts and Sciences paid Beal's salary this semester.

"The promise was made on the same day he informed us that (The Daily Tar Heel) was weaning itself off of student fees, and there would be a move to reallocate those fees toward a.p.p.l.e.s."

she said.

Beal said a.p.p.l.e.s. coordinators plan to ask Student Congress members for this money.

"Every time I leave the office and people ask where I'm going, I say I'm going a'beggin' and shaking my tin can," she said.

It is important for students to know they have someone at a.p.p.l.e.s. they can call for help with coordinating academics and community service, Beal said.

See a.p.p.l.e.s., page 4

State may fine University for 9 code violations in Power Plant construction

By Heather Harrell
Staff Writer

Violations of state air quality standards and permit procedures at the University's new power plant probably will result in fines, a state environmental official said Monday.

The N.C. Division of Environmental Management cited the University Nov. 15 for non-compliance with 10 of 16 permit requirements. After reviewing the citations Monday, officials cleared the University of one violation but said the plant still did not meet nine requirements.

DEM officials will issue an enforce-

ment recommendation to the division director, which could lead to fines and a civil lawsuit against the University, said Arthur Mouberry, DEM regional supervisor.

"Under current rules (the fines) could be as much as \$10,000 per violation per day," he said. "Only the director has the authority to set the amount of the fine."

The DEM will tell the University in April 1992 if it will levy fines, and if so, how much they will be, Mouberry said.

Four of the violations are due to the plant's failure to pass air emissions tests. The plant's other five violations dealt with incorrect record keeping and notification procedures.

DEM officials might conduct a separate study on one of the air emissions tests the plant failed, Mouberry said. This is to ensure there are no health threats in the emissions, he said.

"Our concern is if there is a violation, there is potential danger to human health and human welfare," he said.

Thomas Grisham, UNC special projects director, said he thought the University should be cleared of one of the procedural violations and he would try to find information to prove this.

One of the four tests DEM officials say the University failed it actually

See PLANT, page 2

Soviet Union undergoes widespread change

Editor's note: This article is the first of a four-part series highlighting the dramatic events of 1991.

By West Lockhart
Staff Writer

Three months after the abortive coup by Soviet hardliners, the Soviet Union has ceased to exist as a single nation.

The process of political, economic and social disintegration underway before the Aug. 19 coup attempt has accelerated in the aftermath, leading many scholars to reject the notion of a unified Soviet state and to ponder the widespread ramifications of the uprising.

"The Soviet Union is a state without a country," said David Griffiths, a University associate professor of his-

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tory. "There is still in place the state apparatus, but nobody is paying any attention to it."

It is more appropriate to think of 15 individual republics rather than a Soviet Union, he said.

After 70 years of repression by the central government, many ethnic groups are clamoring for the right to self-determination, said Leon Aron, senior policy analyst for Soviet studies at the Heritage Foundation.

Because many of these "nationalist aspirations were driven underground where they acquired some rather unsav-

ory features ... the price that is being paid is very heavy indeed," he said.

Vladimir Treml, an economics professor at Duke University, said that the post-coup atmosphere has encouraged many of the latent ethnic and national hostilities to rise to the surface.

There are approximately 100 different ethnic groups scattered throughout the former Soviet Union, he said. Historically, many of the smaller ethnic groups have suffered from repeated discrimination, and they feel a deep-seated enmity towards their oppressors.

Joel Schwartz, a UNC professor of political science, said that there is a "real mosaic of factors" fueling a po-

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There's a fine line between clever and stupid. — Nigel Tufnel, "This is Spinal Tap"