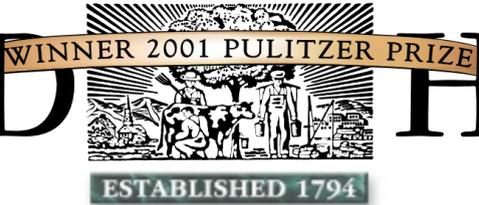


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Pay hikes proposed for top VSC officials

Total earnings for Clarke could approach \$274,000

By DARREN M. ALLEN Vermont Press Bureau

MONTPELIER — Vermont State Colleges' Chancellor Robert Clarke could receive an annual compensation package worth more than \$200,000 in a proposal under discussion by the system's Board of Trustees.

In addition to a 3 percent raise to his current base salary of \$138,998, the package contains a \$6,000 "market adjustment" that would bring his base annual compensation to \$149,168 as of July 1. The package also includes a \$6,500 bonus and a housing allowance worth \$24,000



Clarke

a year. Clarke's package also includes an annual \$20,000 payment related to a long-standing contract with IBM worth \$5 million a year to the colleges. The system also provides a car — a Chrysler — to Clarke, a benefit worth at least \$5,300 a year, according to estimates. All told, the chancellor's total pay for the upcoming academic year would come in at nearly \$205,000.

Clarke's new compensation package comes as trustees are considering a 3 percent raise and a \$3,000 salary adjustment for each of the five campus presidents, whose base salaries would range next year from \$104,764 to \$110,471.

"These five are outstanding, and they have done an exceptional job," Clarke

said Monday. "Not one of them is weak."

Clarke is in the third year of a three-year contract, but the trustees set his compensation package annually. The package was discussed during a closed session of a board committee last week. It will be presented to a meeting of the full board Thursday afternoon, the same meeting at which trustees are expected to approve a 5 percent hike in tuition at the system's five campuses.

At the same time, Clarke serves on three corporate boards — he's slated to join the board of a fourth, BankNorth Group Inc., next week — that will pay him a total of more than \$69,100 in annual stipends and expenses. Such service is customary for leaders of colleges and universities, and often helps them

in their fund-raising efforts, academic compensation experts said.

Taken together, Clarke's salary, benefits and service on corporate boards stand to earn him at least \$274,000.

While high in the context of a state where the U.S. Census Bureau estimates the average annual income for a four-person household at \$59,125, Clarke's package is reflective of what it takes to keep and retain top talent in higher education, said Gov. James Douglas.

"This is in the ballpark for a CEO of a large educational institution," said the Republican governor, who serves as a system trustee and whose own state salary is \$125,569. "Bob's done a great job, and

See Page A10: VSC

Breaking down the chancellor's pay

Table with 2 columns: Component, Amount. Rows include Base 2002-03 salary (\$138,998), Proposed 3% raise (\$4,170), Proposed market adj. (\$6,000), Bonus (\$6,500), Housing allowance per year (\$24,000), Car (Est. yearly lease) (\$5,300), Payment from IBM contract (\$20,000), Outside corporate boards (total based on information from respective companies) (\$69,100), Est. cash, stock and expenses, APPROX. TOTAL (\$274,000)

Sources: Clarke, Vermont State Colleges Board of Trustees; corporate board information from CVPS, Vermont Electric Co., BankNorth Group Inc. and Connecticut Valley Power



U.S. soldiers arrest a group of men in the streets of Baghdad, accusing them of driving a vehicle with weapons and attempting to ambush U.S. troops on Monday. U.S. soldiers and locals claimed that the group were non-Iraqi Arab fighters. The American military continues operations in Baghdad trying to secure control of Iraq's capital city.

Pentagon sees end of combat

By ERIC SCHMITT And BERNARD WEINRAUB The New York Times

WASHINGTON — The Pentagon on Monday declared that major combat operations in Iraq were over after U.S. forces took control of Tikrit, the last bastion of Saddam Hussein's government.

Meanwhile, senior Bush administration officials again accused Syria of harboring Iraqi leaders.

Secretary of State Colin L. Powell threatened Syria with economic or diplomatic sanctions if it continued to provide "safe haven" to fleeing officials of Saddam Hussein's government. Other administration officials accused Damascus of backing terrorists and amassing weapons of mass destruction.

The White House spokesman, Ari Fleischer, used even harsher language, calling Syria "a rogue nation" and its president, Bashar Assad, an "untested leader" who now has his chance "to be a leader who makes the right decisions."

In response, U.N. Secretary-General Kofi Annan warned that "the recent statements directed at Syria should not contribute to a wider destabilization in a region already affected heavily by the war in Iraq."

Annan said that "any claim of threats to international peace and security should be addressed in conformity with the provi-



U.S. to meet with Iraqi factions to discuss country's future.

Page A2

U.S. troops will leave Saudi Arabia.

Page A3

South Burlington Marine remembered for sense of duty.

Page B5

sions" of the U.N. charter.

Current and former Bush administration officials said that Saddam's family members have fled Iraq into Syria in recent weeks, a charge Syrian officials have denied. U.S. officials also expressed alarm that Syria is developing chemical weapons. As an example of the close ties between the guerrilla terror group, Hezbollah, and the Syrian government, they said intelli-

See Page A10: War

Emphasis now shifts to protecting Iraqis

By TOM RAUM The Associated Press

WASHINGTON — By any normal gauge, the war with Iraq is over. Saddam Hussein's government is gone, all key cities are seized, major combat is winding down and two aircraft carriers are going home.

Yet major questions remain, including the whereabouts of

Saddam and any weapons of mass destruction and whether Iraqis can govern themselves after a quarter-century of one-man rule.

The role of the United Nations or individual nations in Iraq's future also is up in the air. The United States has invited its coalition partners to talks on rebuilding Iraq — but not countries that objected to the war such as Germany, France and Russia.

See Page A7: Analysis



U.S. Marines run across a street as they look for resistance in Tikrit, Iraq, on Monday.

Researchers complete sequencing of human genetic code

By NICHOLAS WADE The New York Times

BETHESDA, Md. — The human genome is complete and the Human Genome Project is over, leaders of a public consortium of academic centers said on Monday.

Their announcement marked the end of a scientific venture that began in October 1990 and was expected to take 15 years. Monday's finishing date, two

years ahead of schedule, was timed to coincide with the 50th anniversary of the discovery of the structure of DNA by James Watson and Francis Crick. Their article appeared in the April 25, 1953, issue of Nature.

Watson, who became the first director of the Human Genome Project at the National Institutes of Health, was present at a conference being held there on Monday to celebrate the genome's com-

pletion. He had sought that goal, he said, realizing that a family member's illness would never be treatable "until we understand the human program for health and disease."

A "working draft" of the human genome sequence was announced with much fanfare three years ago in a White House ceremony. But at that stage both the Human Genome Project had completed only 85 percent of the genome

and its commercial rival, the Celera Corp., using the project's data as well as its own, had attained somewhat more. The project's draft was not a thing of beauty. It consisted of thousands of short segments of DNA, whose order and orientation in the full genome was largely unknown.

Three years later, the international consortium of genome sequencing centers has now put all the fragments in

order and closed most of the gaps, producing an extensive and highly accurate sequence of the 3.1 billion units of DNA that make up the human genome.

The data, perceived as the foundation of a new era of medicine, will be posted for free on genetic databanks. Celera, whose data is available by subscription, never intended to carry its

See Page A7: Genome

TODAY High 75 Low 51 Complete weather: PAGE A10

RUTLAND MSJ welcomes new principal. PAGE B1 Group doesn't get grant for Tuttle Building. PAGE B1

Last in a nine-part series on freedom and U.S. history NEXT, PAGE A5

SOUTHERN VT Manslaughter trial ordered to proceed. PAGE B4 Lottery Numbers Monday: 4-0-3 and 0-3-8-8. New York State: 1-8-7 and 2-7-0-4

Business A9 Calendar B5 Classified B8 Television A4 Crossword, Horoscope B8 Comics, Advice, Movies A6 Editorial A8 Job Market A9 Sports B6 Obituaries B2, B5 Volume 143 Number 90 2 Sections 20 Pages