

Partly Cloudy
High in upper 70s
Tuesday: Showers
High around 70

The Daily Tar Heel

RHA/BSM forum
7 p.m.,
Upendo Lounge

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Moldavia tries to end ethnic unrest

KISHINEV, U.S.S.R. — Moldavia's president appealed Sunday for an end to street demonstrations and urged his Parliament to reconsider laws that have stirred ethnic unrest and violence in the republic.

The speech by President Mircha Snegur marked the first time the ethnic Moldavian leadership accepted blame for separatist movements in the Turkish-Christian Gagauz region of southern Moldavia and in the predominantly Russian and Ukrainian Dniester area in the east, lawmakers said.

It came one day after a meeting in Moscow with President Mikhail Gorbachev in which Snegur and representatives of the separatist groups agreed to a moratorium on acts that led to the ethnic crisis in the small republic.

Details of the moratorium have not been worked out. Lawmakers said it probably would mean the Gagauz and Dniester regions would suspend their recent declarations of sovereignty and planned elections.

Pentagon may train Soviet bloc officers

WASHINGTON — The Pentagon may soon be training military officers from the very countries it once viewed as archenemies.

The administration is considering requests from members of the Soviet-led Warsaw Pact — Poland, Hungary, Czechoslovakia, Bulgaria and Romania — to participate in a program known as International Military Education and Training (IMET), officials say.

While the program probably would cost just several hundred thousand dollars, the symbolic value of such a project would be much higher. "Who would have believed we would train officers from the very countries which we viewed as our enemies just last year?" said one Defense Department official.

The possible training project is just one of many options under consideration by the Bush administration to help countries which this year discarded more than four decades of communist rule.

Albanian government promises reform

TIRANA, Albania — By opening the door to reform just a crack, Albania's Communist leaders have stirred hopes for change that ultimately may bring them down.

For many Albanians and foreign observers the only questions are when and whether the fall will be slow or sudden, peaceful or violent.

Scores of foreign reporters were in Tirana for an international conference last month, and Albanians of all ages reached out to the visitors with a thirst for freedom and friendship.

It was the latest stage of a process that began in May, when the government promised reform. Two months later, thousands of Albanians clambered into foreign embassies, demanding and receiving the right to emigrate.

Just after the gathering of Balkan foreign ministers, Albania's first international conference, another blow fell: the defection of Ismail Kadare, the country's greatest author and the spiritual leader of reform.

— From Associated Press reports

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Policy proposal worries employees

By STEPHANIE JOHNSTON
Assistant University Editor

UNC employees said last week they were concerned that the proposed grievance policy could lead to poor advice from counselors because counselors would be paid by the University.

Under the proposed policy, the University would encourage employees filing or considering grievances to consult with the counselors.

Employees who file grievances would not have to consult the counselors under the proposed system, but they

also would not be able to have a lawyer present during the hearing.

Under the proposed policy, lawyers would be banned from representing employees in Steps One through Three of the grievance process.

The counselors would be employed by the University at the Counseling Services Center. The University recently created the center, which will handle the grievances the Employee Relations Department previously addressed.

Because the counselors also would be University employees, they may be

unwilling to give advice that might hurt the University or themselves, employees said.

"I am concerned about them saying we're going to get these people and train them," said Jim McCulloch, a Radio, Television and Motion Pictures department engineer. "They will be University employees. Unless they can be given immunity from prosecution or being fired, they won't be able to give their best advice if it's harmful to the University. They (might say) 'my boss would want me to tell this employee

this.'"

Mike Lewis, the employee relations officer who now handles grievance complaints, said the counselors might file a grievance themselves at some time and wouldn't want to have the hearing committee angry at them. "They (the counselors) would be persons who would have the right to raise grievances themselves," he said. "They might sit in front of a committee of the same people. (But) I agree at this point they need to try something different."

Paula Schubert, chairwoman of the State Employees Association of North Carolina, said SEANC members had met with the grievance procedure review committee and asked that employees have the option of representation by lawyers.

Employees do not trust the Employee Relations Department, which now handles grievances, and this mistrust probably would carry over to the Counseling Center, she said.

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Winnie Mandela to speak at UNC

By CHERYL ALLEN
and VICKI HYMAN
Features Editors

Human Rights Week kicks off Nov. 11, and once again, UNC will come alive with activities, speakers and panel discussions in recognition of the week.

According to Abbott Whitney, co-chairman of Campus Y's Human Rights Week committee, the state-recognized week should raise awareness among students, faculty and area residents.

"Human rights week is a week-long forum in which interest groups from the University community and groups outside the University can express their concerns with issues of human rights violations—domestic or international," he said.

The committee avoided choosing a theme this year in an effort to emphasize different types of violations. As a result, the speakers represent a broad spectrum of those touched by injustice.

Winnie Mandela, wife of former South African political prisoner Nelson Mandela, will speak about inequality and injustice in South Africa. She will be a keynote speaker during Human Rights Week.

The UNC Campus Y, which has

sponsored the week for the past eight years, wanted an influential speaker to draw attention to their cause.

"We wanted a dynamic, powerful woman, and she symbolizes that," said Evelyn Toliver, co-chairwoman of Human Rights Week. "We wanted someone of Winnie Mandela's stature. 'I didn't think anyone more than her can exemplify what human rights abuses are,'" Toliver added.

Mandela will discuss the past, present and future of South Africa when she appears in the Dean E. Smith Center at 8 p.m. on November 15.

Most importantly, Mandela will address what Americans can do to help make this world a place where people don't discriminate for reasons of sex, race or color, Toliver said.

Other campus groups will sponsor speakers and activities to bring attention to their individual causes.

David Bower, chairman of Earth Island Institute, a peace and environmental group, will speak at 8 p.m. on Nov. 12 in Memorial Hall. His discussion, sponsored by Student Environmental Action Coalition, will focus on the ba-

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DTH/Ed Moorhouse

Strolling along

Two participants, plus a baby buggy, in the one-and-a-half mile Carrboro Fun Run race past Carr Mill Mall

Sunday afternoon. A 10-kilometer race followed the Fun Run on an unusually warm November weekend.

University to control dorm phone service in 1992

By STEVE POLITI
Staff Writer

The University will begin controlling telephone services in residence halls in July 1992, said Robert Peake, associate director of utilities management of the Physical Plant.

Under the new system, phones will be activated for all students living in campus residence halls when the students arrive at the beginning of the 1992 fall semester. Students will be able to use this initial connection to make calls in the Chapel Hill area.

Students can then choose a long distance company.

Donald Boulton, vice chancellor of student affairs, said the new system would be more convenient and would give students more for their money.

"For the same amount of money stu-

dents are paying they are getting a lot more service. That's the bottom line," he said.

The University negotiated with Southern Bell for several months before an agreement was reached, Peake said. Officials also worked with students to decide what kind of services to offer.

"Under this plan, all rooms are to be equipped with local service," Peake said. "This was done under the recommendation of the RHA (Residence Hall Association) and Dean Boulton's office."

"Just like heat and electricity, it will be a service that will be provided."

Gretchen Diffendal, RHA president, said the group of students and University officials discussing possible plans voted unanimously in favor of the system.

"This was the only to support,"

Diffendal said. "The other two only went halfway. With one you still had to send in the form and pay the connection and disconnection fee. With the other, you still paid the bill as a room, not as an individual."

"This system has all of the features. Students have the advantage of just coming the first day and having the phone connected. It also resolves conflicts that could arise with roommates over phone bills. In addition, it gives the technical advantages that come with a modern system at no extra costs to students."

A personal access number will be assigned to each student to allow the Physical Plant to issue separate bills and to prevent outsiders from making long distance calls.

Special features presently offered by

Southern Bell, such as call waiting and call forwarding, also will be offered when the change is made.

In addition, the Physical Plant is considering other features, such as a voice mailbox that records messages for students, Peake said.

The cost of the initial services will be added to the rent bill for residence hall rooms.

Wayne Kuncel, director of University Housing, said the new plan would cost students no more than the services now offered by Southern Bell.

"That's the intent of the University," Kuncel said. "I worked at another school that had a similar system, and it worked well."

Barbara Kearney from Communication Services of Indiana University at Bloomington said Indiana made a simi-

lar change in July 1981 when it took control of both residence hall and family housing phones.

The change has been more convenient for Indiana students, while the costs have stayed the same, she said.

"Students in the residence halls pay \$16 a month for phone services," Kearney said. "This includes the line, the phone itself, wire maintenance, which means there are no charges for repair and a very large free calling area."

The initial cost now for most UNC students in residence halls averages just under \$16. While UNC students will have a choice of long distance companies under the new system, students at Indiana are offered only one long distance company, AT&T.

"There are still some things that could be more efficient," Kearney said.

Course guide sales 'good,' but far from goal of 2,000

By SUSIE KATZ
Staff Writer

Student government must sell at least 2,000 copies of "The Indispensable Guide to Classes" before investors can be reimbursed and profits can be donated to UNC libraries, said Student Body President Bill Hildebolt.

The guides will be available at least until the last day of phone-in registration, but sales may continue past that time to break even, Hildebolt said.

"If we need to, we may try to target parents at some point through the mail," he said. "You may see this edition along with next year's on sale next fall."

But Hildebolt said sales had been good so far. "What we've heard from Student Stores is that sales have been pretty good," he said. "It's been a big risk, but at this point it's at least been a reasonable success, and it may be a great success."

Tracy Lawson, editor of the guide, said sales had been good, but not great. "We've sold about 200 so far in the Pit, I think, and we've given them out to people to sell on their own," she said. "They're supposed to report back to us this week."

"Every time I go in (to Student Stores) it seems like the stock is low."

Lawson admitted that reaching the goal of selling 2,000 copies would be difficult.

"Selling 2,000 copies of anything on this campus is hard as heck," she said. "This isn't a revolutionary change where

people are jumping on the bandwagon (to buy them), but it's not a monumental flop, either."

Grant Vinik, student body vice president, said Student Stores was originally given 1,900 copies of the guide to sell, but no figures were available on how many copies had actually been sold.

Vinik said he worried that an editorial by The Daily Tar Heel Co-editor Jessica Lanning in last Friday's DTH might hurt sales.

"The guide is geared toward freshmen and sophomores, and this is the week (when they register)," he said. "An opinion is an opinion, but the editorial brought out all the bad points of the guide. I think there are some good points."

Vinik said he knew the guide was not exactly what students might have expected, but said it was better than nothing at all.

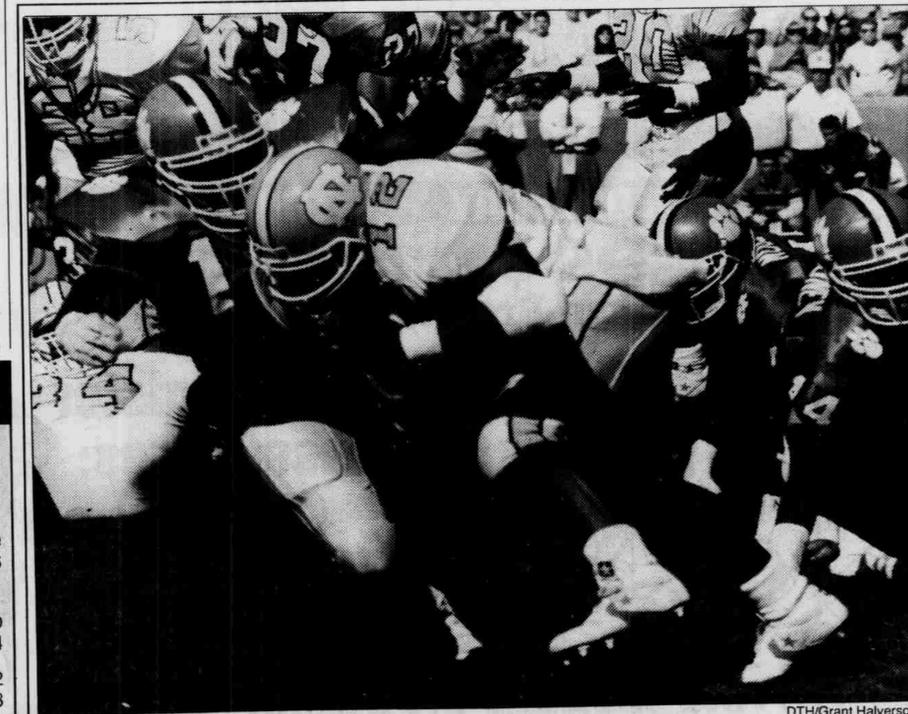
"I know we've got a good product, and I know students can use it," Vinik said.

He said he used his copy when he registered and needed to learn about classes he was not familiar with.

"You're sitting there on the phone (picking classes) in a minute and a half, and it's very simple to look into (the guide) and find a professor or a class," Vinik said.

Students have had mixed reactions to

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DTH/Grant Halverson

Getting defensive

Clemson defenders swarm North Carolina tailback Eric Blount (12). Blount and the Tar Heels managed just 38

yards rushing against the nation's No. 1 defense as UNC suffered a 20-3 defeat. See story, page 14.

I'm in a phone booth at the corner of Walk and Don't Walk. — Unknown