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Tuesday: Sunny
High in mid-50s

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Walesa victorious in presidential election

WARSAW, Poland — Lech Walesa, the shipyard worker who helped lead his country out of Communism, swept to a landslide victory in Poland's first popular presidential vote Sunday, according to exit polls.

Walesa beat businessman Stanislaw Tyminski, a virtual unknown before the campaign, by a margin of 77 percent to 23 percent, according to an exit survey of 22,500 voters at 303 representative polling stations nationwide.

Turnout was estimated at 55 percent, according to a survey by the German Infas service and state television.

The first actual results, from 165 of the country's more than 22,000 polling stations, showed 74.7 percent for Walesa and 25.3 percent for Tyminski, the television said.

Full official results were expected late Monday, but the exit polls have proven accurate to within 2 percent.

Baker wants Saddam to hold talks by Jan. 3

WASHINGTON — Secretary of State James Baker said Sunday that if Saddam Hussein did not agree to hold a meeting with him by Jan. 3, it would show that the Iraqi leader was not serious about averting a war in the Persian Gulf.

The Iraqi ambassador to the United Nations, Abdul Amir Al-Anbani, would not rule out scheduling the meeting for that date.

But he predicted that if war does come, the United States could suffer as many casualties in a single day as it bore during the entire Vietnam War.

Baker and National Security Adviser Brent Scowcroft said once Iraq leaves Kuwait, the United States will seek to create an international system of monitoring Iraq's advanced weapons programs.

Israeli Prime Minister Yitzhak Shamir, meanwhile, said he believed the United States would reject a proposed conference linking talks on the gulf crisis with the Palestinian issue.

Baker said his anticipated session in Baghdad with Saddam should not occur after Jan. 3 because if it did, it would not give Iraq enough time to withdraw from its oil-rich neighbor before the United Nations' Jan. 15 deadline.

KGB discovers plots to embezzle food

MOSCOW — The KGB said Sunday it had uncovered plots to divert food from empty stores and hungry Soviet people and said it was filing criminal charges against those responsible.

Soviet media, meanwhile, said donated foreign food was waiting in cargo ships on the east and west coasts because of port congestion, and was piled up at Moscow railway stations due to a shortage of trucks and drivers.

The KGB created a special unit last month to control distribution of donated food supplies and prevent their theft, after the government put it in charge of the "battle against economic sabotage."

The official Tass news agency reported Sunday that the KGB had "exposed and stopped the actions of some officials aimed at obtaining personal advantages at the expense of state interests during the storage, transportation and selling to the population of foodstuffs and consumer goods."

— From Associated Press reports

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IFC plans to tighten alcohol policy

By TIM BURROWS

Staff Writer

The Inter-Fraternity Council has decided to draft stricter alcohol and risk-management policies for all fraternities, a move welcomed by University administrators.

Tim Taylor, IFC president, said the new policy was expected to strengthen many unenforced provisions in the current policies, specifically those prohibiting open containers of alcohol, serving alcohol to underage guests and holding open parties.

IFC discussed plans to draft the new risk-management policy at a meeting Dec. 6. The new policy will be drafted Jan. 10, and IFC members will vote on the policy Jan. 23, Taylor said.

Although Taylor said the IFC received no suggestions from the administration, Chancellor Paul Hardin said Sunday that he was pressing for the elimination of open parties and bulk alcohol.

The present risk-management policies are agreed upon by each fraternity and its insurance company.

The proposed policy would apply to all fraternities that are members of the IFC, said Lee Hark, IFC vice president.

Hark said the changes in the enforcement policy were prompted by concern for liability on the part of the fraternities and the administration.

Many provisions of the risk-management policies have been circumvented for years, he said.

"All of a sudden he (Hardin) seems to be serious about enforcing these rules," Hark said. "Which is as it should be."

Hardin said he was encouraging the

changes because of his concern for the health and lives of students. "We've had some very close shaves related to excesses."

Taylor and Hark said enforcement procedures would be worked out at the Jan. 10 meeting.

"We're not sure how we're going to strengthen them, and we're not sure how we're going to enforce them," said Ted Townsend, IFC representative from Delta Epsilon.

Hardin said UNC did have some enforcement powers, but that actions such

as purchasing the fraternity houses or refusing University recognition of the fraternities would only be a last resort.

Taylor said he was unsure of the general opinion of the fraternities about the changes because the Dec. 6 meeting had been poorly attended.

Hark said he anticipated some resistance, but said the new policy would benefit the fraternity system, which he described as "a dinosaur."

Hardin said he was certain that everyone agreed with banning open parties and bulk alcohol.



DTH/Joel Muhl

Celebrate!

Members of Afro-One, including dancers and percussionists from both Chapel Hill and Willingboro, N.J.,

perform a dance at Kwanzaa 1990 Sunday afternoon at the Great Hall.

Consulting team returns to advise University police

By BRIAN GOLSON

Staff Writer

Consultants the University hired last year to evaluate the UNC police department have returned to make additional recommendations, but some police officers said they doubted the consultants could improve the department.

Ron Zuniga, associate director of the Arizona Department of Corrections, and Asa Boynton, chief of police at the University of Georgia at Athens, were hired in November 1989 to investigate employee relations in the UNC police department. In January they submitted a report with 40 recommendations of ways to improve the department.

Ben Tuchi, vice chancellor for business and finance, said the consultants

made recommendations to help interim Public Safety Director John DeVitto implement changes to improve the department.

Zuniga and Boynton have returned to the University this week to evaluate the department's actions of the past year and to make more recommendations, Tuchi said.

"Their job is basically to provide information to us in an attempt to objectively measure the changes that have taken place and to investigate what new things they see that can be improved," he said.

The consultants will be at the University until Thursday, but they will not

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Small number of Ph.D.s hinders minority recruiting

Editor's note: This is the first article in a two-part series about the status of African-American recruitment and retention at the University.

By NATALIE A. GODWIN

Staff Writer

Efforts to hire African-American faculty members are sometimes handicapped by the small pool of applicants, said Rosalind Fuse-Hall, associate dean of student affairs.

Out of 6,562 graduate students at the University this year, records show that only 316 are African-Americans.

The University could increase the number of minority faculty if it hired more of its own minority graduate students after they received their Ph.D.s, Fuse-Hall said.

Faculty Chairman Harry Gooder said the number of male and female students of all races receiving Ph.D.s had decreased, but the sharpest drop was

among African-Americans.

"Colleges are finding it difficult to recruit minority faculty because there are fewer applicants to be considered," he said.

A 1987 National Research Council study found that the number of doctorate degrees awarded to African-Americans decreased during the past 10 years in fields such as humanities, literature, the sciences and history. However, it also showed an increase in

the number of African-Americans receiving Ph.D.s in psychology, business administration and economics.

Since 1980, black enrollment in graduate and professional schools has declined 20 percent, according to reports from the National Advisory Council on Black Education.

Federal law requires the University to include representative numbers of African-Americans and women in candidate pools for available jobs. At

UNC, faculty members are hired by departmental search committees.

Darnell Hawkins, a former associate professor of sociology at UNC, said the University did not seem to recruit African-American faculty as well as it did during the mid-70s. Some universities across the nation have been more successful in recruiting African-American faculty, he said.

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Anti-war organization to sponsor discussion of Gulf crisis

By SOYIA ELLISON

Staff Writer

Students worried about U.S. involvement in the Middle East are becoming more vocal in their opposition to using military force in the Gulf crisis.

This week, UNC students will have several opportunities to express their concerns. "Speak Out for Peace," organized by students Lisa Abbott and Michelle Stem, will be held Tuesday

from 11 a.m. to 2 p.m. on the steps of South Building. The meeting will feature about 10 speakers, including Donald Boulton, vice chancellor of student affairs, Dan Coleman of the Orange County Greens and history professor Herbert Bodman.

Organizers also hope Duke University students who participated in an anti-war protest in Durham Friday will speak, Abbott said. When the speakers

finish, the microphones will be open for students to speak.

Students who helped organize the Speak Out are "a lot of people who have not necessarily been 'activists' before who are really scared," Abbott said.

The group passed out white armbands in the Pit Friday to symbolize a demand for a peaceful solution to the Gulf crisis, which they hope will spark discussion throughout campus.

Most students said they liked the armbands, although a few said they thought only positive support should be shown for the troops, Abbott said.

"The whole purpose of these events is to break out of the fear and sense of powerlessness and allow students to speak out," she said. "(We're) trying to make sure this campus wakes up before it's too late."

The group wants students to join the

newly-formed UNC Student Committee for Peace in the Middle East, led by Jeff Jones and Gary Pace, Abbott said.

"We definitely want that (group) to be where people go after these two events are over," she said.

Between 800 and 1,000 armbands were passed out Friday, she said, and students can pick one up in the Pit

See PROTEST, page 7

Edwards sends complaints requesting federal action

By STEVE POLITI

Staff Writer

University Police officer Keith Edwards said Friday she was asking two federal agencies to investigate the University's employment practices.

Edwards has filed numerous grievances against the University, but said she was filing with the federal agencies to help other employees involved in grievance cases.

Edwards mailed letters to the U.S. Equal Employment Opportunity Com-

mission and the U.S. Department of Education.

Another letter was sent to Dan Blue, D-Raleigh, the Democratic nominee for speaker of the N.C. House of Representatives.

"I want them to look at the entire work of the University — the full operations," she said. "I will do whatever it takes because I don't want anyone else to suffer like I did."

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Review criticizes medical group's lack of internal communication

By THOMAS HEALY

Senior Writer

A review of the UNC Physicians and Associates (P & A) Administration revealed that employee dissatisfaction is high because of poor communication and the perception that management is ignorant of employees' concerns.

The report, submitted by William M. Mercer Inc. consulting firm, was distributed to employees Friday. It contains a 110-item survey of employee concerns and 18 recommendations aimed at improving the department's working environment.

Some of the recommendations are: changes in the structure of upper-level management, including the creation of a human resource manager; the development of long-term strategic and an-

nual operational goals for the department; a revision of job descriptions; the implementation of a communications plan, and the development of a new employee orientation program.

The consultants were hired this fall after a group of 25 employees submitted a written memorandum to Stuart Bondurant, dean of the School of Medicine. The memorandum said that previous complaints had not led to any significant improvement in the department.

In late November, 21 employees filed a grievance against the department citing "intimidating and abrasive management tactics" in the department.

Bondurant said employee complaints

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DTH/Sarah King

Passing the bar

Angela Boice, a freshman from Richmond, Va., displays her athletic ability during the high jump competition in Friday's Rusty Timing Invitational at the Tin Can.

tion in Friday's Rusty Timing Invitational at the Tin Can.

Start every day off with a smile and get it over with. — W.C. Fields