

NEWS

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Irving H. Robitshek, left, will retire as director of employee relations, and Dale B. Robinson, right, will become director of employee relations and affirmative action.

Affirmative action, employee relations to merge and move

The Office of Equal Opportunity and Affirmative Action Programs will be merged with the Office of Employee Relations and the combined office will be moved to new quarters in Thiemes on Richmond Road this summer.

Dale B. Robinson, who has been with the College since 1981 as director of equal opportunity and affirmative action programs, has been named to head the new office, effective June 1. The move to Thiemes, which is currently used as an undergraduate student residence, is planned for July. The employment office is now located in James Blair Hall and the affirmative action office is in Rogers Hall.

The plan to merge the two offices is based on a reorganization developed by Lawrence W. Broomall, vice president for business affairs, after Irving Robitshek announced that he planned to retire as director of employee relations on June 1 following 17 years of service to William and Mary. (See *Campus Spotlight* on p. 4.)

The reorganization has the approval of the Board of Visitors, Acting President George R. Healy and President-elect Paul R. Verkuil, who will assume office July 1. It was also reviewed by both the Affirmative Action Advisory Committee and the Administrative Staff, as well as by Ronald A. Bouchard, the director of personnel and training for the Commonwealth of Virginia. Broomall said a number of concerned constituencies on campus had been consulted in the process of developing the merger of the two offices.

Broomall said the merger is an important step toward a more efficient and effective management approach that will improve the College's ability to carry out its affirmative action and equal opportunity mission.

Robinson said William and Mary "intends to pursue affirmative action as an integral part of personnel administration."

"I believe the merger enhances the College's commitment to affirmative action in employment by changing a primary focus of the affirmative action role from advisory to decision making," he said.

Robinson will continue as the principal official responsible for planning, coordinating, and assessing the College's equal opportunity and affirmative action initiatives as they relate to faculty, staff and students, including the coordination of the College's commit-

ment to minority student recruitment and retention in cooperation with other College administrators. He will continue as an adviser to the President on matters concerning equal opportunity and affirmative action while reporting to Broomall on policy matters involving personnel administration.

The coordination of personnel administration within Business Affairs will be reviewed with Billie Brandon, director of administrative services, whose previous administrative experience includes direct responsibility for affirmative action at Northern Kentucky University.

Violet Chalkley, who has been with the affirmative action office since its inception, will continue to serve as the EO/AA program specialist in the reorganized office. In addition, the plan calls for Robitshek's vacated position to be redefined as an EO/AA professional level position, with a search beginning in late April.

Prior to coming to William and Mary Robinson was employed by the Department of Personnel and Training as a compliance specialist who evaluated efforts by state colleges and universities to implement their affirmative action programs. A graduate of Northeastern University in Boston, he came to Virginia as a VISTA volunteer in 1974 and served as director of the VISTA Program for the Richmond Community Action Program from 1975 to 1977. Since 1982 he has served as a member of the Virginia EEO Committee appointed by Governor Charles S. Robb.

Broomall said a committee will be formed to assess the effectiveness of the reorganized office. It will determine whether the merger is beneficial to the affirmative action efforts of the College and to members of the College community or whether other organizational changes should be pursued.

Thiemes was taken out of the student housing lottery earlier this year after consultation with student organizations and committees. Students currently located in the house and returning in 1985-86 will be housed in other facilities.

Plans include making the first floor, which will house the employee recruitment staff and the affirmative action staff, accessible to physically handicapped persons. The move will also provide a more convenient and accessible location for people who use the services offered by the new office.

Executive Forum features public panel discussion

Five top executives, representing the communications, media, manufacturing, insurance and financial services industries, will share their insights at a public panel discussion on "Guiding Business in a Changing Environment," from 9-11:30 a.m., Friday, April 12, in Phi Beta Kappa Memorial Hall at the College of William and Mary. The public panel is the highlight of the annual Executive Forum, sponsored by the College's School of Business Administration and the Master of Business Administration Association. Admission to the Friday session is free.

Panel participants include: James S. Evans, president and chief executive officer of Media General; John G. McElwee, chairman and chief executive officer of John Hancock Mutual Life Insurance Co.; William L. Mobraaten, chairman of Bell Atlantic Enterprises; Harry E. Figgie, Jr., chairman and chief executive officer of Figgie International, Inc.; and Bettye Martin, president and chief executive officer of Gear, Inc.

To make this year's Executive Forum more of a College-wide event, the executives will also make classroom visits with non-business students and faculty across campus Thursday morning, April 11, and will meet with undergraduate business and M.B.A. students Thursday afternoon.

"The purpose of the Executive Forum is to bring together a diverse set of business leaders to explore several topical problems, and to discover, in the context of their individual situations, how they deal with those problems," says John C. Jamison, dean of the School of Business Administration. "We want this to be an event for the entire community, a highly spontaneous and interactive program, which I think will be more interesting than listening to prepared speeches."

The Executive Forum is planned and coordinated by a group of more than 30

Dr. John Casteen to appear here

Dr. John Casteen III, Secretary of Education in Virginia, will speak at 4 p.m. to a meeting of the American Association of University Professors, Thursday, April 11, in room 127 of the Marshall-Wythe School of Law. He will reflect on his four years in Governor Robb's administration in a talk entitled "Confessions of a Repentant Secretary of Education." All members of the College community are invited.

Dr. Casteen was a professor of English at the University of Virginia before becoming its Dean of Admissions. He became Secretary of Education in 1982.

M.B.A. students. Chairing the committee is Dina L. Blumwest, a second-year M.B.A. student from Philadelphia.



Commodore Grace Hopper, USNR

Navy specialist is Graduation speaker May 12

Commodore Grace Murray Hopper, U.S.N.R., the oldest person on active duty in the United States Navy and a pioneer in the field of computer programming who was recently profiled on CBS Television's "60 Minutes," will be the speaker for the 1985 commencement exercises at the College of William and Mary, Sunday, May 12.

Commodore Hopper will be awarded an honorary doctor of laws degree at the 2 p.m. ceremonies in William and Mary Hall, along with three other distinguished individuals. They are: The Right Rev. John Boyd Bentley of Hampton, a 1919 graduate of William and Mary, former Bishop of Alaska and vice president of the National Council of the Protestant Episcopal Church; the Hon. Walter E. Hoffman of Norfolk, Senior United States District Judge, Eastern District of Virginia; and Pulitzer Prize-winning author Eudora Welty, one of the nation's most celebrated Southern writers.

Speaker for the Baccalaureate Service for the graduating students and their families will be Dr. Elizabeth Barnes, professor of systematic theology at Southeastern Theological Seminary in Wake Forest, N.C. The service is scheduled at 9:30 a.m., Saturday, May 11, in William and Mary Hall.

Dr. Goldberg is appointed Judaic Studies Professor

Dr. Michael L. Goldberg, currently the Jay Phillips Professor of Jewish Studies at Saint John's University, Collegeville, Minn., has been named the first Sophie and Nathan S. Gumenick Professor of Judaic Studies at the College. His appointment is effective Sept. 1.

The Professorship, named for its primary donors from Richmond, will bring to the College in perpetuity an eminent scholar in the field of Judaica. The creation of the Professorship is the result of a three-year national fund raising effort by a volunteer committee, and involved more than 200 individuals, foundations and corporations from across the country.

The Gumenick Professorship is envisioned as the cornerstone of the

Joint musical event is set

A joint recital will be presented at 8 p.m. on Tuesday, April 9 in the Williamsburg Regional Library auditorium by voice student Martha Lynn Feathers and piano student Ann McLain Burhans. Both are seniors at William and Mary.

Ms. Feathers is the daughter of Mr. and Mrs. Alvin L. Feathers of Hampton. She is a business management major and has been active in the William and Mary Chorus, the William and Mary Choir, and Chi Omega sorority. She plans to pursue a career in music or business after graduation.

Ms. Burhans is a religion concentrator and the daughter of Dr. and Mrs. David D. Burhans of Richmond. She has been active with the William and Mary Chorus and Pi Beta Pi sorority. She plans to pursue a career in law.

Newsmakers

Dr. Robert J. Solomon, associate professor of business, has been appointed Project Director of Norfolk State University's Dept. of Interior Data Base Project. The Project Office is developing and installing an automated data base system that will allow U.S. Department of Interior managers to identify historically black colleges and universities whose research and development capabilities can be utilized by the Department. Dr. Solomon is William and Mary's representative in the Virginia Faculty Exchange Program and has been on assignment to Norfolk State University since August 1983.

James T. Deffenbaugh, collection development and acquisitions librarian at Swem Library, has collaborated with Maureen L. Gleason of the University of Notre Dame to publish an article in the Fall/Winter 1984 issue of *Collection Management*. Entitled "Searching the Scriptures. A Citation Study in the Literature of Biblical Studies: Report and Commentary," the article discusses the pros and cons of using a random sample of footnotes from articles in select research journals to assess a local library collection. The basis of the paper is a pilot project done at the University of Notre Dame Libraries, where Deffenbaugh served before coming to Swem Library in August of 1984.

Jacquelin Crebbs, director of annual support for the College, has been selected to serve as a member of the District III Board of Directors of the Council for the Advancement and Support of Education (CASE). During her two-year

expanded program in Judaic Studies at William and Mary. Private gifts have also made possible the establishment of a permanently endowed lecture series in Judaica to commence in the 1986-87 academic year, a student scholarship fund to support summer study in Israel, and an endowment to provide for annual library acquisitions in Judaica.

Goldberg, 35, is a 1972 magna cum laude graduate in philosophy of Yale University, and a member of Phi Beta Kappa. He has a bachelor of Hebrew Letters degree, a master's degree in Jewish Studies, a Ph.D., and is the author of two books, "Jews and Christians: Getting Our Stories Straight," and "Theology and Narrative." He has taught in the School of Theology at Saint John's since 1983. He and his wife, Myrna, and their 10-month-old son, Matthew, will move to Williamsburg this summer.

Voice recital set for April 14

Patricia A. Gerald, a junior from Alexandria, will present a voice recital on Sunday, April 14 at 3 p.m. in Williamsburg Regional Library auditorium. Admission is free and the public is invited.

She is the daughter of Mr. and Mrs. Robert A. Gerald of Alexandria. On the program will be Robert Schumann's song cycle "Frauenliebe und Leben" "La Regata Veneziana," by Rossini, and "Non so piu cosa son," from Mozart's "The Marriage of Figaro." She will be accompanied by Anne-Marie Apollo, a freshman from Lynbrook, N.Y., who is a student of Vera Lendvai.

Miss Gerald is a student of David Parks, lecturer in music at the College.

term, she will share her expertise in institutional relations and fund-raising with colleagues throughout the southeast. In February, Ms. Crebbs served as Hospitality chairman at the District III CASE conference at the Williamsburg Lodge Conference Center.



Rodney Williams '80, will dance April 12 in the Campus Center Ballroom during a BSO presentation featuring music and dance. The 7 p.m. program is free.

Retirement beckons "Robie"

When William and Mary personnel director Irving H. Robitshek has something on his mind, he says walking his dog usually helps. While it's his job to listen most of the time when personnel problems arise, Robitshek's 77-pound black labrador named Boris proves to be a good listener himself when Robie, as his friends call him, has a problem.

Boris probably will be getting a little more of Robie's time from now on, since the personnel director has decided to retire as of June 1. Robitshek leaves behind 17 years of service to the College, but nearly 40 years overall in personnel management.

He says he has no immediate plans after leaving the College, and says it will be a pleasure to sleep "until at least 7:30 in the morning." True to his extensive military background, he's used to getting up around 6 a.m. each day.

Robitshek began his career in personnel management in 1948, when as a second lieutenant in the U.S. Army, he was in charge of a personnel center. He enlisted in the armed service in 1942, and notes with pride that in four years he rose to the rank of master sergeant. At that time, master sergeant was the top enlisted rank.

Robie retired from the regular Army as a lieutenant colonel, but before that he spent military life in Iceland, W. Germany, the Hawaiian Islands, and at the Pentagon in Washington in various jobs as a personnel officer in charge of matters involving military enlistees and officers.

He joined the College staff in 1968, succeeding Dennis K. Cogle as personnel director. Cogle became assistant to the vice president for business affairs, and at the time, he and Robitshek shared office space and one secretary.

Times have changed since then. Cogle is the budget officer for the College now, and Robie has a suite of offices and seven assistants. He is proud of the College's continuing good relationship with the state Department of Personnel, and he was instrumental in the establishment of the Rita Welsh Adult Skills Program on campus, which in part has helped many College employees to improve their reading and

German Lieder recital planned

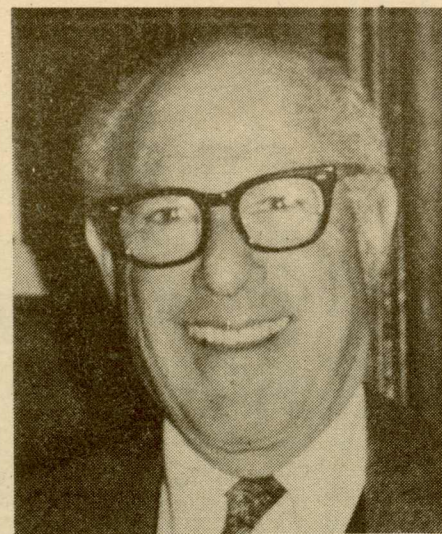
Martha Connolly, lecturer in voice at William and Mary, will present a recital of German Lieder at 8 p.m. on Friday, April 5, in the Williamsburg Regional Library auditorium. Admission is free and the public is invited.

The recital is being sponsored by the German House as part of the William and Mary Arts Festival, which runs through April 7. Ms. Connolly will be accompanied for the recital by Washington pianist Thomas Reilly.

Ms. Connolly received training in music in the preparatory division of the New England Conservatory of Music. She received a bachelor's degree in music from the University of Michigan at Ann Arbor, and her master of music degree and continuing doctoral studies from Catholic University, where she held a full scholarship for graduate studies in voice and piano.

While living in the Washington area, she performed in opera, oratorio, and musical comedy, and presented recitals in every major museum in the region. She has worked as an accompanist and conductor, and directed a choral group that appeared at the White House.

She is past president of the National Association of Teachers of Singing for Virginia, and in addition to teaching at William and Mary has taught at Catholic University, Hood College, Mt. Vernon College, and the University of Virginia.



Irving Robitshek

writing skills, and in some cases assist employees in attaining credit for high school graduation.

Also under Robitshek's administration, William and Mary in 1980 became one of the first state agencies to have its personnel office decentralized from the Richmond personnel division. "That meant we received the authority to establish or reallocate selected classified jobs, without having to go through Richmond," he says.

Robitshek also implemented the merging of the personnel office at the Virginia Institute of Marine Science with personnel on the main campus.

Campus Spotlight

In all his years in personnel management, Robitshek says he's learned that one way to encourage a good employee "is to give them as much work and responsibility as they can handle. I was always treated that way by my superiors, and I tell my employees that they should do the best they can, and I'll be there to help if they need it."

The lack of communication between employee and employer is the biggest reason for on-the-job grievances, he says. He thinks the College has a good program for mediation to help supervisors and employees "talk things out." Usually, he adds, talking about a problem helps solve it.

"Sometimes our image is tarnished by individuals who are disgruntled or unhappy, but we encourage employees to come to us and talk about their personal concerns on the job."

Although he says he hasn't given much thought to retirement plans, chances are much of his free time will be spent the way it has for the last 17 years — helping his wife, Heidi, operate her ballet school and dance company, known as The Ballet Studio and The Chamber Ballet, respectively.

Boris may get more than his accustomed three walks per day, but Robie says he does have some fishing gear in the closet "that hasn't been dusted off for 17 years."

- Rebecca Clark



IN THE NEWS

The College of William and Mary made it to the airwaves twice in one weekend, March 20 and again on March 29, as WAVY TV 10 featured the campus on its 6 p.m. news and on its "Inside Area 10" program. The topic for coverage was the new book, "Hark Upon The Gale," a pictorial history of William and Mary by Wilford Kale, Williamsburg bureau chief of the Richmond Times-Dispatch.

Publick Advices

Several people associated with the College will participate in a month-long trip to Japan as part of the Virginia Youth Delegation Mission Team.

Current students include juniors Ann Tiesenga and Kevin McHugh and senior Sandra Travis. John Thelin, professor of education, and John Posenau, a staff member in the marine science department, will also participate.

Recent alumni include David Woodward '84, Phil MacWilliams '84, Steve Mahan '83 Law, Steven Zelenzunika '84, Alex Blakemore '84, Mike Morousek '84, and Pamel Donnegan '83.

Professor Kirsti Simonsuuri, of the Humanities Research Council of the Academy of Finland, and a Fulbright Fellow in Comparative Literature at Harvard University, will be the guest lecturer Thursday, April 4 at 3:30 p.m. in the Botetourt Theatre. His topic will be "Classical Myth and the Mythographic Tradition." His visit is being sponsored by the Departments of Classical Studies, Modern Languages and English.

Professor Gunther Klages, chairman of the German department at Vassar College, will deliver a lecture entitled "Cultural Stepping Stones with Political Consequences" at 7:30 p.m. on Thursday, April 4 in Millington Hall auditorium. The talk is free and open to the public. After the lecture, a reception will be held in the German House. For further information, call International Studies at ext. 4354.

HIGHER EDUCATION LECTURE SCHEDULED

Harold L. Hodgkinson, senior fellow at the Institute for Educational Leadership in Washington, D.C., will be the speaker for the fourth annual Higher Education and Public Policy Lecture Thursday, April 11. His talk will begin at 7 p.m. in room 120 at Tucker Hall. A reception will follow on the portico of the Wren Building, hosted by John R. Thelin, associate professor of education, and director of the Higher Education doctoral program at the College.

Hodgkinson, a member of the Study Group on the Conditions of Excellence in American Higher Education, holds a doctorate from Harvard University, and has been dean of Bard College. His 1971 study of higher education for the Carnegie Commission received front page coverage in newspapers nationwide.

Festival fights African hunger

"There comes a time when we all must heed a call" —

"We Are The World," by Lionel Richie and Michael Jackson

"I heard the American for Africa Relief song on the radio and I knew the time had come for us to act," says Hart Baur, vocalist for Skum, a campus musical group.

Accordingly, William and Mary students are also planning a contribution to help alleviate hunger among eastern Africans. In the past few months, European and American artists have lent their talents to aid the starving masses in Ethiopia and other countries. First, England's best musicians pooled their expertise to record a song, "Do They Know It's Christmas?" The disc grossed more than \$12 million for African relief. Not to be outdone, American musicians gathered to record the top-charting "We Are The World."

A Passover Dinner will be held on Friday, April 5 at 5:30 p.m. in the basement of Tazewell, sponsored by the Hillel Society. Those who plan to attend are asked to bring either kugel, vegetables or a salad. Call Phil Kaplan on ext. 4441 if you are planning to attend.

Dr. Terrence McGovern will speak on "Medieval Philology as a Modern Discipline" on Thursday, April 4, as a guest lecturer in Professor George Greenia's course in Hispanic Philology. McGovern will speak at 12:30 p.m. in Washington 204 on philology and again at 4 p.m. in Washington 303 on "Foreign Language Education for the Deaf," as a Faculty Colloquium sponsored by Modern Languages. McGovern teaches French, Spanish and Italian at Gallaudet College for the Deaf in Washington, D.C. Both presentations are open to the College community.

"To Bear Witness," an award-winning documentary film on the liberation of the Nazi concentration camps, will be shown at 7:45 p.m., Tuesday, April 9 in 100 Rogers Hall. The film is part of a program sponsored by Campus Ministers United in observance of Holocaust Remembrance Day.

The program at William and Mary will honor the memory of Marie Knowles Ellifritz, who participated in the liberation as a 23-year-old American nurse. Mrs. Ellifritz, a Newport News resident until her death last month, appears in the film. Mrs. Ruth Fekete, chairperson of the Tidewater Holocaust Commission will read a talk prepared by Mrs. Ellifritz, which details her experiences as a liberator.

For additional information, call Bob Scholnick at ext. 4758, or 229-8795.

James F. Harris, Haseerot professor of philosophy, recently attended the meeting of the American Philosophical Association, Pacific Division, in San Francisco, where he delivered a paper entitled, "Language, Language Games, and Ostensive Definition."



SKUM

Now students are planning a "Festival of Good Times," with all proceeds going to America for Africa. The event will take place at 8 p.m. on Saturday, April 20 at Trinkle Hall, continuing until 1:30 a.m.

"I had visited Ethiopia in 1981 and I was appalled by the famine and widespread hunger," says John Tarrant, Skum guitarist.

Skum has assembled a plethora of local talent, featuring the acoustic Bobby Tuttle, Bootleg, The Wake, Rocking Steve Hancock, and featuring Skum. They are looking for more talent to put on the bill, and those who wish to contribute their expertise are asked to call 229-2201.

Admission for the evening of music and brotherhood is \$1.



"Epicoene" cast members include, from left, Darryl Robinson, Bob Brinkerhoff, and Matt DeLuca.

Ancient play is updated for modern audiences

"Epicoene," a farcical masterpiece by Shakespearean friend and rival Ben Jonson, will be presented as the final offering in the William and Mary Theatre season at 8:15 p.m., Thursday through Saturday, April 11, 12 and 13, and at 2 p.m., Sunday, April 14, in Phi Beta Kappa Memorial Hall on Jamestown Road.

Tickets are \$4, and reservations are available by calling the theatre box office at 253-4272, between 1 and 6 p.m., Monday through Friday.

"Epicoene," which was first staged in 1609, will be directed by Richard Palmer, chairman of the Department of Theatre and Speech and artistic director for the William and Mary Theatre. The play is about a man who can tolerate no sound but that of his own voice, and for that reason decides to marry a silent woman.

Palmer says that William and Mary's production is not the same "Epicoene" staged by the playwright in the 17th century. Rather, "it is an invention by the director, designers and actors to recapture the spirit of Jonson's play in a contemporary idiom."

Usually, says Palmer, he objects to tampering with plays. "But with 'Epicoene,' concern for the integrity of a period script inevitably conflicts with the need to make the production relevant to modern audiences."

When this happens, says Palmer, "the usual compromise is to maintain as much of the text as possible, using a battery of acting and directing devices to indicate the meaning of obscure lines and selecting historical staging devices which impart an air of authenticity but which still have the power to move modern audiences."

For the upcoming production of the Jonson work, however, none of this has been done, he says.

Palmer says the solution to directing the play so that modern audiences will understand is to interpret Jonson in a modern context, "emphasizing the social similarities and de-emphasizing the cosmetic differences in language and manners" spanning the 375 years since the play was written.

The cast includes Chris Barrett, a sophomore from Springfield, as Epicoene, the silent woman. Alex Iden, a

senior from Berryville, will play Morose, who marries the silent woman.

Other cast members are Jeff Spoeri as Sir Dauphine Eugenie; Darryl Robinson as Ned Clerimont; Matt DeLuca as Truewit; Kelvin Reid as Sir John Daw; Brad Staubes as Sir Amorous La-Foole; Howvard Brooks as Thomas Otter.

Also in the cast are: Ted Stark as Cutbeard; Tom Britt as Mute; Bryan Tunnell as a parson/servant; Aziza Xhema as Lady Haughty; Nancy Gunn as Lady Centaur; Fiona Davis as Mistress Dol Mavis; Vicki Ellis as Mistress Otter, and Laura Martin as Mistress Trusty.

Piano recital slated April 13

Joy Dibble, a junior from Williamsburg, will present a spring piano recital on Saturday, April 13 at 3 p.m. in the Williamsburg Regional Library auditorium. Admission is free and the public is invited.

Ms. Dibble, a business management concentrator, will perform the Prelude and Fugue in E Major from Book 1 of the Well-Tempered Clavier of J.S. Bach; Sonata in E-flat Major, Op. 31, No. 3, by Ludwig von Beethoven; Six Little Piano Pieces, Op. 19 by Arnold Schoenberg, "Jeux d'eau," by Maurice Ravel, and Concert Etude in F minor, "La Legierezza," by Franz Liszt.

Ms. Dibble, the daughter of Mrs. Louise T. Dibble, is currently president of Delta Omicron music fraternity. She is a member of the Kappa Kappa Gamma sorority and has been active with William and Mary Theater in "Fiddler on the Roof," "Sweeney Todd," "The Good Woman of Setzuan," and the Director's Workshop. She is an accompanist for the music department, the William and Mary Choir and the Botetourt Chamber Singers.

On April 4 at 7 p.m. in Morton 301, Roy Chinman will present a Career Speaker Series seminar entitled "Labor Union Careers." Chinman is currently executive vice president of the Hotel Employees and Restaurant Employees Union in New York. His talk was originally scheduled for April 11.

Self-Study Notes

Last week's Self-Study Notes were garbled on the point of the availability of copies of the 1984 Self-Study Report. A small number of preliminary copies of the Report has been circulated. IN the middle of April, the final printed version will be available for wide distribution.

Hans C. von Baeyer
Director of the 1984 Self-Study

