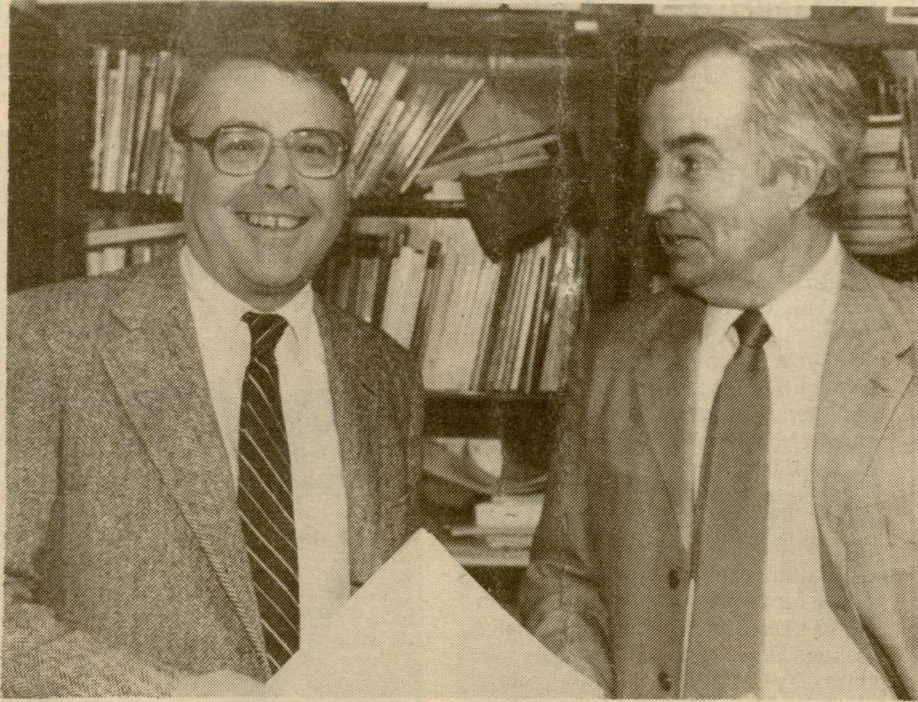


## NEWS

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Donald J. Messmer, left, professor in the School of Business Administration, and Vinson H. Sutlive, Jr., professor of anthropology, talk over faculty plans to seek financial support from faculty and staff to increase the level of student financial aid at the College.

## Faculty shows concern for low level of student aid with funding effort

A campus-wide effort to seek financial support from faculty and staff for student financial aid will get underway at William and Mary on April 16.

During the ten-day period, which will end April 26, faculty and staff will be invited to contribute to the objective by cash, check, or through payroll deductions to help improve the inadequate level of financial aid available to both undergraduate and graduate students at the College.

William and Mary falls \$1.5 million short of meeting the demonstrated need of undergraduate students and 80 percent short of meeting the demonstrated need for graduate students, according to Vinson H. Sutlive, Jr., chairman of the advisory committee on University Advancement.

The committee was spurred to act by a report last spring of a Task Force on Student Financial Aid. As a result of the low level of financial aid, the Task Force has concluded William and Mary is losing qualified students to other institutions which have better-funded programs.

A sub-committee of the advisory committee was chaired by Donald J. Messmer of the School of Business Administration, and included Maurice P. Lynch, School of Marine Science; Robert Maidment, School of Education; James N. McCord, faculty of arts and sciences; and Elmer J. Shaefer, Marshall-Wythe School of Law.

Committees met twice last spring to consider plans and held more meetings this year. They came up with the plan to hold an in-house fund drive to offer immediate direct aid for the coming school year. Sutlive says that approval of the administration and faculties was sought, and the final report brought in on March 14. Now the effort to raise funds is scheduled to get under way next week.

The effort has the strong support of many faculty members because of their concern about maintaining the quality of students here and their interest in seeing a strong financial aid program at work. It is especially important, says Sutlive, that the effort commences at the College, in view of possible federal

cuts in student financial aid nationwide.

Internal efforts to improve the level of financial aid for students also sends a signal to alumni, to parents of students, and to the public that the individuals most closely allied with the College care enough to contribute money to keep standards high among the student population, and this is of paramount importance, Sutlive notes.

"For nearly three centuries the College has sought to assist deserving and needy students, not only out of a sense of humanity but also to assure quality and diversity," he says. "We believe that it is time that the William and Mary family act more aggressively on their behalf."

Letters will go out next week to College employees inviting participation in the fund effort.

Meanwhile, two prominent faculty members have spoken out in favor of the effort, voicing their opinion that it is a necessary move and their hope that the College family will participate.

"Our current offers of financial aid to students cover less than half the demonstrated need," says Donald J. Messmer, professor and Eminent Scholar in the School of Business Administration. "As a result, many of those to whom we extend offers are not able to accept. This is a serious problem we must address when bright, eligible young people are being turned away from our doors. As faculty members, we can make a statement about our concern by participating in this drive.

"We know that many of our colleagues who help administer this university on a day-to-day basis share our concerns, and we're delighted that many have indicated a commitment to our endeavors."

Dr. Melvyn D. Schiavelli, dean of the faculty of arts and sciences, notes that "If William and Mary hopes to maintain the diversity of backgrounds in its student body that it has enjoyed for decades it has the obligation to find the resources necessary to allow any qualified Virginian to take advantage of the opportunities we offer. Right now, the available resources are far exceeded

(continued on page 5)

## Tradition and change is topic of Bellini Lecture

Dr. Moyra Byrne, of the Centro di Cultura Popolare delle Province Lombarde, based in Milan, Italy, will deliver the 1985 Bellini Lecture, at 8 p.m., Thursday, April 11, in the Botetourt Theatre of Swem Library. Her lecture, illustrated with slides, is entitled: "Tradition and Change: A Folklorist's Point of View." The public is invited at no charge to the lecture and the reception which will follow at the Casa Italiana on Jamestown Road.

Dr. Byrne holds degrees from the American University and the University of Texas at Austin, where she also taught before pursuing ethnographic field work and research on a full-time basis. As an ethnographic anthropologist, since 1981 she has undertaken field research in southern Italy, in Calabria, Campania, Basilicata, and in northern Italy, Lombardia, with consultant responsibilities in related fields of specialization.

The Bellini Lecture Series, begun in 1981, is named for Carlo Bellini of Florence who was appointed by

Thomas Jefferson to the first American chair of Modern Languages at the College in 1779.



Dr. Moyra Byrne

## First Teacher Recruitment Day is scheduled for April 22

Over 40 recruiters from schools and school systems in Virginia, North Carolina, Maryland and across the country will be interviewing prospective elementary and secondary teacher candidates at William and Mary's first Teacher Recruitment Day, Monday, April 22, in William and Mary Hall.

All senior students majoring in education or receiving their secondary accreditation are invited to attend, along with any William and Mary alumni interested in teaching positions.

Candidates are asked to arrive at the Hall at 8 a.m., and bring "a resume and a smile." After a short informational meeting, participants can sign up for interviews with as many as five recruiters.

"This is the first time we've ever done a massive recruiting drive here," says organizer Paul Clem, professor in William and Mary's School of Education and director of the Office of Educational Placement. "We've had excellent response from the recruiters, and now we hope to get as much student interest

as possible."

For further information, contact Paul Clem, Jones Hall, 305, or call 253-4467.

## Choir prepares spring concert

The William and Mary Choir will present its spring concert Friday and Saturday, April 19 and 20, at 8:15 p.m. in Phi Beta Kappa Memorial Hall. General admission is \$2 at the door on the evening of the concert.

On the program are Ralph Vaughan-Williams' *Mass in G Minor*, with soloists Susan Witmer, Gretchen Hines, Ryan Vaughan and Kord Basnight, and the *Miserere* by Johann Adolf Hasse.

Additionally, the choir will sing Scottish folk songs, a Brahms motet, and the men of the choir will perform English and German folk songs. The Botetourt Chamber Singers will sing seven folk songs and lullabies.

The Choir is directed by Dr. Frank T. Lendrim, chairman of the music department at the College.



## Newsmakers

**James C. Livingston**, Department of Religion, recently participated in a symposium on "Matthew Arnold in His Time and Ours" at Texas A. and M. University. The occasion of the symposium was the University's acquisition of a valuable collection of Arnold manuscripts and books. Livingston presented a paper entitled "A Modernist Before the Time: A Reappraisal of Matthew Arnold's Religious Prose Writings" and also participated in a panel discussion on "Arnold and Religion" with David DeLaura of the University of Pennsylvania, and Ruth Roberts of the University of California.

Earlier in the academic year Mr. Livingston gave a paper on "Arnold's Place in 19th-Century Religious Thought" before the Ecclesiastical History Seminar at Cambridge University. Two of Mr. Livingston's review-articles on Arnold appeared recently in the journal, *The Arnoldian*.

Two professors in the higher education program presented papers at the recent Association for the Study of Higher Education and American Association of Higher Education conferences held in Chicago. **John R. Thelin**, associate professor, was the featured speaker on "The History of Higher Education: An Agenda for the Useful Past as a Lively Art." **Roger G. Baldwin**, assistant professor, presented papers on "The Vital Academic Career: What Do We Know? What Do We Need to Know?" and the "Career Development of Mid-Level College Administrators."

**Dr. Robert J. Solomon**, associate professor in the School of Business Administration, recently presented a paper entitled "An Analysis of the Sex Fairness of a Shipyard Employment Procedure," at the annual meeting of the Southeast American Institute of Decision Sciences in New Orleans. The paper was also published in the conference proceedings. Dr. Solomon is William and Mary's representative in the Virginia Faculty Exchange Program and is on assignment at Norfolk State University.

The establishment of a tissue culture research laboratory was outlined in an article by **Martin Mathes**, professor of biology, published in the March issue of the *Journal of the American Daffodil Society*. A research grant from the society has supported an investigation of the potential of the tissue culture system in the micro-propagation of daffodils.

**Marsha V. Krotseng**, a doctoral candidate and graduate assistant in the Higher Education Program, is the author of an essay review article published in the Spring, 1985, issue of *Educational Studies*. Krotseng's article on "The University on Trial" focuses on the policy implications of a landmark desegregation case at the University of North Carolina for American higher education of the 1980s.

**Robert J. Orth**, associate professor of marine science, was invited to present a paper entitled "Community Studies of Submerged Aquatic Vegetation in Chesapeake Bay as they Relate to *Hydrilla*" at a conference on "Biology and Management Policies of *Hydrilla* in the Potomac River" held at George Mason University in March.

**Armand J. Galfio**, professor of education, published an article, "Teaching Degrees of Freedom as a Concept in Inferential Statistics: An Elementary Approach," in the March 1985 issue of *School Science and Mathematics*.

**James Yankovich**, professor of education, was a keynote speaker during the Virginia Education Association Instructional Conference on "State Mandates and Your Classroom" in Williamsburg. He spoke on the topic "The Impact of Education Reform" on Thursday, March 14.

In March, psychology department faculty members **Deborah Foss-Goodman**, **Frederick Frieden**, **John Nezelek**, **Michael Rohrbaugh**, **Kelly Shaver**, **Larry Ventis**, and **Neill Watson**, plus graduate students **Donald Allen**, **Nalini Ambady**, **Lori Badura**, **Christine Laws**, **Riia Luhtanen**, **Portia Payne**, and **Richard Wilson**, and former students **John Fleming**, **Jana Herrman**, and **David Williams** presented papers, posters and workshops at the Eastern Psychological Association meeting, March 21-24 in Boston, the Southeastern Psychological Association meeting, March 27-30 in Atlanta, and the Family Therapy Network Symposium, March 29-30 in Washington.

**Sivathanu N. Pillai**, a member of the staff of Swem Library, has been nominated to the International Council of the Association for World Education with international headquarters in Denmark. The group plays a vital role in helping the U.N. and its agencies, a non-governmental organization, to fulfill the dream of peace, equality and human dignity.

**Margo Schaefer** of the Department of Mathematics gave a talk at the University of Virginia, at the invitation of the Department of Systems Engineering and the Darden School of Business, on March 29. The talk was entitled, "Optimal Maintenance Center Inventories for Repairable Parts." Schaefer also presented a paper at a meeting of the Southeast chapter of the American Institute for Decision Sciences in New Orleans, March 1.

**William J. Maddocks**, professor of business administration, was the keynote luncheon speaker at the American Society for Quality Control conference held at the Williamsburg Hospitality House, March 21. His subject was "Quality Management Concepts in Business School Education."

**Wayne Kernodle**, professor of sociology, was the organizer and moderator for a workshop on "New Roles for Retirement Years" at the Fourth Annual Forum on Aging held at Christopher Newport College on March 20. The forum was sponsored jointly by Christopher Newport, Riverside Hospital and the Peninsula Agency on Aging.

**Donald J. Messmer**, professor and eminent scholar at the School of Business Administration, has been elected president of the Southeastern Chapter of the American Institute for Decision Sciences. He will serve a one-year term.

The American Institute for Decision Sciences and its regional chapters are organized to promote the development and application of quantitative methodology to functional and behavioral problems of administration. The group provides a forum for the exchange of ideas and experience among professors of business, and publishes a quarterly newspaper and a quarterly journal in addition to sponsoring regional and national conferences.

### PARKING PAINS

One of the things athletics teaches is a sense of fair play. In order to allow "fair play," please do not park on the Intramural Basketball Courts near Cary Stadium.

## Lutes and chemistry mix for him

Mixing chemistry with 18th-century music on a lute has been a way of life for Bob Huggett for more than two decades. He is chairman of the chemical oceanography department of the Virginia Institute of Marine Science of the College of William and Mary, and is an expert on the chemical pollution of the Chesapeake Bay and its tributaries. He is a member of the Science Advisory Board of the U.S. Environmental Protection Agency and advises the present administration on matters of technical interest throughout the nation.

He is also a lutenist par excellence, and for years serenaded visitors to Colonial Williamsburg. After high school near Baltimore, he decided to pass up college for the time being, and began in 1960 as a research technician at what was then Dow Chemical Company in James City County, now the Badische Company. He got married to Lucy Ann Lawler, worked while she finished William and Mary in the spring of 1963, and began college himself that same year. Although he was short a couple of language courses before completing requirements for a degree from William and Mary, he was accepted into the graduate program at Scripps Institution of Oceanography in marine chemistry in 1966. He got his M.S. degree in California in 1968, and returned to this area, where he went to work for VIMS as assistant marine scientist. In 1977, he got his doctorate in marine science from William and Mary, became assistant professor of marine science, then senior marine scientist and chairman of the department of ecology and pollution.

Although he was very busy with marine science, he kept up his part-time work with Colonial Williamsburg because he enjoyed singing and playing the lute. It was a pleasurable pastime, even though he sang less and less and spent more time scheduling and training others who entertained with 18th-century music at banquets, conventions, meetings, dining rooms and in the taverns.

"When I started, in the 1960's, there were only four of us performing in the taverns at Colonial Williamsburg," Bob recalls. "There were Taylor Vrooman, Dennis Cogle, Cecil Houck (banjoist) and me. Now there are many." He still plays the lute for his own delight, but last year had to eliminate the part-time aspect with Colonial Williamsburg because of the press of duties with VIMS.

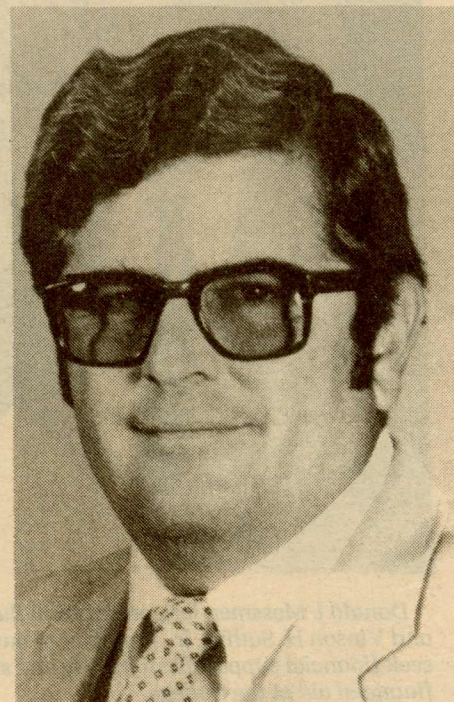
He is in demand as a speaker, and travels the banquet circuit for VIMS. He gives regular talks on environmental policies on the national and international level to Brookings Institute members, and to the Federal Executive Service of the U.S. Government, both of which help to educate individuals on issues.

### Grant Correction

Two grants were listed incorrectly in the March 13 News. They should have read:

**DeFotis, Gary**, Department of Chemistry; "Equipment for Studies of Critical Behavior and Phase Diagrams in Dilute and Mixed Magnetic Systems," Institute of Electrical and Electronics Engineers Magnetic Society, \$10,000 (4/30/84).

**Orwoll, Robert**, Department of Chemistry; "Synthesis and Characterization of Mesogenic Compounds with Two Terminal Rodlike Substituents," Petroleum Research Fund, \$15,000 (6/1/84-8/31/86).



Bob Huggett

## Campus Spotlight

Bob says he is basically a chemist, always interested in how things move in a sea environment. He has studied many aspects of sea pollution, using chemical oceanography. One of his projects now is studying the Elizabeth River and its massive problems with creosote used to protect pilings, seawalls, telephone

poles, etc. Creosote is poisonous in fish breeding grounds, producing marine freaks that are blind, with cataracts or have big sores on their bodies. There is also a problem with tributyl 10, an anti-fouling agent placed on boat bottoms to keep them from being infested with barnacles. The substance is very, very toxic and "kills sea inhabitants at levels we can't even measure," says Bob. While there are tradeoffs between what's good for commercial interests and what's good for the world's oceans, serious problems like these need more attention, he feels.

The trouble is, the technology required for looking at chemical pollutants is about ten years behind the times, he notes. It takes years to get the technology to measure the damage, which by then has quadrupled or more.

The Huggetts have two sons, 15 and 11. They live in Seaford in a house by the water where they keep a boat tied up. Mrs. Huggett formerly taught school and hopes to resume again soon, since the boys are getting older.

### Splash bash set

The third annual Anchor Splash, sponsored by Delta Gamma sorority to aid the blind, will take place Sunday at 1 p.m. in Adair Pool. Representatives from fraternities and sororities will compete in water games. Admission is \$1.

On Saturday, April 13, there will be a pre-Anchor Splash Bash at William and Mary Hall, from 9 p.m. til 1 a.m., with music by D.C. Star. Admission is \$3.



## Longtime faculty member Galfo is honored with professorship

Armand J. Galfo, now in his 27th year of teaching at the College of William and Mary, was recently named the first Heritage Professor of Education, making him the only professor in the School of Education to hold a named professorship.

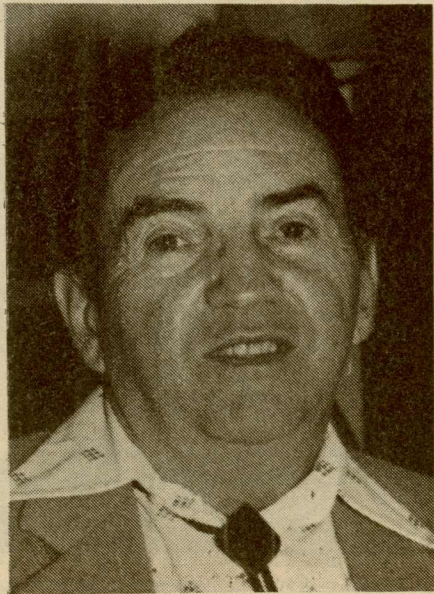
Galfo's appointment was recommended by a committee of professors in the School of Education, which Galfo says is the most gratifying part of the recognition. "I can't think of a greater award than one bestowed by your colleagues," he says. The honor is based on the professor's long record of scholarship, research and teaching.

In his almost three decades at William and Mary, Galfo estimates that he has taught more than 4,500 students. At least three are now area school superintendents; several more are assistant superintendents or work in central offices of the school systems; scores more are teachers in Virginia Beach, Norfolk, Newport News, Hampton, Chesapeake, Portsmouth, New Kent and Richmond. "I've run into my former students in Oregon and in Zurich, Switzerland," he says with a smile. "It's getting so I can see former students wherever I go."

Galfo received his bachelor's, master's, and doctoral degrees from the University of Buffalo. After receiving his undergraduate degree in chemistry and mathematics, he spent some time as a math instructor at Florida State University's Miami branch, and as a science teacher in Dade County schools. He also has been a visiting professor at San Francisco State University and the University of Maine. In 1965-66 he served as assistant dean in the School of Education at William and Mary.

Although he was originally hired as director of secondary education at the College in 1964, Galfo moved into educational research and statistics after a postdoctoral program in 1967-68 at the Teaching Research Division of the state of Oregon.

He is the author of two textbooks, one entitled *Interpreting Educational Research*, first published in 1965.



Armand J. Galfo

Revised in 1970 and 1975, it has been used at over 40 universities in the United States and Canada. His other book is called *Educational Research Design and Data Analysis*, published in 1983.

Proceeds from the sale of the two books are going into a fund Galfo has established to eventually provide an endowment for a graduate student fellowship in educational research. He and his wife, Mary Faust Galfo, are currently paying into the corpus of the endowment.

"We're a kind of William and Mary family," Galfo says. His wife, a former York County science teacher, took graduate courses at the College, and his son Chris received a bachelor's degree in physics in 1973. Chris later completed his Ph.D. degree in physics at the University of Virginia. Another son, Greg, worked as a photographer in the College's audio-visual department.

Not one to rest on past achievements, Galfo and his wife will travel to England, Scotland and Wales this summer to do a research project

## W&M faculty well-represented in new edition of Who's Who

According to the geographical and professional indexes to the 43rd edition of *Who's Who in America*, William and Mary is represented by the biographies of 34 persons currently associated with the College.

Seven new entries include: James F. Harris, Francis S. Haserot Professor of Philosophy; John C. Jamison, dean of the School of Business Administration; J. Ward Jones, Chancellor Professor of Classical Studies; Michael McGiffert, professor of history; John Parkany, Richard S. Reynolds, Jr., Professor of Business Administration; Frank O. Perkins, dean of the School of Marine Science; and Thaddeus W. Tate, Jr., William E. Pullen Professor of History.

Continuing listings include: Administrators: Paul R. Verkuil, president-elect; George R. Healy, provost and acting president; Duane A. Dittman, vice president for university advancement; and Clifford W.H. Currie, librarian.

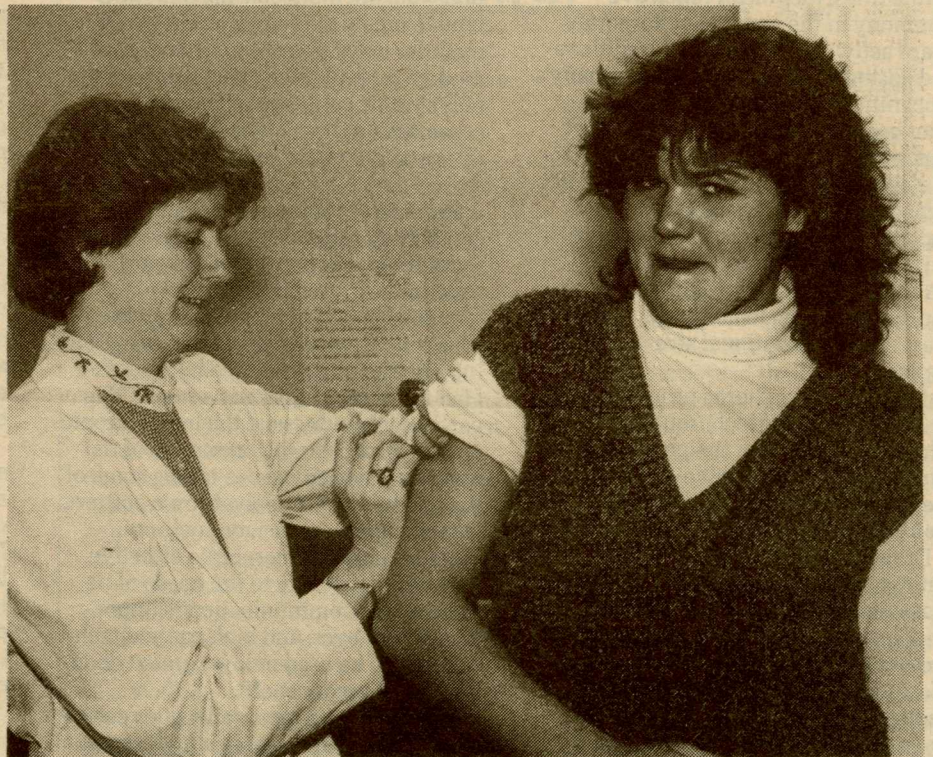
Professor emeriti: Sheppard Y. Tyree, Jr., chemistry; Donald J. Herrmann, education; Carl A. Roseberg, fine arts; and James P. Whyte, Jr., law.

Arts and Sciences professors: Nathan Altshuler and Mario D. Zamora, anthropology; Carl R. Dolmetsch, Jr., English; Jack D. Edwards, government; Anthony J. Esler, history; David C. Montgomery, Robert T. Siegel, Rolf G. Winter and John L. McKnight, physics; Robert A. Johnston, psychology; James C. Livingston, religion; R. Wayne Kernode, sociology.

School of Business Administration professors: John F. Kottas, Charles L. Quittmeyer, Marvin M. Stanley and William H. Warren.

School of Education professors: Kevin E. Geoffroy and James M. Yankovich.

Marshall-Wythe School of Law Dean William E. Spong, Jr.



Nurse Ginny Polansky administers a measles shot to a student at the Health Service in an all-out College effort to prevent a measles outbreak on campus. Some students were exposed over the spring break, and preventative measures saw at least 612 students being re-inoculated against measles.

## Measles scare means shots for over 400 College students

The Campus Center Ballroom became an immunization clinic last Monday and Tuesday, April 1 and 2, when more than 400 students were inoculated against measles. About 600 others had their records checked to ascertain whether they had proper immunization, after a measles scare turned up on campus.

On March 29 a student living in the German House went to the David J. King Student Health Center complaining of symptoms common to measles. Although tests later revealed that he did not have the disease, Health Center staff members were concerned by the national increase in cases of measles, including several epidemics among college students. They decided to take precautions against an outbreak here.

Dr. Juliette S. Karow, director of the Student Health Services, explained that before 1969 the serum used to inoculate children against the rubeola virus that

causes measles did not provide lifetime immunization. Now, after 16 years, people are again vulnerable to the disease if they had shots before 1969. Those of present college age are the most likely to be inadequately immunized.

Over the weekend, Health Center staff members worked overtime to check student health records and compile lists of those whose immunization had worn off or who had not sent records to the College. Then the staff worked 12 to 15 hours straight, as students visited the Campus Center to determine whether they needed measles inoculations. In addition to the 1,000 students who responded last Monday and Tuesday, another group was administered shots at the Health Center.

Persons who still need immunization can obtain the vaccine for a nominal fee at the Williamsburg Health Department on Mondays between 8-11 a.m.

— Donna Porter

## Swem automation approaches, and needs a unique name

Automation of library services at William and Mary is drawing nearer. In early 1986, the library user will find it easier and faster to check out materials as the Circulation Department replaces manual procedures with automated ones. Bar codes attached to books and to patron identification cards will eliminate the need for the user to fill out check-out cards and will allow the staff to check out items with dispatch. A database containing item records will permit circulation staff to determine the status of materials without having to search in several locations. The system will provide the answers to such familiar questions as: Is the book due in the library? Is it checked out? When is it due?

After circulation procedures stabilize, the public will have access to an online catalog. Through a computer terminal, a user may locate library materials that have been entered into the data base by search keys for title, author, subject, call number, or--eventually--key word. Records from Swem and its branches, the Law Library, VIMS, and CEBAF will be included in the database.

Eventually the online catalog will replace the card catalog. Initially, however, the user will need to search both the card catalog and the online catalog for a comprehensive search of materials. All titles acquired since 1975

and some pre-1975 titles in the Library of Congress collection will be in the database. But complete holdings for all of the William and Mary collections will not be immediately available online.

System goals include automating serials records, a move which will provide the user with up-to-date information on the libraries' holdings of journals, newspapers, and other serialized publications. Acquisitions, too, will be automated to expedite the ordering and purchase of library materials.

The software for the library automation system is VTLS (Virginia Tech Library System) which was, as its name suggests, developed at Virginia Polytechnic Institute. It runs on Hewlett-Packard equipment. Eight libraries in Virginia, 69 in the nation, have successfully adopted the system.

VTLS is the name of the software but the online local system doesn't have to carry that name. The libraries are searching for a name. Do you have a name to suggest for the system? A snappy acronym? Send your entries to "Name That System," Swem Library, by May 1. See your choice in dots on some terminal screens and in print.

As implementation of the system draws nearer, much more information will be forthcoming through a variety of publicity channels and training methods. For now, send in those entries.



## Corporate rituals are similar to primitives, says Marcotte

The tribal chieftain dancing around a fire with painted body and elaborate headdress may have more in common with the corporate executive officer of a large American business than anyone suspects.

So says John P. Mascotte, chairman of the Continental Corp., a large, multi-national insurance company headquartered in New York City. He was on campus at the College of William and Mary as businessman-in-residence last week, talking to religion and anthropology classes, and relishing the academic atmosphere.

The tribal chief must maintain an overview of his tribe, must guard its scarce resources, and assure that its capabilities aren't overextended, Mascotte points out. This compares to the head of a large corporation, entrusted with the strategic management of its business.

Rituals play an important role in corporate life too. Although many corporate executives would be surprised to hear their traditions and informal corporate customs described in anthropological terms, the use of corporate titles, the role of repetitive ceremony in the conduct of corporate board activities, the informal traditions and customs surrounding the company's recognition of retirement, attaining sales goals, annual shareholders meetings, etc., provide significant evidence of elaborate informal structures and patterns that can best be understood and explained by reference to the field of anthropology. The techniques employed by anthropologists to define and give meaning to language, custom, dress and organizational structure as expressions of unique cultural patterns provide a wealth of valuable techniques with which to gain further insight into the dynamics of large, complex and seemingly "impersonal" corporate institutions.

Drawing upon the work of the renowned anthropologist Edward Hall, Mascotte suggests that there are two principal types of cultural patterns that present themselves in current corporate life: monochronic and polychronic. Each of these have sharply different ways of understanding, defining and utilizing the concepts of (1) time, (2) space, (3) communication and (4) structure. Monochronic societies or groups see time as something that is both learned and thus sequenced. Business meetings are conducted according to a

pre-determined schedule, with specific amounts of time allotted, in advance, for discussion and resolution of the task even though such time might not prove to be sufficient when the time for the discussion actually occurs. In this type of culture, time is spoken of like a commodity; it is saved, spent, lost, etc. In polychronic organizations, however, time is experienced in the completion of the task itself, so there is little prescheduling, and a great deal more flexibility in the amount of time assigned to the completion of a given task, Mascotte notes.

Similar differences can be found in the way in which these two types of cultures approach the related issues of space use, communication, and structure. Space is allocated according to rank in monochronic structures, rather than upon a need for privacy or the performance of some specific task, which are the typical criteria used in polychronic institutions. Likewise, communication tends to be impersonal, or "low" context in monochronic groups, and intensely personal or "high" context in polychronic ones. Finally, organizations that are monochronic in nature tend to organize themselves in static, modular ways that are typified by the modern organization chart, while their polychronic counterparts have organizational structures that are quite informal, fluid, and overlapping, he says.

Because of their great efficiency in conducting large, complex activities in multiple locations around the world, most large corporations are monochronic in nature, although they thus run the risk, Mascotte notes, of falling into the trap described by Professor Hall in his book *Beyond Culture*. "The particular blindness of the monochronic organization is to the humanness of its members." He advocates taking some of the good aspects of polychronic cultures and placing them in a monochronic system for greater corporate effectiveness and sensitivity to the needs of its employees. Communication is important, he believes, and high context techniques can be used in low context documents to a great benefit.

In addition, he says, colleagues can be encouraged to interact in a high context setting in order to facilitate a more complete understanding of the corporations values and objectives. Even corporate office space can be better designed, allowing informal meetings and visits to take place in offices that are shared by



John Mascotte

two or more members of the management group in order to foster the communal sense of the company's environment, according to Mascotte.

For the past six years, Mascotte has been coming to the College at the invitation of Professors Hans O. Tiefel and Vinson H. Sutlive, Jr., to present lectures and case studies on ethics and business practices. The time in Williamsburg gives him the chance to re-think long-held views and confront emerging issues in a thoughtful, academic setting.

"I derive great satisfaction from the opportunities Professors Tiefel and Sutlive have provided," he notes, "especially because they give me an opportunity to learn and become more effective in my work. The classroom is not that far removed from the boardroom," he concludes.

Mascotte, although he gives his expertise to students at the College, is not even an alumnus. He is a 1961 graduate in accounting and philosophy at St. Joseph's College, and a 1964 graduate of the University of Virginia Law School. His previous work experience includes positions with an international accounting firm, a midwestern bank and two other large insurance companies.

### SPEAKER

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.

### Soprano recital planned April 10

New York soprano Nadine Herman will present a recital at the College on Wednesday, April 10 at 8 p.m. in room 100 of Ewell Hall. The program will include songs by Lully, Wolf, Poulenc, Rachmaninoff and Tchaikovsky. She will be accompanied by pianist Elena Ivanina. There is no admission charge and the public is invited.

Ms. Herman has performed an extensive repertoire of classical and contemporary vocal music throughout the U.S. and Europe. A native of Philadelphia, she holds a master of music degree from Juilliard School.

Elena Ivanina, a native of the Soviet Union, began performing in Odessa at the age of nine. She graduated with honors in 1977 from the Moscow State Conservatory and toured the U.S.S.R. as a soloist and a chamber musician. In 1980 she came to the United States where she has continued her career and is active as a chamber musician, vocal coach, and teacher in New York.

### Winners named by Bibliophiles

Winners of the Williamsburg Bibliophiles' annual student book collecting competition have been announced, in two categories, undergraduate and graduate.

First place winner of \$100 in the undergraduate division was senior Gail Taber for her collection on photojournalism. Second place of \$75 went to Robin Abbey, also a senior, for her collection on birds. Both students are biology majors.

Winners in the graduate division were, first place, Juliette Bowles in the American studies department for her collection on black Americans, and second place, Robert Steele in biology for his collection on Darwin and evolutionary theory.

The competition was open to all currently enrolled students at the College. Collections were evaluated on the basis of their unifying theme and overall quality. Judges this year were Professor Emeritus Fraser Neiman of the English department, Associate Provost Linda Collins Reilly, and Sharon Thelin of the career planning office.

Selected titles from the winning collections will be on display in the Virginia Room, Special Collections Department of Swem Library. Hours are 10 a.m. to 4:45 p.m., Monday through Friday, and 9 a.m. to 1 p.m. on Saturdays.

## Roshi Eido Shimano to speak on Zen Buddhism

Roshi Eido Shimano, one of the country's leading teachers of Zen Buddhism, will discuss Zen at 7 p.m., Tuesday, April 16, in room 100, Rogers Hall, at the College of William and Mary. The public is invited to attend at no charge.

Roshi Shimano is director of the Zen Studies Society in New York City. He has authored several books on Zen, including "Golden Wind: Zen Talks," "Like a Dream, Like a Fantasy: The Zen Writings and Translations of Nyogen Senzaki" and "Namu dai Bosa: A Transmission of Zen Buddhism to America."

He has lectured at the Smithsonian Institution and on many university campuses.

Roshi Shimano, the 53-year-old

Japanese master, came to New York in 1964, and founded a meditation center,

or zendo, still a center for study. The president of a major corporation in America, a student of Zen, contributed the \$3 million cost of building for the master, an authentic Zen monastery in the Japanese tradition. It is located in the Catskills, near Livingston Manor, N.Y., on a 1,400-acre estate once owned by James Beecher, brother of Harriet Beecher Stowe, author of "Uncle Tom's Cabin." At this center, the International Dai Bosatsu Zendo, students come to study Zen, assuming Japanese names. It is the largest and most authentic Zen temple outside Japan.

Roshi Shimano's visit to the College is sponsored by the department of religion and a grant from Annabelle Nimmo.



Nadine Herman



# The Plight of Student Financial Aid at the College of William and Mary

The typical needy student applying to William and Mary in 1985 faces the bleak prospect of receiving an offer of financial aid that will cover less than one half of his or her demonstrated need. This is the desperate situation documented by a task force appointed by the President in the fall 1983. Their review of both our admissions and financial aid programs led them to conclude that:

- A. The condition of our financial aid program has deteriorated dramatically over the past five years as evidenced by the following:
1. The College has not been competitive with other high quality institutions in its offer of aid to needy students for the past several years.
  2. The College's commitment of financial aid as measured by the percent of total need demonstrated by all accepted applicants being met by financial aid has declined from 74.8% of all Virginians and 69.8% of all non-Virginians in 1978-79 to a mere 54.6% of all Virginians and only 39.4% of all non-Virginians in 1983-84.
  3. The total amount of aid available from Federal sources has fallen by 1.6% over the period 1979-84. At the same time the budget (tuition, room, board, fees, and other expenses) for Virginia students has risen 55.7% and for non-Virginians, 67.4%. More than ever before applicants for admission are applying for financial aid. While the Board of Visitors, the Endowment Association and the State have responded in attempting to fill the widening gap, the total aid available (not counting individual loans) has risen only 53.4%, well below the overall rise in the cost of attending, which has increased by 59.2%. The drain on endowment funds has forced the College to reallocate money to student aid which might otherwise have gone to support other portions of our mission.
- B. The sustained quality of our student body is at risk as indicated by the following:
1. The response rate to offers of admission has declined consistently over the last five years. In 1978 the College enrolled 57% of those students offered admission while in 1984 the College was able to enroll only 48% of accepted applicants for admission.
  2. The percentage of students accepted from a somewhat diminished applicant pool has risen significantly.

While the relationship between aid and admission yield rates is a complex one, it also is clear that many bright, capable but needy students are effectively being denied the opportunity of a William and Mary education. There are numerous individual situations that arise on an almost daily basis to dramatize the plight of these applicants. None, however, is more poignant than in the story of our attempt to recruit a young man from upstate New York. Greg, ranked number one in his high school class, had SAT scores of over 1400. He was nominated to be a Presidential Scholar and William and Mary was his top choice among the three universities to which he had applied and by which he was actively recruited. The other two schools were private, prestigious universities. Our offer of aid, for which he was amply qualified on a need basis, left a \$5,000 annual gap between demonstrated need and the offer. Both private universities, despite their significantly higher tuitions, offered aid which covered his full need (including tuition). Greg interpreted our meager offer as a clear statement that William and Mary did not want him. Today he is attending one of those private universities and is still uncertain why William and Mary turned its back on him.



Housekeeper of the Month awards have been made to College personnel for meritorious work during the past three months. From left are Henry Marsh, who works the fraternity lodges and unit K, January winner; Mrs. Evelyn Kilmon, executive housekeeper for the College; Barbara Goddard, Dillard and Mumford, February winner; Mrs. Lucille Cowles, housekeeping supervisor; and Steven Brown, Tazewell and Spanish House, March.



Dr. Robert J. Faulconer, Norfolk physician and friend of the College, was given an honorary membership in the Phi Sigma biology fraternity at William and Mary. He is being congratulated by Melanie Johnson, president of the honorary organization. Dr. Faulconer is a member of the Board of Visitors.

## Business leaders to hold public discussion April 12

The chief executive officers from five corporations representing the communications, media, manufacturing, insurance and financial services industries will give a public panel discussion on how government regulations, technology and changing markets affect their businesses during the annual Executive Forum April 11-12, at the College of William and Mary. The College community is invited.

The panel discussion, from 9-11:30 a.m., Friday, April 12, in Phi Beta Kappa Memorial Hall on campus, is sponsored by William and Mary's School of Business Administration and students in the Master of Business Administration program. Admission to the panel is free.

Panel participants include: James S. Evans, president 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, chairman and chief executive officer of Gear, Inc.

The executives will also make classroom visits, speaking with business and non-business students Thursday, April 11, in what John C. Jamison, dean of the School of Business Administration, hopes will be "informal, broad-ranging exchanges" on everything from how to get started on a career path to business ethics and philosophy.

"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 Dean Jamison. "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 M.B.A. students. Chairing the committee is Dina L. Blumwest, a second-year M.B.A. student from Richmond.

## Huffman and Turner in double recital

A double recital will be given Sunday, April 21, at 3 p.m. by Kelly Victoria Huffman and Rayna Lee Turner in the Williamsburg Regional Library Auditorium. The public is invited to attend at no charge. Both are seniors at the College.

Ms. Huffman, a voice student of music lecturer Mary Fletcher, will perform two Mozart numbers, five Schubert songs, and a Mozart aria. She is a member of Phi Beta Kappa, the Women's Chorus at William and Mary, Pi Beta Phi sorority, and is a concentrator in economics and English.

Ms. Turner, a violin student of music lecturer Louise Walker, will perform works by Giuseppe Tartini, J.S. Bach, Henri Wieniawski and Friedrich Smetana. She is a member of Alpha Kappa Alpha sorority, the sociology club and the Black Student Organization, has played with the Peninsula Symphony Orchestra, is the concertmaster of the William and Mary College-Community Orchestra, and is a concentrator in sociology.

Ms. Turner will be accompanied by pianist Vance Briceland, a senior psychology major from Richmond.

## FINANCIAL AID

(continued from page 1)

by the demonstrated need, both of our applicants and currently enrolled students. Asking the faculty to participate in increasing student financial aid here offers them the opportunity to announce their priorities to the College community.

"Student financial aid certainly must be among the highest priorities on a list of needs prepared by the faculty. I hope they'll respond."

## Rent a boat

The Matoaka Lake Boathouse will be open for free rental of kayaks and canoes during these hours: Monday-Friday, 3-6 p.m.; Saturday-Sunday, 11 a.m.-5 p.m. For information, call the boathouse at ext. 4389 during the listed open hours.



## Public Advises

The ESP coordinator for the College of William and Mary and the Virginia Institute of Marine Science is Irving H. Robitshek, director of employee relations. Any questions concerning ESP should be directed to him, in care of the Employee Relations Office, 201 James Blair Hall, ext. 4214. Suggestion forms may be obtained by contacting the personnel office. Brochures describing the program will be distributed to employees through their departments.

Jay Marx, of the Lawrence Berkeley Laboratory, will speak Friday, April 12, at 4 p.m. at the Physics Colloquia in 109 Small Hall.

The Badminton Club will meet April 15 and 22 from 6:30-8 p.m. at Adair gymnasium. Faculty, staff and students are welcome to participate.

Thursday, April 11, is the deadline for applications from sophomores or juniors who wish to be a student exchange in France from July 1-Aug. 15. Preference is given to students who have completed French 202. Contact the Office of International Studies, James Blair 112.

Final oral examinations for the Ph.D. degree in physics will be given Tuesday, April 23, at 10 a.m. to Russell Blackadore Dahlburg, and at 2 p.m. to Jill Potkalitsky Dahlburg in the conference room of William Small Physical Laboratory. The examinations are open to the public.

Attention, May graduates! If you were a national direct student loan recipient, you are required to attend an exit interview to discuss repayment of your loan. This takes about 30 minutes to complete. Group meetings will take place in rooms A and B, Campus Center, from 1-4:30 p.m. on April 15, 16, 17, 19 and 23. Plan to attend one of these, as it is a federal requirement. For questions, call ext. 4685.

Pi Kappa Alpha fraternity grossed \$12,776 for Muscular Dystrophy in the 12th annual Pike Bike event recently. The marathon consisted of walkers, runners and bike riders, who garnered some \$9,376 in pledges. The remainder came from the PiKA Marathon party and advertising.

In past years, the fraternity at the College has raised more than \$100,000 for charity with its Pike Bike happening.

Would you like to improve the security of your office? Security Surveys are available through the Campus Police Department. An officer will evaluate existing conditions and make recommendations to improve safety and security where it may be needed.

For more information, your departmental director should contact the Campus Police at ext. 4596.

The Department of Classical Studies has recently received two donations to cover extraordinary film rental and videotape costs in connection with the special course on "Ingmar Bergman and the Classical Tradition" to be offered July 8-July 24 as part of the Summer Institute in Latin and Humanities. The first was a check for \$400 from the Information Service of the Swedish Ministry of Foreign Affairs through the New York consulate; the second was for \$200 from Donald Miles Nelson, a local friend of the classics.

The VIMS Graduate Student Association will sponsor a film showing at 8 p.m., Saturday, April 13, in the Waterman's Hall Auditorium at VIMS. The bill, featuring "African Queen," also includes "Sea Creatures," and "Closed Mondays." Admission is \$1.50.

William and Mary faculty and staff have been active (and successful) in spring running events held locally. On Saturday, March 30, a faculty-staff-alumni team of Paul Stockmeyer, computer science; Herb Funsten, physics; Chris Smith, computer science; John Thelin, education; Keith Miller, computer science; and Steve Harris, Marshall-Wythe alumnus, won a total of five medals in the Walsingham Academy 8-mile and 5 kilometre races.

In the W&M Intramural Spring "Bunny Run" 5 kilometre race held on April 2, Millie West, director of women's athletics, and John Thelin teamed to win the coveted Faculty-Staff Championship.

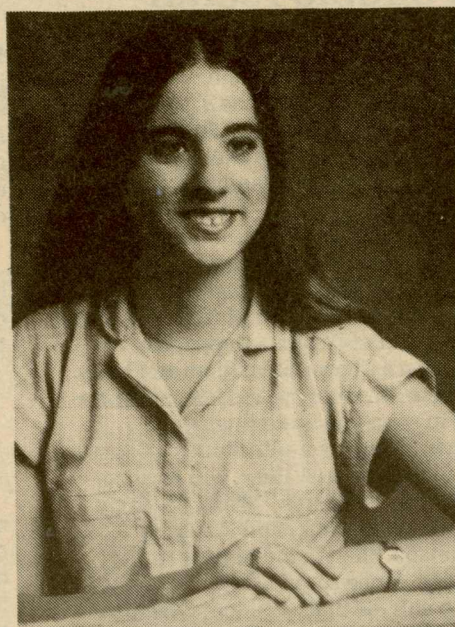
## "Epiccoene" set for weekend

"Epiccoene," 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.

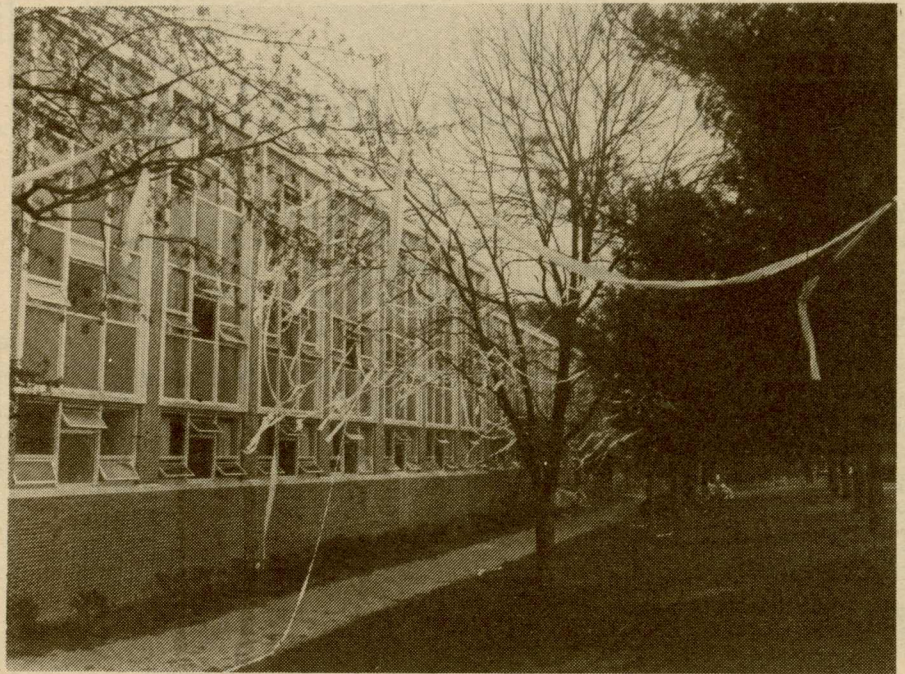
"Epiccoene," which was first staged in 1609, will be directed by Richard Palmer, chairman of the Department of Theatre and Speech and artistic director for the William and Mary Theatre. The play is about a man who can tolerate no sound but that of his own voice, and for that reason decides to marry a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

Palmer says that William and Mary's production is not the same "Epiccoene" 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."



### SUNDAY CONCERT

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.



Spring has sprung,  
The grass is riz,  
We wondered where  
The TP is!

There's some of it, festooning trees by Yates dorm. The artistic decorations preceded most of the leaves on young trees flanking the residence hall.

## Volleyball and tennis clinics offered to faculty and staff

The Women's Athletic Association is initiating a series of sports clinics especially for William and Mary faculty and staff members. The series will begin with sessions in volleyball and tennis.

"If the response to these clinics is sufficient, we plan to do them in other sports throughout the school year," says Millie West, director of women's athletics. "Our coaches possess a high degree of expertise, which we'd like to share. They're also very approachable, excellent teachers. I hope that everyone who's interested in these sports will participate."

The two volleyball clinics will be held on Friday, April 19 and Friday, April 26 in Adair Gymnasium. The tennis clinics will be held on Wednesday, April 24, devoted to demonstration and practice of individual skills, on Thursday, April 25, concentrating on doubles play on Adair Courts. All sessions will take place from 7:30 to 9:30 p.m.

Debra Hill will lead the volleyball sessions. Through eight seasons, she has guided the Tribe spikers to a 152-91 record and the 1983 state title. Hill, who is also in her second year as director of special events and promotions for women's athletics, holds physical education degrees from the University of Houston (B.S.) and the University of North Carolina-Greensboro (M.S.).

First-year coach Ray Reppert will conduct the tennis sessions. As a tennis director and professional, he has extensive experience in the U.S. and abroad. His credits include coaching the 1984 Yugoslavian Continental Cup and 1983 Yugoslavian Federation Cup teams.

Reppert received both a B.A. in English and an M.A. in English and teaching arts from the University of Pittsburgh.

For more information, please call Debra Hill at 253-4014 and/or Ray Reppert at 253-4052.

## Advance College Calendar

	1985-86	1986-87	1987-88
<b>Summer Session</b>	June 3-Aug. 9 (M-F)	June 2-Aug. 8 (M-F)	June 1-Aug. 7 (M-F)
<b>Fall Semester</b>			
Begin Orientation	Aug. 24 (Sa)	Aug. 23 (Sa)	Aug. 22 (Sa)
Begin Classes	Aug. 29 (Th)	Aug. 28 (Th)	Aug. 27 (Th)
Fall Break	Oct. 14-5 (M-T)	Oct. 13-4 (M-T)	Oct. 12-13 (M-T)
Thanksgiving	Nov. 27 (1 p.m.) - Dec. 2 (8 a.m.) (W-M)	Nov. 26 (1 p.m.) - Dec. 1 (8 a.m.) (W-M)	Nov. 25 (1 p.m.) - Nov. 30 (8 a.m.) (W-M)
End Classes	Dec. 6 (F)	Dec. 5 (F)	Dec. 4 (F)
Reading Period	Dec. 7-10 (Sa-T)	Dec. 6-9 (Sa-T)	Dec. 5-8 (Sa-T)
Exams	Dec. 11-19 (W-Th)	Dec. 10-18 (W-Th)	Dec. 9-17 (W-Th)
<b>Spring Semester</b>			
Begin Classes	Jan. 13 (M)	Jan. 19 (M)	Jan. 18 (M)
Spring Vacation	Feb 28 - March 10 (F-M)	March 6-16 (F-M)	March 4-14 (F-M)
End Classes	April 23 (W)	April 29 (W)	April 27 (W)
Reading Period	April 24-27 (Th-Sa)	April 30 - May 3 (Th-Sa)	April 28 - May 1 (Th-Sa)
Exams	April 28 - May 6 (M-T)	May 4-12 (M-T)	May 2-10 (M-T)
Commencement	May 11 (Su)	May 17 (Su)	May 15 (Su)

Sponsored jointly by the University of Illinois, Duke University, and the



# Memorial triathlon April 20

The second annual Karen Dudley Memorial Triathlon will be held Saturday, April 20, starting at 8 a.m. at Adair gymnasium. The race is sponsored by the Physical Education Majors Club, in cooperation with the College, the city of Williamsburg, and the Colonial National Historical Park Service.

Winners will be recognized in the men's and women's individual divisions, in the team division, and in the fraternity and sorority team divisions.

Entry fees are \$15 for individuals and \$20 for teams, as a donation to the Karen Dudley Memorial Scholarship fund.

The race begins with a quarter-mile swim in the pool at Adair, followed by a 12-mile bicycle course on the Colonial Parkway, concluding with a 3.2 mile run around Lake Matoaka.

## Rodney Williams in BSO show

The Black Student Organization at the College will present "The Continued Search: An Experience Through Song and Dance," with musicians Rodney Williams and Lloyd R. Christian at 7 p.m. on Friday, April 12 in the Campus Center Ballroom. Admission is free and the public is invited.

Williams is a 1980 graduate of William and Mary with a degree in music, and special study in dance composition. He is currently a dance and music teacher with the Elementary Program of Arts and Humanities with Richmond Public Schools. Last year he founded the Upward Bound Dancers at Virginia Union University, and continues to be active with the William and Mary modern dance troupe, Orchestis.

The accompanist for the evening of song and dance, Lloyd R. Christian, has traveled and performed professionally as an accompanist and currently is Community Affairs Director and a morning disc jockey for WPLZ-FM in Petersburg. He also hosts "Impact on Youth Talent Showcase" on Continental Cablevision Channel 31.

On the program will be dance solos by Williams and the Richmond dance group "Trisohm Dance," comprised of three teachers, including Williams, from the Richmond Public Schools division. Also, singers with "The Rev. Vernon Lee and Experience" will present sacred works and spirituals in song. "Experience" consists of five singers who are former members of the Petersburg Youth Choir. The group was organized six months ago, and is the host group for "The Gospel Truth" on Sunday morning over WXEX TV 8.



Joy Dibble of Williamsburg will give a piano recital Saturday, April 13 at 3 p.m. in the Williamsburg Regional Library auditorium. Admission is free, and the public is invited. She is president of Delta Omicron music fraternity.

The event is held in memory of Karen Dudley, a W&M athlete tragically killed last year by a drunk driver. Karen was president of the Physical Education Majors Club and a leading member of the women's tennis team.

## Art benefactor Gene Davis dies suddenly

Gene Davis, 64, prominent Washington, D.C., artist, died April 6 of a heart attack in the nation's capital. He is the artist who conceived the colorful striped south facade of the Muscarelle Museum of Art at the College, and received a commission from the Virginia Commission for the Arts to execute the Sun Sonata. His first effort, in strong reds, blues, aquas and purples, provided a strong artistic statement and some criticism. When the 124 solar-collecting tubes on the south side of the museum developed an algae problem, they were drained and disinfected last summer. Davis redid the colors in softer, more jewel-like tones of red, blue and green, which, backlit by fluorescent lights, are a campus landmark at night. Davis was a leading figure in the Washington Color School, and his stripe paintings commanded a five-figure sum for purchasers. His works have been exhibited all over America and appear in major collections.

Davis was a benefactor of the Museum in another way, when in 1982 he gave one of his large acrylic paintings, "Queen of Hearts," to the Museum's permanent collection. The artwork, about five by eight feet in size, is in stripes of lavenders and gray-greens.

Muriel Christison, interim director of the Muscarelle Museum, expressed the College's sorrow at Davis's death, and said: "He was a generous friend of the Muscarelle Museum, and turned his creative talents toward converting an energy-collecting solar wall into a work of environmental art. It contributed to the new museum's luminous inauguration."

## Hodgkinson will speak

Harold L. Hodgkinson, Senior Fellow at the Institute for Educational Leadership in Washington, D.C., will be the speaker at 7 p.m., Thursday, April 11, in room 120 of Tucker Hall for the fourth annual "Higher Education and Public Policy" lecture sponsored by the Higher Education Doctoral Program at the College of William and Mary.

A reception in Hodgkinson's honor will be held on the portico of the Wren Building following the lecture. Those who plan to attend are asked to contact John R. Thelin, director of the Higher Education Program and host of the annual lecture series, at 253-4312.

Hodgkinson has been influential in shaping higher education policy for over 20 years. He received a Ph.D. from Harvard University, has taught and conducted research at the University of California at Berkeley, and was a dean of Bard College.

In 1975, President Gerald Ford appointed him Director of the National Institute for Education. He later served as Director of National Training Laboratories and as Director of American Management Associations.

Hodgkinson is the author of 12 books and over 200 articles, and his 1971 study of higher education for the Carnegie Commission received front-page coverage in major newspapers nationwide. He also has served as the editor of the Harvard Educational Review.

# Official Memoranda

## OBSERVANCE OF MEMORIAL DAY

The administrative offices, the plant department (except for those employees required to maintain essential services), and the mail room of the College of William and Mary will be closed on Monday, May 27, 1985. The Campus Police Department will maintain regular hours.

The names of permanent classified employees who are required to work on Monday, May 27, 1985, should be reported in writing to the Employee Relations Office in order that they may be credited with compensatory leave. Permanent classified employees who are required to work on May 27, 1985, should take compensatory leave earned as soon thereafter as possible in order to avoid excessive leave accumulation. Hourly employees who work on this day will be paid at their regular hourly rates.

The Virginia Institute of Marine Science will observe this same holiday schedule and procedure.

**I.H. Robitshek**  
Employee Relations Director

## POSTAL REMINDERS

1. All outgoing campus mail must have a correct return address in order to be sent from the Campus Post Office. In addition to the "College of William and Mary, Williamsburg, Virginia 23185," the department name or person plus the department is needed. Should mail be returned to the College, it will facilitate returning it to the originator if the proper return address is appropriately affixed.
2. Departmental/Campus mail must have the following to be delivered:
 

Name of person being sent to
Department
Building
3. Departments can assist the Post Office and help to expedite mail by separating and banding mail by overseas air mail, domestic mail and campus mail. Do not mix mail together. This can result in incorrect postage being applied, mail returned, and delay in service.
4. Departments can save the College money by sending mail bulk rate, \$.06 as opposed to \$.22 first class. Advance planning is necessary since bulk mail is slower and more preparation is involved. Two hundred (200) identical pieces of mail (each piece same size and weight) or 50 pounds qualified for bulk rate, and the mail needs to be separated by zip code.

Your cooperation by following these reminders will help improve mail service and also help keep the cost down. Please call Robert Canaday, Postal Supervisor, at ext. 4491 or myself, ext. 5516, if you have questions or need advice about your mailings.

**Harold L. Holcomb,**  
Assistant Director  
Auxiliary Enterprises

## DISCOUNT TICKETS

The Cashier's Office in James Blair Hall has discount tickets available to faculty and staff only for both King's Dominion and Busch Gardens. The tickets will be on sale Monday through Friday from 8:30 a.m. - 3 p.m. Prices are for one-time admission, King's Dominion, \$10.50, and Busch Gardens, \$11.75 per person. If additional information is necessary, please call ext. 4731.

**Diane Rice**  
Assistant Treasurer



## IN THE NEWS

The community got a closer look at president-elect Paul Verkuil in the Sunday, March 31, issue of the Daily Press. Staff writer Jeff Miller visited the Verkuils in New Orleans and wrote a profile of the new president, who will be arriving on campus this summer.

Other William and Mary names making news include new law school dean Timothy Sullivan, whose appointment was announced statewide by print and broadcast media; the Institute of Bill of Rights Law, whose seminars on First

Amendment concerns are getting more and more media attention, most recently in the Daily Press; and Craig Canning, professor of history, who was featured in last week's Virginia Gazette with his wife Nancy and new adopted baby from the People's Republic of China, Leslie Meredith.

William and Mary alumni in the news include Linda Lavin, class of 1959, who was profiled in the last issue of Dramatics magazine by 1974 alumna Lisa Heuvel.



## Classifieds

### FOR SALE

Teak Scan twin bed with mattress, hardly used \$150; hard wood desk with typing stand \$60; oak butcher block dining/kitchen table \$80; TV chair \$25; chrome end table \$15. Call evenings after 7 p.m., weekends 565-1827.

APPLE II PLUS: includes Sanyo monitor & Hayes micromodem (self-dialing) and disc drive. Software: Dow Jones News/Retrieval & Portfolio evaluator, Visicalc, Data Capture and Pfs graph. Superb condition, a steal at \$675. Call 253-1689. 4/10

Bedroom suite, like new, 4-piece, \$325; living room suite, 6-piece, \$500; bed frame & mattress (full size) \$200; bed frame and mattress (twin size) \$150. Call 220-2238. 4/24

House - 4BR, 2BA, 10 minutes from campus. Fenced yard. Flexible financing, no down payment is a possibility. \$64,000. 112 King William Dr. 565-2842. 4/24

For sale by owner, 3 BR ranch in Nelson Park, 2 mi. to campus, 1/3 acre, redecorated, convenient, refrig., stove, new furnace, new water heater, \$49,000. Call 229-4503. 4/24

Car for sale: 1975 Datsun Flo. Good running condition. Must sell soon. \$495 or best offer. Call Donna at ext. 4057 or Rich at 253-1889. 4/17

1975 Honda Civic for sale. Needs some work. \$300. Call 229-4904. 4/17

Townhouse for sale. High assumption. 2BR, 1 1/2 BA., full kitchen, separate LR & DR. Basement, central air conditioning, 2 blocks from W&M, 1 block from CW. \$85,400. Call John Tegeris at 220-2293. 4/17

Ethan Allen loose-pillow sofa, 89" long, excellent construction and comfortable. Bargain at \$125. Call 229-4083. 4/10.

### FOR RENT

2BR furnished condo with all appliances, \$575 per month and electric. Year's lease. Call 229-2430 after 6 p.m. 4/24.

Sublet condominium, 1 yr. old, Jamestown Condominiums. 2 BR, AC, washer-dryer, dishwasher, wall-to-wall. Available May 7 thru Aug. 27. Open for next school year as well. Rent \$475/month. Call Jon, 220-3464.

4/24.

Summer sublet. June 1-August 15 (negotiable). 2 females seeking a third to share furnished 3-bedroom apartment 2 miles from campus. Air conditioned, 1 1/2 bathrooms, \$165/month, 220-2545. 4/24

2 rooms in townhouse, carpeted, pool, A/C, part. furnished. Available mid-May-August \$158/month + 1/3 util. 220-0194. 4/24

WILLIAM AND MARY

# NEWS

The William and Mary News is published weekly by the Office of University Communications during the academic year, except when the College is in recess, and twice each month in June, July and August.

Tina Jeffrey, editor  
Publications Office, production  
News deadline: Fridays, 5 p.m.

Faculty family looking for small house to rent for 85-86 school year. Call 229-8819 after 5:30. 4/17

Looking for roommate (non-smoker) to share 2-bedroom apartment near Farm Fresh during the summer. Call Alison or Gabi at 220-2680, preferably between 5-7 p.m. 4/10

Two-bedroom cottage on James River Estates, 30 minutes from Williamsburg, \$300 plus utilities. Use of pool included - but care of pool required. References. Available now. Box 677, Richmond, VA 23206.

Free room in private Wmsbg. residence avail. over the summer in exchange for occasional babysitting. Must be free morn. and have access to car. Call 229-8819 after 5:30 p.m. 4/17

Female roommate needed to share 2 BR apt. at Colonial Towne. Available May. Call 220-1085 after 6, or ext. 4748 during day. 4/24

### MISCELLANEOUS

Summer jobs - experienced manager & life guards wanted for Seasons Trace pool. Call 565-1515 or 565-0594 evenings or weekends. 4/24

Professional Resume Services - Packages beginning at \$25. We will help you convey your marketable assets in the most effective way to increase your interview chances. Call: 565-1925, Monday through Friday, 5 to 10 p.m. Emergency service available! We are a full service company.

Summer job - Kingswood pool lifeguard. Call 253-4672.

### LOST

LOST: one beloved purple wool cap. Call Professor Elizabeth King, 220-0816.

### WANTED

Furnished house or apartment for British visiting faculty and his college-age son. This gentleman has been here on previous occasions and has proven very reliable. Need 2 BR, June 1-July 31. Contact Paul Clem, School of Education, 253-4467. 4/24.

Graduate student working on PhD would like to rent quiet apt. or small house. Relatively close to W&M campus. Please write: c/o P.O. Box 532, Williamsburg, VA 23187-0532.

## Exhibitions

Spigel Gallery, Muscarelle Museum, Medieval Art from the Walters Art Gallery, through April 15.

Sheridan Gallery, Muscarelle Museum, 20th-Century American Printmakers from the Collection of the Whitney Museum of American Art, April 1 through June 4.

Andrews Gallery, Foyer and Hallway, Fine Arts Society Student Art Show, March 28 through April 18.

Phi Beta Kappa Hall Foyer, "Jerry H. Bledsoe: Twenty-five Years of Theatre Designs," through April 15.

### Career speaker

On Thursday, April 11, at 7 p.m. in Morton 301, Anne Weekley Thompson will present a Career Speaker Series seminar entitled "Careers in Physical Therapy." She graduated from William and Mary with a B.S. in psychology and a minor in biology, then received her M.S. in physical therapy from Duke University. As director of physical therapy for Wayne Memorial Hospital in Georgia, she is presently responsible for the administration of clinical services for a 138-bed acute care facility. She has published several articles and will speak on physical therapy careers in both the private and public sectors.

All interested faculty and students are encouraged to attend. For more information, call the Office of Career Planning, ext. 4427.

## Calendar

### WEDNESDAY, APRIL 10

Virginia High School Guidance Counselors, CC, Blue Room, 9 a.m.  
Music at 7:30; Student Performances, 100 Ewell Hall, 7:30 p.m.  
Concert: "The New Seekers," Trinkle Hall, 8 p.m., Benefit for James City County Rescue Squad.

### THURSDAY, APRIL 11

Town and Gown Luncheon, CC Ballroom, 12:15 p.m., speaker Craig Canning, associate professor of history, "China Today: A Personal View."  
"Tradition and Change: A Folklorist's Point of View," by Dr. Moyra Byrne, Botetourt Theatre, Swem Lib., 8 p.m.  
W&M Theatre: "Epicoene," PBK, 8:15 p.m.

### FRIDAY, APRIL 12

Olde Guard Day  
Room Selection, Blow Gym, 8 a.m.  
Black Cultural Series: Rodney Williams in concert, CC Ballroom, 7 p.m.  
"Epicoene," PBK, 8:15 p.m.

### SATURDAY, APRIL 13

GRE, Millington Aud., 7 a.m.  
Room Selection, Blow Gym, 8 a.m.  
Parents Assn., CC, Little Theatre, 8 a.m.-5 p.m.  
Junior Recital: Joy Dibble, piano, Wmsbg. Regional Lib. Aud., 3 p.m.  
"Epicoene," PBK, 8:15 p.m.

### SUNDAY, APRIL 14

Room Selection, Blow Gym, 8 a.m.  
Anchor Splash (Delta Gamma), Adair Pool, noon-5 p.m.  
SA Movies, Trinkle Hall, 2 p.m.  
"Epicoene," PBK, 2 p.m.  
Junior Recital: Mia Amaya, piano, and Tricia Gerald, soprano, Wmsbg. Regional Lib. Aud., 3 p.m.  
"Treasure Island," Cinema Classics Soc. film, Millington Aud., 8 p.m.

### MONDAY, APRIL 15

"Juliet of the Spirits," (1965), film, Botetourt Theatre, Swem Lib., 2 p.m. and 7 p.m.

### TUESDAY, APRIL 16

Lecture: Zen Buddhism," by Roshi Shimano, 100 Rogers Hall, 7 p.m., sponsored by the religion department.  
SA Speakers Series: George Plimpton, PBK, 8 p.m.

### WEDNESDAY, APRIL 17

Faculty Luncheon, CC, Room D, noon

### THURSDAY, APRIL 18

Town and Gown Luncheon, CC Ballroom, 12:15 p.m., speaker Ismail H. Abdalla, assistant professor of history, "Africa and Famine."  
Directors' Workshop: "Public Eye," "Hopscotch," and "The Golden Fleece," PBK studio theatre, 8:15 p.m.

### FRIDAY, APRIL 19

M.B.A. Talent Show & Dance, CC, Little Theatre, noon.  
Fridays at 1:00: Student Performances, 100 Ewell Hall, 1 p.m.  
SA Movies, Trinkle, 7 p.m.  
Spring Concert: W&M Choir and Chorus, PBK, 8:15 p.m.

### SATURDAY, APRIL 20

Festival Williamsburg  
Karen Dudley Memorial Triathlon, Adair gym, 7 a.m.  
Organ Recital, Wren Chapel, 11 a.m.  
Men's Rugby, Dillard No. 2, noon  
Women's Rugby, Dillard No. 1, 1 p.m.  
Lacrosse, large intramural field, 2 p.m.  
Directors' Workshop: "Cabin 12," "Rough Atomique," "Home Free," and "Coal Diamond," PBK studio theatre, 2 p.m.  
Senior Recital: Brian Alleva, piano, Wmsbg. Regional Lib. Aud., 3 p.m.  
Spring Concert: W&M Choir and Chorus, PBK, 8:15 p.m.  
Directors' Workshop: "Public Eye," "Hopscotch," and "The Golden Fleece," PBK studio theatre, 8:15 p.m.

### SUNDAY, APRIL 21

Festival Williamsburg  
SA Movies, Trinkle Hall, 2 p.m.  
Directors' Workshop: "Porch," "Lone Star," and "Lemonade," PBK studio theatre, 2 p.m.  
Senior Recital: Rayna Turner, violin, and Kelly Huffman, soprano, Wmsbg. Regional Lib. Aud., 3 p.m.  
"The Maltese Falcon," Cinema Classics Society film, Millington Aud., 8 p.m.  
Directors' Workshop: "Cabin 12," "Rouge Atomique," "Home Free," and "Coal Diamond," PBK studio theatre, 8:15 p.m.

## Join guide program at Biology department

The Department of Biology is inviting all interested persons to join the Botanical Tour Guide Program, which features species of plants, trees and shrubs throughout the campus, including the J.T. Baldwin Jr. Memorial Collection of Plants. Tours may also be arranged in the campus Greenhouse atop Millington Hall, which features a wide range of potted plants. The campus tour also features a Wildflower Refuge, where mature wildflower species may be viewed in their natural setting.

Free tours may be arranged by contacting Dr. Martin Mathes, Department of Biology, 253-4458. Volunteer tour guides include Josephine Jones, coordinator, along with Robert Russell, Cynthia Long, Molly Robbins, Fran Shepherd, Pat DeHaven, Lelia McConnell, and Jan Price.

## Employment

The following positions at the College are open to all qualified individuals. Call 229-JOBS for further information or visit the Personnel Office, 201 James Blair Hall, for information and application forms between 8 a.m. and 4 p.m., Monday-Friday. An EEO/AA employer.

LIBRARY ASSISTANT (Grade 7) -- Salary range \$13,836 to \$18,886 per year. Location: Law Library. Deadline April 12.

GROUNDSMAN (Grade 2) -- Salary range \$8,853 to \$12,102 per year. Location: VIMS. Deadline April 12.

REGISTERED NURSE (Grade 8) -- Salary range \$15,118 to \$20,646 per year. Location: Student Health Center. Deadline April 12.

LABORATORY SPECIALIST B (Grade 8) -- Salary range \$15,118 to \$20,646 per year. Location: VIMS, Chemical Oceanography. Deadline April 12.

CLERK TYPIST C -- Unclassified, part-time, \$5.09 per hour, 25 hours per week. Location: Swem Library. Deadline April 15.