

Business faculty votes Medallion to Brenton Halsey

Brenton S. Halsey, a Newport News native and a leader in the paper industry as chairman and chief executive officer of the James River Corporation, is being cited for his contributions to industry by the School of Business Administration.

Halsey, who has been a major influence in building his company from a single paper machine operation 16 years ago to a large corporation with sales of over \$2 billion, will receive the school's 1985 Business Medallion. He was selected by a vote of the business school's faculty. Presentation will be made in Williamsburg Friday, Nov. 15.

Halsey is co-founder of the Richmond-based James River Corp., an integrated producer of pulp, paper and converted paper and plastic products. The company has 23,000 employees working in 71 manufacturing facilities located in 21 states, Canada and Scotland.

Halsey received a bachelor of chemical engineering degree from the University of Virginia and is also an alumnus of the Institute of Paper Chemistry, Appleton, Wisc. In 1955 he took his first job in industry with the Albemarle Paper Company as assistant technical director. In 1963 he was appointed vice president for planning, and in 1966 he took on additional responsibilities as president and general manager of Interstate Bag Co., Inc., a subsidiary of Albemarle, located in Walden, N.Y. In 1968 after Albemarle purchased Ethyl Corporation,

subsequently changing its name to Ethyl, paper operations were divested. In 1969 Halsey and a group of associates bought the specialty paper operation from Ethyl and named it James River Paper Company.

"I'm pleased our faculty has elected to honor an entrepreneur with its

Medallion award this year. Brenton Halsey, chairman of the James River Corporation, is so unpretentious it is hard to see him as a high-stakes risk taker. He lets the dynamic record of James River Corporation speak for him and his associates," said John Jamison, dean of the business school.

WILLIAM AND MARY

NEWS

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China film week begins Oct. 21

The presentation of "China Film Week II" in Williamsburg Oct. 21-26, under the sponsorship of the College, in cooperation with the Colonial Williamsburg Foundation, will be the only showing in Virginia or the southeastern United States for a touring program, which will make 10 to 15 visits across the country this year.

"China Film Week II" originated under the terms of a recent cultural accord between the United States and the People's Republic of China. It has been organized and coordinated by the American Film Institute and programmed in cooperation with the film department of the Museum of Modern Art.

The five films, with English sub-titles, will be shown in double-feature programs each evening, Oct. 21-Oct. 26, at the Colonial Williamsburg Visitor Center. The first film each night begins at 7 p.m., the second at 9 p.m. There is no admission charge.

For further information about the film festival, please contact Craig Canning, Department of History, ext. 4313.

Latest book by historian Axtell gives new view of missionaries

The stereotype of the otherworldly missionary disinterestedly converting lost Indian souls gets a good jolt of historical perspective in a new book about the colonial era by James Axtell, professor of history at the College.

In *The Invasion Within: The Contest of Cultures in Colonial North America*, published by Oxford University Press, Axtell analyzes the century-and-a-half-long competition for the hearts and minds of America's peoples. The book is the first of three in a series entitled *The Cultural Origins of North America*, which Axtell is writing for Oxford.

Axtell argues that the French, English and Indians all engaged in an extraordinary conversion quest, which was an integral part of the fabric of life in colonial North America.

The French Jesuits, says Axtell, were the best European missionaries. Well-trained and highly motivated, they were so successful that they enabled New France, which always had a small population, to survive until 1760. Axtell explains that the Jesuits, acting much like



James Axtell

fifth-column commandoes, helped to neutralize Indian resistance to French settlement by converting many tribes to Catholicism.

In effect, the "Black Robes" replaced the native shamans as the religious leaders of the tribes. After 1640 they did not attempt to civilize the Indians, as the English sought to do. The French needed the Indians to sustain Canada's fur trade economy. As hunters and trappers, the Indians also sharpened their military skills. Resettled in villages along the St. Lawrence, they became a vital frontier buffer against English invaders.

"If you want to deal effectively with the Indians, you have to learn their languages," decreed Ignatius Loyola, the former Spanish soldier who founded the Jesuit Order. He did not have the American Indians in mind, but his wisdom proved prophetic on the North American frontier. By mastering native tongues and council protocol, the Jesuits were accepted by the Indians as "men of sense" and moral leaders. This allowed them to convert important chiefs and families to Catholicism and to estab-

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One of Halsey's associates has characterized him as "a man who turns marginal possibilities into productive realities."

Halsey has been honored many times for his accomplishments. He has received the 1985 Man of the Year award from the Paper Industry Management Association and was named Virginia's Outstanding Industrialist of the Year in 1985 by the Virginia Science Museum.

Concert Series opens Oct. 16

Concert Series will open its 50th season with a special concert Wednesday, Oct. 16, by the Japanese shakuhachi virtuoso, Katsuya Yokoyama, an internationally acclaimed performer and composer renowned for his versatility, playing traditional as well as contemporary Japanese music.

All concerts are presented in Phi Beta Kappa Memorial Hall and begin at 8:15 p.m. Season tickets are \$13 for faculty and staff of the College, \$17 for the general public. Individual tickets are \$5. Single performance tickets will be sold one week prior to the performance at the Campus Center and at Phi Beta Kappa Memorial Hall box office beginning at 7:30 p.m. the evening of the performance.

For information about the concert series or any specific concert, call the Arts Information Line at the College, 253-4367.

The program for Wednesday's concert will include a performance of "Hon-

(continued on page 3)

Tucker tackles pesky pigeons

The English department in the St. George Tucker Building is waging war -- a Trojan war says Chairman Jack Willis.

For the past year and a half, pigeons have taken special pleasure in roosting above the front porch of the English department building, leaving the usual anti-person minefield.

Memos have been flying across campus for some time in search of a remedy. The biology department was asked for a non-toxic pigeon zapper. Still the pigeons roost contentedly, and the buildings and grounds department has daily been using huge quantities of water under pressure to keep the Tucker porch passable.

Research turned up the fact that pigeons abhor snakes and owls. The English department invested in a snake, albeit a fake snake -- a rubber cobra -- and placed it menacingly on a ledge above the porch. No dummies those Tucker pigeons! They sized up the situation and decided no thinking cobra would leave the tropics to wriggle up colonial bricks. The snake now provides the pigeons with an alternate perch.

Robert Fehrenbach of the English faculty, hoping to outwit the featured menace, spent \$12 on a stone owl from the Williamsburg Pottery. The owl now sits above the doorway of the building. Either the pigeons do give a hoot and hate owls or have decided that the top of the doorway is not a nifty perch; they have deserted the doorway.

Willis is now hopeful that if he can get the buildings and grounds department to move the owl to a position above the porch the pigeons will be persuaded to find another place to perch.

Any suggestions to save the department from a pyrrhic victory will be gratefully received in the department office.

As part of an administrative reorganization, I intend to seek approval of an amendment to the Bylaws of the Board of Visitors establishing the position of Vice President for Administration and Finance effective Jan. 1986. Approval of an amendment to the Bylaws that abolishes the position of Vice President for Business Affairs will also be sought.

Accordingly I am announcing the formation of a search committee charged with providing to me, by Nov. 28, the names of not fewer than two individuals appropriately qualified to assume this new post. The members of the Search Committee are:

Billie Brandon, director of administrative services
Roy L. Pearson, professor and director of business research,
School of Business Administration
Melvyn D. Schiavelli, dean of the faculty of arts and sciences
W. Samuel Sadler, dean of student affairs
Hays T. Watkins, vice rector, Board of Visitors

Professor Schiavelli will chair the committee. I appreciate the willingness of these individuals to serve the university in this important way.

Paul R. Verkuil
President

Pay for performance/secretarial-clerical job specifications

Pay for Performance

On July 1, The Commonwealth of Virginia began the implementation of a pay-for-performance system. Pay for performance is a term that is frequently used and sometimes abused in publications, textbooks and conversations. While there is no precise definition of pay for performance, generally it is thought to be the process whereby the pay for an individual is related to the job performance of that individual.

The following information is presented as an overview of the system. Particular attention should be focused on the sections on position description update and performance appraisals. The new system applies to all classified employees.

I. Re-establishment of Progression Movements

The most important aspect of phase one of the system was the re-establishment on July 1, 1985, of progression movements within salary ranges for those employees below the top step of the range. These movements are known as "proficiency increases" and, as the name implies, will be awarded for proficient or satisfactory performance.

Establishment of proficiency increases reinstates, in effect, the merit system of performance increases. Until June 30, 1986, this proficiency increase will be awarded on the employee's existing performance increase date. The existing salary structure of 23 grades and eight-step ranges will not change. Employees hired or promoted to the first step effective July 12, 1985 and subsequently, will have their next proficiency increase date established as one year from the date of employment, and all subsequent increases will also be on the one-year cycle. This single action will at least avoid the situation whereby an employee hired or promoted on or after July 1, 1985 would receive an increase to the second step before an employee hired up to 24 months before. Without this change, there would be no way that the Commonwealth could deal with the inequities that would result from the restart of the proficiency increases. The six-month probationary period for first-time state employees will remain in effect, yet these employees will not receive a salary increase after completing the probationary period.

II. Position Description Update

The most critical step in implementing the new pay-for-performance system requires the updating of each filled and vacant classified position. Job descriptions will be updated according to the proficiency increase date of the employee in a specific position. Job descriptions for filled positions with employees whose proficiency increase dates fall between Jan. 1, 1986 and March 31, 1986 must be updated and processed through this office to the Department of Personnel and Training by no later than Dec. 1. Positions with employees whose proficiency increase dates fall between April 1, 1986 and June 30, 1986; July 1, 1986 and Sept. 30, 1986, and Oct. 1, 1986 and Dec. 31, 1986 are required to be completed and processed by February 1, June 1, and Sept. 1, 1986, respectively. In addition, we have elected to include all classified positions located in Buildings and Grounds as part of the first set of position descriptions to be processed.

The update process is designed and intended to enable supervisors to establish performance standards on which employees will be evaluated to determine their levels of performance. This office will not act on requests for a review of the classification level or any position included in this process without the express recommendation to do so by the appropriate vice president or dean of a school.

Within the next week or so, department heads and supervisors with positions included in the first quarter will be receiving specific guidelines, which are to be used in updating position descriptions. This office will provide assistance, as requested, to department heads. There will be a request for a relatively quick response to complete the update process to ensure that the College/VIMS can meet the deadlines imposed on us by the Commonwealth.

III. Performance Appraisals

Another aspect of phase one will be the implementation of a new performance appraisal system. In the Pay for Performance Task Force study it was clear that the existing performance evaluation system was no adequate to support the equitable treatment of employees in a true pay-for-performance system.

A. Beginning in Oct., this office will provide seminars on the new performance appraisal process, which will be initiated as of Jan. 1, 1986. The attendance of all supervisors and managers, faculty and staff alike, will be essential to understand the new procedure especially in light of the re-establishment of proficiency increases and the new exceptional performance awards which begin in early 1987. The performance appraisal system will be based on a one-year evaluation cycle. At the beginning of the cycle, the supervisor will establish performance standards based on key elements of the position. At that time, the supervisor will also assign weights to each of the established performance standards. Methods for establishing and evaluating the weighted performance standards will be part of the new performance appraisal system and will be discussed at the seminars conducted by this office.

At the end of the cycle, the supervisor will rate the employee's performance based upon the weighted performance standards established at the beginning of the cycle. To this end, a new performance evaluation form will be used to measure the employee's performance. The form provides for an evaluation process that distinguishes between unsatisfactory, proficient, and exceptional performance. Employees rated below standard will not receive proficiency increases. Those rated exceptional will receive proficiency increases and be considered for exceptional performance awards. The employees who are rated as proficient will receive one-step pay adjustments.

B. Quarterly Groupings of Evaluations

Beginning July 1, 1986, all employees whose proficiency increase date falls between July 1 and Sept. 30 will be evaluated at the same time. This grouping process will be repeated over the following quarters through June 30, 1987.

The current system, which provides 24 different rating periods, is not conducive to the budgetary implications of the exceptional performance awards.

During calendar year 1986, the current performance evaluation procedure will continue to be used. In addition, supervisors will be required to establish performance standards on which the employee will be evaluated in 1987.

C. Exceptional Performance Awards

Phase two of the pay-for-performance system will involve the implementation of Exceptional Performance Awards for employees whose work performance over a one-year period greatly exceeds established performance standards. The awards will be lump-sum payments of \$1,000, which will be paid within one month of the completion of performance evaluations of qualifying employees whose proficiency increase date falls during the first quarter of 1987. Payments of awards will begin Feb. 1, 1987. The awards do not become a part of the employee's base salary. All employees, including those at the maximum of their salary range, will be eligible for the award.

The purpose of the award is to recognize truly exceptional performance and can only be assured by limiting the payment of a relatively small percentage of the workforce. No more than 20 percent of employees can receive these awards during the year.

Under the pay-for-performance system, EPA's may only be awarded to full-time classified employees.

D. Key Dates in the Implementation of Pay for Performance

Date	Task
July 1, 1985	Implement proficiency increases.
Jan. 1, 1986	Performance evaluation cycle begins under new appraisal system. Standards established
July 1, 1986	Begin quarterly grouping of employees by performance increase dates.
Jan. 1, 1987 new appraisal system	First performance evaluations are conducted under new appraisal system
February 1, 1987	First payments of exceptional performance awards are made to qualified employees.

Secretarial/Clerical Study to Determine New Job Specifications

At the same time that we are implementing the pay-for-performance system, the Commonwealth of Virginia is initiating a review of the job specifications of all secretarial/clerical positions. Although most of the position descriptions for these classes are current, they are premised on state job specifications which date back to the 1940s and 50s. Position classifications identified by the Department of Personnel and Training will be reviewed.

Secretarial/Clerical positions with employees whose proficiency increase date falls between Jan. 1 and March 31, 1986 will be submitted for review to the Department of Personnel and Training by Dec. 1. These position descriptions will be updated using the same process described in the earlier section on Position Description Update. In addition to the positions already scheduled for review during the first quarter because of the pay-for-performance system, we will include other appropriate secretarial/clerical positions that should be considered by the Department of Personnel and Training as it develops new general job specifications.

All other secretarial/clerical positions will be required to be updated and processed to the Department of Personnel and Training by Feb. 1, 1986.

The Department of Personnel and Training will be responsible for the development of new job specifications and will ultimately assign each position to a job specification or classification. Based on the best available information from the Department, this study will be completed and operational on July 1, 1986.

As with the position-description update process for Pay for Performance, this office will not initiate a review of the level of classification of any secretarial/clerical position unless requested to do so by the appropriate vice president or dean.

The Department of Personnel and Training will also be reviewing the salary grade assigned to each of the secretarial/clerical classifications used by state agencies.

Summary

The implementation of Pay for Performance and the secretarial/clerical study will be complex and will require a significant time and resource commitment. The university's managers and supervisors have in the past been unable to recognize, through pay, the outstanding achievement of their employees. This new system will provide that opportunity. Its features provide for the development of job-related performance standards, allows all employees the opportunity to participate, and will allow pay to be more directly related to the level of work performed. We believe the benefits of this approach to employees far outweigh the resource commitment necessary and will clearly justify the efforts to make the new system a success.

Dale B. Robinson
Director
Office of Employee Relations
and Affirmative Action

Jenifer Lewis coming Oct. 18

Jenifer Lewis, who originated the role of Effie in "Dreamgirls" on Broadway and is currently starring in her own one-woman show at the New York nightclub, Don't Tell Mama, will present a program entitled, "From Billie to Lena with Jenifer," at 7 p.m., Friday, Oct. 18, in the Campus Center ballroom.

The program, which is open to the public without charge, will feature the music of black performers from Billie Holliday to Lena Horne and is sponsored by the Black Student Organization as part of the Black Cultural Series on campus.

A popular entertainer in New York, Miss Lewis appeared with Bette Midler during her nationwide "DeTour '83." In addition to "Dreamgirls," her Broadway credentials include "Eubie," "Mahalia" and "Rock 'N Roll: The First Five Thousand Years." Off Broadway she has appeared in Patricia Birch's production of "El Bravo!" at the Entermedia Theatre and in "Sister Aimee" on Theatre Row. For her performance as Nell in the Pennsylvania Stage Company's production of "Ain't Misbehavin'," Miss Lewis again received critical acclaim for her stellar rendition of "Honeysuckle Rose" and "Cash For Your Trash."

Concert Series

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kyoku," ancient Buddhist temple music which Yokoyama has performed throughout Japan and Scandinavia to great acclaim. Other traditional compositions on the program include "Shika no tone" and "Midare" as well as Yokoyama's "Futatsu-no-uta" and "Kai." Yokoyama will be accompanied

In a review of her nightclub act, "Hot!," the *New York Times* wrote that "she already has the aura, the confidence and the projection of a star. She is the very essence of show business -- a singer with a dazzling voice, a high-kicking dance, a lusty comedienne, a coiled spring of energy."

German Program

Want to brush up on your German? DASHER can help! This program, just installed on the PRIME computer system, is designed for drill and practice of grammatical structures and vocabulary. Gary Smith obtained it for use in German 101X-102X, and the materials are keyed to the textbook in the course, *Deutsch heute*. This text concentrates on conversational German and uses high-frequency vocabulary. Thus, if you have had some German before, you can benefit from practicing the drills even without the textbook.

To call up the program, just type DASHER at the "OK," prompt. The program is more or less self-explanatory, but if you have any problems or questions, please call Gary Smith at ext. 4447, or leave a message at ext. 4362.

by koto player Susumu Miyashita, and Bertil Chikudo Petersson, shakuhachi.

The concert series this year will also include performances by the New York Cornet and Sacbut Ensemble, Tuesday, Oct. 22; Lorin Hollander, pianist, Tuesday, Jan. 28; The Feld Ballet, Saturday, Feb. 1; The Tokyo String Quartet, Sunday, March 23; and the Dresden Chamber Orchestra, Sunday, April 20.

Axtell

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lish Indian churches in the forest.

"The Jesuits," Axtell points out, "were more successful than English Protestants in converting Indians. Not only did the Jesuits become cultural relativists in method, but their ecclesiastical organization also freed them to work in Indian country and their religious services appealed to all five senses." They also impressed the Indians with their "miraculous" ability to read and write and to predict eclipses of the sun and moon.

The English, on the other hand, perceived the Indians as beast-like "savages" and wanted to "humanize" them before trusting them with the Christian sacraments. "Many Indians in southern New England were settled in 'praying towns' and encouraged to speak, dress, work, think and pray like Englishmen," says Axtell. "Decimated by foreign diseases and surrounded by land-hungry English farmers, most of these natives converted to Christianity and took on the 'protective coloration' of English culture." Outside of New England, however, the English either made no effort to establish missions or failed miserably to convert the natives.

When forced into warfare, the Indians also went on the conversion path by capturing white prisoners and adopting them into their families. "Unlike Europeans, the Indians did not attempt to convert their captives to native religion, which they regarded as a personal choice," states Axtell. "Instead, captives were encouraged to embrace Indian life and culture by being completely trusted,

given weapons and urged to marry Indian spouses. Several became chiefs and joined war parties against their former countrymen."

In the contest for converts, each culture thought itself superior to its competitors. When the Indians too expressed their feelings of superiority, the English and French were taken aback. The Indians, for example, hated beards and viewed the wearing of fitted clothes as impractical. They found the use of handkerchiefs and corporal punishment of children particularly degrading.

"The Indians were also good at picking out inconsistencies in the Bible," says Axtell. Some Indians suggested that they would consider converting to Christianity only after the ministers succeeded in reforming white settlers, who practiced all kinds of vice new to the natives. As many colonists believed, "the Indians were more Christian than the Christians."

Axtell, a 1982 Guggenheim Fellow, is now writing the second volume in his series, *American Encounter: The Confluence of Cultures in Colonial North America*. It will explore the ways in which the three peoples and cultures became like each other or simply different from their antecedents as a result of competing and sometimes cooperating with each other over two centuries. "As a result of dealing with the Indian-ness of North America," Axtell argues, "the European settlers became Americans."

In volume three, *The European Presence: The Conflict of Cultures in Colonial North America*, Axtell will probe the reasons for England's eventual victory and its social, moral and material costs.

Calendar

WEDNESDAY, OCT. 9

Men's soccer v. Richmond, 3 p.m.

Honors Program: Peter Arnott's Marionette Theatre production of *Antigone*, Williamsburg Regional Library Arts Center, 7:30 p.m.

Oceanography for Landlubbers Program: "How You Can Become a VIMS Aquarium Docent," by Joe Choromanski, VIMS aquarium curator, Waterman's Hall, 7:30 p.m.

THURSDAY, OCT. 10

"Sight and Sound: A Problem in the Greek Theatre," by Peter Arnott. Sponsored by the Honors Program, Botetourt Theatre, 8 p.m.

*W&M THEATRE: "Fool for Love" and "Savage/Love," Phi Beta Kappa Memorial Hall, 8:15 p.m.

FRIDAY, OCT. 11

Physics Colloquium: "Laser Cooling and the Trapping of Atoms," by Steven Chu, AT&T Bell Laboratories, William Small Physical Laboratory 109, 4 p.m.

Biology Department Seminar: "Morphological Investigations of Neuronal Circuitry," by Virginia S. (Dick) Seybold '72, associate professor of anatomy, Univ. of Minnesota, Millington 117, 4 p.m.

Honors Program: Peter Arnott's Marionette Theatre production of *Oedipus the King*, Williamsburg Regional Library Arts Center, 7:30 p.m.

Greater Williamsburg Chapter, Archaeological Society of Virginia, "Excavations at the Boldrop Site and Bacon's Castle," by Nicholas Lucketti, VRCA, Bruton Parish House, 8 p.m.

*W&M THEATRE: "Fool for Love" and "Savage/Love," Phi Beta Kappa Memorial Hall, 8:15 p.m.

SATURDAY, OCT. 12

*W&M THEATRE: "Fool for Love" and "Savage/Love," Phi Beta Kappa Memorial Hall, 8:15 p.m.

Wren Chapel organ recital, 11 a.m.

Women's cross country v. Georgetown, Dunbar Farms, 1 p.m.

Women's field hockey v. Boston University, Barksdale field, 11 a.m.

SUNDAY, OCT. 13

*W&M THEATRE: "Fool for Love" and "Savage/Love," Phi Beta Kappa Memorial Hall, 2 p.m. matinee.

AT ASH LAWN: "Friends in Different Camps: James Monroe and John Marshall" by Charles F. Hobson, editor, *The Papers of John Marshall*, College of William and Mary, 2 p.m.

MONDAY, OCT. 14

FALL BREAK through Oct. 15

TUESDAY, OCT. 15

Women's field hockey v. James Madison, Barksdale field, 3 p.m.

*Jazz Concert, Williamsburg Regional Library, 8 p.m.

WEDNESDAY, OCT. 16

Women's tennis v. Duke, Adair courts, 3 p.m.

Physics Colloquium: "Nucleon Knock-out Experiments at the Saclay Electron Accelerator," by Jean Mougey, Saclay, William Small Physical Laboratory 109, 4 p.m.

Honors Program: "Perspectives on Job," panel discussion by Profs. Michael Goldberg, Hans Tiefel, and Larry Ventis, Campus Center Little Theatre, 7:30 p.m.



Katsuya Yokoyama

*CONCERT SERIES: An Evening of Shakuhachi Music featuring Katsuya Yokoyama. Phi Beta Kappa Memorial Hall, 8:15 p.m. \$5.

THURSDAY, OCT. 17

Katsuya Yokoyama, lecture-demonstration of shakuhachi music, Tazewell Lounge, Randolph Residences, 4 p.m.

"The Geology of the Southern Coast of England," by Thomas Pickett, Delaware State Geological Survey, Small Hall 235, 5 p.m.

FRIDAY, OCT. 18

Board of Visitors Meeting

Physics Colloquium: "CP and Time Reversal Violation," by L. Wolfenstein, Carnegie-Mellon University, William Small Physical Laboratory 109, 4 p.m.

Department of Fine Arts Faculty Show, Muscarelle Museum. Through November 17. Exhibit Opening: 5:30-7:30 p.m.

"From Billie to Lena with Jenifer," featuring Ms. Jenifer Lewis, Campus Center Ballroom, 7 p.m. Sponsored by the Black Student Organization.

SATURDAY, OCT. 19

Career Exploration Day

Wren Chapel organ recital, 11 a.m.

Women's field hockey v. North Carolina, Barksdale field, noon.

Men's cross country: Virginia Intercollegiate Open, noon.

Women's soccer v. Radford, Barksdale field, 2 p.m.

Women's volleyball v. VCU, Richmond Coliseum (preliminary to U.S. Olympic Team v. Japan), 6 p.m.

SUNDAY, OCT. 20

INAUGURATION - Paul R. Verkuil, 25th President of the College

Women's soccer v. Methodist, Barksdale field, noon.

Men's soccer v. N.C.--Wilmington, 2:30 p.m.

*Cinema Classics Society film, "The Defiant Ones" (1958), Millington Auditorium, 8 p.m. \$2.

SUBMIT TO THE REVIEW!

The William and Mary Review is now accepting submissions of poetry, fiction, non-fiction and visual art at the Campus Center Desk or the Review office in Trinkle Hall. Anyone can submit! Deadline is Nov. 1.

Employment

The following positions at the College are open to all qualified individuals. Call 229-JOBS for further information, or visit the Employee Relations Office in Thiemes on Richmond Road, for information and application forms, Monday-Friday, 8 a.m.-4 p.m. An EEO/AA employer.

MARINE SCIENTIST B (Grade 12) -- Salary range \$22,890 to \$31,254 per year. RESTRICTED APPOINTMENT ENDING March 31, 1986. Location: VIMS (Physical Oceanography and Environmental Engineering). Deadline Oct. 11.

CLERK TYPIST C (Grade 4) -- Salary range \$11,222 to \$15,321 per year. Location: Law Library (Administrative Office). Deadline Oct. 11.

CLERK TYPIST C (Grade 4) -- Salary range \$11,222 to \$15,321 per year. Location: CEBAF. Deadline Oct. 11.

FISCAL TECHNICIAN (Grade 6) -- Salary range \$13,403 to \$18,309 per year. Location: Student Financial Aid. Deadline Oct. 11.

CLERK TYPIST C (Grade 4) -- Salary range \$11,222 to \$15,321 per year. Location: VIMS (Office of the Dean/Director). Deadline Oct. 18.

ACCOUNTANT SENIOR (Grade 11) -- Salary range \$20,932 to \$28,951 per year. Location: CEBAF. Deadline Oct. 18.

WOMEN AS LEADERS SYMPOSIUM

The Washington Center invites students eager to improve their ability to cope with the transition from college to career, to attend the symposium "Women as Leaders." The symposium runs from Dec. 29-Jan. 10 (optional week: Jan. 13-17). The program format includes 40 hours of lectures, workshops and small-group discussions. The early application deadline is Oct. 25. Eligible students may qualify for scholarships. Scholarship applications are due Oct. 11. Stop by the Career Planning Office for further information.

Classifieds

FOR SALE

Men's Cartier Santos watch. 14K gold/stainless with date. Lifetime guarantee. \$1,600 value, asking \$900. 229-4448, ask for Geoff. (10/23)

1972 Chevrolet Vega, 2-door sedan, 50,000 miles on engine. 3-speed, AM/FM cassette, heater. Good mpg, reliable around-town transportation. \$500 negotiable. Must sell! Call Beth at 253-4260, after 8 p.m. (10/23)

Dresses, winter and summer, hanging on clothesline in back yard of College Apartments, No. 2. Sizes 18, 20 1/2. Can be seen Mondays, Wednesdays and Fridays, 8 a.m.-2 p.m. (except Oct. 21).

1978 Honda Civic Station Wagon. Good condition, AM/FM radio, luggage rack; new tires, battery and muffler. Runs great, very dependable. \$1,200. Call 253-4214 (Debby) between 8 and 5; call 874-2534, evenings. (10/16)

1972 Mercury Montego, 2-door, 124,500 miles. Good body, paint peeling. Reliable, runs very well. Original owner. New inspection. Price \$400. Phone 642-7280 (VIMS), days, or 642-9867, nights. (10/16)

Raleigh racing bike. Brand new Weimann brakes, 2 new tires, new rims, racing freewheel. New handlebar tape and seat cover, comes with lock and cable. Asking \$200 or best offer, Mike, 229-6910 or ext. 4412 (10/16)

1982 RENAULT LE CAR 4 spd., AM/FM, Air. Very good condition. \$2500 or best offer. 253-4550. Ask for Carter, or sdee at 304 A, S. Boundary St.

Mazda GLC wagon. 1980 4-door. Beige. 70,000 miles. One owner. Engine recently rebuilt. Solid body. Reliable. Roomy. \$2,400. Call 229-3345. (10/9)

Carpet 9' x 14', beige, \$60. Nordica ski boots women's 6 1/2, \$50. Call Dick 565-1306 after 6 p.m. (10/9)

Four tickets on 50-yard line for W&M-Virginia Tech game, Oct. 12 also pass for stadium parking, \$48, call Burrows, 229-0773. (10/9)

Vacuum cleaner, Eureka canister, \$60; dining room table, wood, 48 inches, round, \$30; Silverstone 7-piece cookware, brand new, \$30; easy chair, \$20; single bed, \$25. Call 565-1369. (10/9)

1974 Courier truck. 4-speed transmission, AM/FM cassette, oversize rearview mirrors, cap, good tires, new battery. \$1,100. Call 229-8984.

FOR RENT

Luxurious Priorslee townhouse. 3 bedrooms, all appliances, A/C, fireplace, washer/dryer hookup, super shape. \$650 plus utilities. Available Nov. 1. Prefer graduate student or faculty member. Call 220-3251. (10/16)

Peppertree Condo, 2 bedrooms, furnished, \$600 per month. Only 1 mile from campus, a/c, washer/dryer, microwave, dishwasher. Suitable for up to 4 occupants. Owned by W&M alums. Call Inga, 253-5686 or 874-6151. (10/16)

2 bedroom apt., female, \$217 per month including utilities. Call 253-0518. (10/16)

Quiet neighborhood, 1 block from restored area. Ideal for faculty family. \$600 per month, plus utilities. Fireplace, small fenced yard. Call 442-3258 or 220-0302.

Room in home, with kitchen privileges, \$200 per month, for college student or faculty member. Call for appointment, 565-3274, after 5 p.m.

WANTED

Cashier for Mama Mia's, flexible hours, full- or part-time work. Call 220-3565. (10/16)

MISCELLANEOUS

One or two RESPONSIBLE people to share a house with owner who is often out of town. New, 3BR, 2 baths; about 3 miles from campus, Lake Powell Road. Available mid-Oct. Call evenings: (212) 473-5167. Ask for Katy. (10/18)

WILLIAM AND MARY

NEWS

The WILLIAM AND MARY NEWS is issued weekly during the school year for faculty, staff and students of the College and distributed on campus Wednesday afternoons.

News items and notices for the calendar should be delivered to the News Office, James Blair Hall 310A, no later than 5 p.m. the Friday before publication.

Classified advertisements are carried as a service to members of the College community only. There is a charge of \$3 for an advertisement of 40 words or less in three consecutive issues. Copy changes constitute a new advertisement. Copy and payment should reach the News Office no later than 5 p.m. the Friday preceding the first insertion.

Barbara Ball, editor
Publications Office, production
News deadline: Fridays, 5 p.m.

Official Memoranda

The state has awarded a new contract with a car rental firm for discounts to state employees traveling on official business or for organizational use.

The College is using the identification card system. The identification card merely enables employees to receive the state discount. Employees may pay in cash or charge to their personal credit cards and submit a Travel Expense Reimbursement Voucher to the state agency.

The mandatory contract has been awarded to the American International Rent a Car. The College shall use the contractor's automobiles for the size group listed, if available, when and where required. Only automobiles of the following size groups are available under this contract: (1) sub-compact w/ A/C and AT, (2) compact, (3) mid-size or intermediate, (4) full-size, 2-door, (5) full-size, 4-door.

Rentals under this contract are only for local use (returned to the renting city), include unlimited mileage but do not include gasoline. The option to purchase additional collision insurance to cover the deductible amount should be declined. The state will accept liability for the deductible coverage.

In the event that a promotional rental rate in effect at a location at the time the automobile is picked up is less than the contract rate, and all applicable conditions for the promotion rate have been complied with, the state is entitled to the lower rate.

Gifts, stamps or gift coupons provided by promotional programs are not desired, but any provided to the traveler are considered property of the Commonwealth. The contractor has agreed that the Commonwealth may take the value of gifts, stamps or gift coupons as additional discounts from rental rates, or to redeem gifts, stamps or gift coupons for the cash value thereof.

Identification cards, directories, and copy of this contract are available in the College Purchasing Office, Old Plant Administration building, ext. 4279 or 4215. This contract is effective now and will expire on July 31, 1986.

The Virginia Correctional Enterprises has a new Quick Ship Program that it is offering to all state agencies. The items available for quick ship or 30 days delivery after receipt of order are the following: desks (executive and secretarial), chairs (executive and secretarial), bookcases (metal or wood), and file cabinets with lock (four drawer). There are some restrictions on the color selection available for the quick ship. These items are covered by the mandatory state contract for wooden/metal furniture.

For additional information about this Quick Ship Program, please contact the College Purchasing Office at exts. 4215, 4279 or 4373.

Norma R. Chandler
 Director of Purchases and Stores

THE COLLEGE OF WILLIAM AND MARY

VICE PRESIDENT FOR ADMINISTRATION AND FINANCE

The College of William and Mary is inviting nominations and applications for the position of Vice President for Administration and Finance.

The University. The College of William and Mary is a public institution of 4700 undergraduate and 2000 graduate students. It has a highly selective student body and a strong commitment to the arts and sciences. At the graduate level it offers professional programs in law, business and education; doctoral programs in computer science, history, marine science, physics and psychology; and, 14 master's programs.

The Position. The Vice President for Administration and Finance reports to the President and serves as a member of his leadership team. The functions of the Vice President for Administration and Finance include university-wide budget planning jointly with the Provost, development of planning systems and studies, leadership of all financial operations of the institution, personnel administration, facilities management, business functions, and development of administrative computing and telecommunications services. The Vice President will also have responsibility for communication with relevant state agencies.

Qualifications. Senior level administrative experience and experience with state government, educational agencies and legislative committees is required. An earned doctorate is preferred. Candidates must possess exceptional leadership and managerial skills. The successful applicant should be available to assume the position by January 1, 1986.

Nominations and Applications. Applications, including a current resume and list of references only, should be received no later than November 1, 1985. Please address nominations or applications to Melvyn D. Schiavelli, Dean of the Faculty of Arts and Sciences, College of William and Mary, Williamsburg, Virginia 23185, 804/253-4683.

The College of William and Mary is an Equal Opportunity, Affirmative Action Employer.