

William and Mary NEWS

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A WEEKLY NEWSPAPER
PUBLISHED for and about the FACULTY, STUDENTS
and STAFF of the COLLEGE of WILLIAM and MARY.

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Charlotte Mangum

Charlotte Mangum receives Dean's Award for scholarship

Charlotte Mangum, professor of biology, a specialist in environmental and physiological biochemistry, whose teaching and research have taken her to many parts of the world, is the first recipient of the Dean's Award for Outstanding Scholarship in the Arts and Sciences.

This award, presented by the dean of the faculty of arts and sciences, Melvyn D. Schiavelli, includes a check for \$500 in recognition of outstanding work by a member of the faculty of arts and sciences. Announcement of the award was made Tuesday at a faculty meeting.

Miss Mangum, who joined the faculty of the College in 1964, as assistant professor of biology, is a native of Richmond, Va. She received her A.B. degree in philosophy-zoology from Vassar College in 1959. She received a master's of science degree in zoology in 1961 and a doctorate in biology in 1963, both from Yale University.

A faculty member of Alpha of Virginia Chapter of Phi Beta Kappa at William and Mary, Miss Mangum has received many honors during her career. She was a National Institutes of Health Postdoctoral Fellow at Duke University, Marine Laboratory, 1965 and a William and Mary Faculty Research Fellow, 1973. She was a lecturer in zoophysiology at the University of Aarhus, Denmark, in 1974

and has held several national offices with the American Physiological Society, the American Association for the Advancement of Science and the American Institute of Biological Sciences. She is a member of Sigma Xi, the Virginia Academy of Science and the Marine Biological Association as well as the Society for Experimental Biology in the United Kingdom. She currently serves on the editorial board of two journals, *Physiological Zoology* and *Marine Biology Letters*.

Author or co-author of over 100 publications, Miss Mangum is widely recognized for her studies of how marine organisms adapt to their environment, particularly when that environment is changed by pollutants and toxins and low-oxygen conditions exist.

She has lectured in England at scientific society symposiums on the adaptation of marine animals to unstable environments and has given a series of lectures at the University of California on respiratory adaptation of marine organisms. Several years ago she went down the Amazon River on a National Science Foundation research ship. She has done a great deal of research at the College's branch laboratory in Wachapreague on the Eastern Shore, working on Chesapeake Bay sites.

Free Holiday Greens

Members of the staff of buildings and grounds will be on hand to distribute holiday greens next to the Campus Police station, Thursday and Friday, Dec. 5, 6, 12, and 13 from 10 a.m. until

2 p.m. Boxwood, holly, juniper, magnolia and pine will be available at no charge. Please bring your own containers.

HOLIDAY SCHEDULE REVISED

In wishing all state employees a happy holiday season, Governor Robb has announced that state offices will close two additional days during the holidays. In accordance with our previously announced holiday leave plan, these two added days will be taken on Dec. 23 and 24 at the College and VIMS. Any questions should be directed to the Office of Employee Relations and Affirmative Action, ext. 4214.

EARLY PAYCHECKS

Thanks to the cooperation of the State Treasurer and the State Comptroller, regular end of the month paychecks will be handed out on **December 20th**. The checks will be dated December 31st and cannot be cashed or deposited until after 2:00 p.m. on December 30th, but individuals will be able to make their own arrangements rather than come in during the holidays. Due to the concession by our friends in Richmond, the Payroll Office will **not** open during the holidays, so checks can be picked up on December 20th or January 2nd or later.



Choir/Chorus concerts

Christmas concerts by the College of William and Mary Choir and Chorus, which traditionally open the holiday season on campus, will be presented Dec. 5, 6 and 7 at 8:15 p.m., in Phi Beta Kappa Memorial Hall. Pictured soloists are (left to right): C.W. Markham, Betsy Fulcher, Carol Ann Moore and Alex Martin.

Bernice Speese dies in Richmond

Miss Bernice M. Speese, a member of the biology faculty of the College, 1946-76, died Friday, Nov. 29, in Johnston-Willis Hospital in Richmond.

A native of Roanoke, Miss Speese taught courses in genetics and cytogenetics. She was author or co-authored more than 30 scientific papers, which have greatly contributed to an understanding of the taxonomic relations of a number of groups of plants. For many years she was the principal organizer and coordinator for the large introductory biology course at William and Mary. After she retired, she catalogued and classified her extensive plant collection, which she contributed to the herbarium of the College. Miss Speese joined the faculty as an instructor in 1946 and was an associate professor when she retired in 1976.

Miss Speese was a member of Sigma Xi Scientific Research Society and the American Genetic Association. At the time of her death she was registrar for the American Boxwood Society. From 1941 until 1946 Miss Speese was a fellow at the Blandy Experimental Farm at the University of Virginia.

Miss Speese received a B.S. in 1932 and an M.A. in 1941 from the College of William and Mary and a Ph.D., 1946, from the University of Virginia.

Survivors include three sisters, Mrs. Italena S. Person, Roanoke, Va.; Mrs.

Edrie S. Snyder, Front Royal, Va.; and Mrs. Cathlyn S. McInteer of Richmond, Va.; and a number of nieces and nephews.

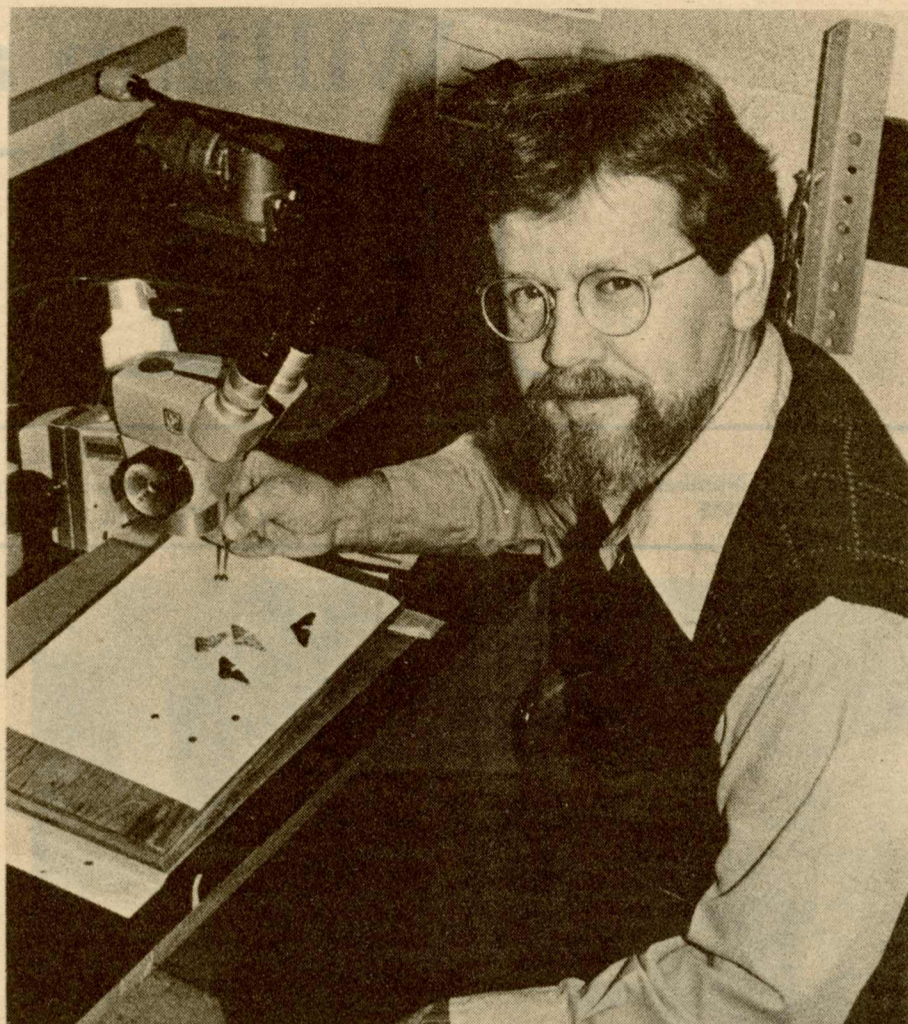
A graveside service and burial was held Monday in Cedar Grove Cemetery in Williamsburg.

Halley's comet

Members of the College community are invited to a program on Halley's comet presented by two members of the physics faculty at 7 p.m., Thursday, Dec. 5 in Small 109.

Chris Benner, research assistant professor and a NASA planetary scientist, will give a slide lecture on Halley's Comet and comets in general. John McKnight, professor of physics, will talk about the observing program on campus. He has suggested that those planning to attend the session bring their binoculars. He will offer assistance in how best to use them for star- and comet-sighting.

Dec. 1-15 is a good time to view Halley's Comet, says McKnight. It may also be visible in early Jan., he adds, but after that it will be too far south. In March there may be a chance to see it in the early hours, he says, but now is the best and probably the last time to see it in the evening.



Grant anesthetizes the moths before attaching tiny paper collars beneath their eyes.

NEWSMAKERS

Bruce K. Goodwin, Gerald H. Johnson, and R. Heather Macdonald, all of the Department of Geology, attended the meetings of the Eastern Section, American Association of Petroleum Geologists in Williamsburg, Nov. 10-12.

Johnson led a field trip for that meeting to the Dismal Swamp area and in collaboration with three other authors published a 68-page guidebook titled *The Late Cenozoic Geology of Southeastern Virginia and the Great Dismal Swamp*. He also presented a paper titled "Stratigraphy of the Yorktown (Lower and Middle Pliocene) and Chowan River (Upper Pliocene) Formations in Southeastern Virginia."

Bruce Goodwin led a field trip to the Richmond and Ashland area and in collaboration with four other authors published a 60-page guidebook titled *The Geology of the Richmond and Taylorsville Basins, East-Central Virginia*. He also chaired a paper session on the geology and energy resources of the mesozoic rift basins, eastern U.S.

Dale Hoak, professor of history, was invited to preside over a seminar in Tudor history at the University of Bristol, Nov. 6. His paper, "The Secret History of the Tudor Court," presented a new interpretation of English government finance in the reigns of Henry VIII and Edward VI.

On Nov. 12 Hoak presented an invited paper to the members of the Tudor seminar at the University of Cambridge, presided over by G. R. Elton, Regius Professor of Modern History. Hoak's paper on "The King's Coffers and the King's Purse" was based on manuscripts that have recently come to light in the British Library and the Public Record Office, London.

On Nov. 14 Hoak was interviewed by the BBC about the reign of Edward VI. The half-hour program, part of a series on the Tudors, will be aired on the BBC World Wide Radio Service.

James M. Yankovich, professor of education, was appointed by the State Council of Higher Education in Virginia to a two-member site visitation commit-

tee to review Nova University's (Fort Lauderdale, Fla.) Doctor of Education degree program at Midlothian, Va., Nov. 22-23.

Richard C. Hoffman, Assistant Professor of Business Administration, has been notified that his paper "Power and Influence in Strategic Decisions" will be published in the *Long Long Planning Journal* this summer. Co-author of the article is W.H. Hegarty, Associate Dean in the Graduate School of Business at Indiana University.

Pamela Boll, doctoral student in the School of Education and coordinator of PACES, presented "The Superwoman Syndrome: The Conflict between Career and Family," Nov. 12 at the Williamsburg Regional Library. Her talk was the third topic in the Family Living Institute's fall forum series.

The National Science Foundation has awarded a U.S.-U.K. Cooperative Science Program grant to **Rolf G. Winter**. This grant, in combination with a William and Mary Faculty Research Assignment, will support his one-year leave (Jan.-Dec. 1986). Winter will conduct research at Oxford University, the pulsed-muon facility at the nearby Rutherford Appleton Laboratory and the anti-proton facility of the CERN Laboratory in Geneva, Switzerland.

Norma R. Chandler, director of purchases and stores, represented the College at a small business forum sponsored jointly by the Small Business Administration, Langley Air Force Base and the Virginia Peninsula Chamber of Commerce, on Nov. 14.

Ana Maria Garcia Lopez, tutor of the Spanish House, has been awarded the prestigious Premio Extraordinario Fin De Carrera by the Universidad Pontificia Comillas y la Universidad Complutense de Madrid. Ms. Garcia Lopez received this prize upon graduation from the university in recognition of her academic excellence in the field of psychology. The cash prize is 100,000 pesetas, about \$600.

Specialist in evolutionary genetics performs unusual tests on moths

To the casual observer, the moth is an annoying insect that flutters around light bulbs at night or eats holes in sweaters. But for biologist Bruce Grant, moths can answer questions about the process of evolution.

Grant, who specializes in evolutionary genetics, has been studying the *Biston betularia*, or "peppered" moth, for three years, traveling around the state and to England to catch the insects in specially built traps.

Although research on the *Biston* moth has made it a textbook example of evolution in action, Grant found holes in the story of the unusual moth.

English scientist H.B.D. Kettlewell, widely regarded as the authority on the *Biston* moth, conducted experiments in the 1950s showing that moths that most closely resemble their backgrounds escape predators more easily than those that do not.

Kettlewell also advanced the "contrast/conflict" theory to explain why *Biston* moths always rest on a background similar to their particular body color. He proposed that moths match the colors of their body parts to their backgrounds, coming to rest when a "match" is achieved. Grant disagreed.

To determine why this particular moth species always chooses to rest in a habitat similar to its own body color, Grant performs some unusual tests. Among his unconventional methods is attaching "Pacman"-shaped collars below the eyes of the anesthetized moths. The objective is to see if the moth will still land on a background similar to its body color, even when its vision is obstructed.

In another unorthodox experiment, Grant paints the moths the opposite of their natural body color to see if they will gravitate to a background color the shade of the paint.

Since the moths still land on the same background as before, even when their vision is obstructed or they are painted a different color, Grant has determined that the moths do not employ the "con-

trast/conflict" mechanism to choose landing sites. "I tried all kinds of ways to fool them," he says. "I couldn't make them change their minds."

Grant's research has revealed where scientists were wrong, but it still leaves him puzzled. "How do they know what background to sit on?" he asks. He wants to find out if the moth's genes associated with behavior couple with genes that determine the moth's body color. This spring, he will begin searching for that genetic component in the "contrast/conflict" idea, and he hopes his work eventually will have an impact on studies in evolution.

The *Biston* moth is an unusual example of recent evolution, according to Grant. In 19th-century England, the peppered moth, nicknamed because of its black-and-white speckled body, was characterized by its ability to camouflage itself against lichen-covered trees and rocks to avoid predators.

A scientist in the 1930s proposed that the peppered form of the moth decreased in population because of the industrial age, which blackened English cities and caused lichens to die from pollution. Thus the "melanic" or dark form of the species evolved from what was called "industrial melanism." The dark moth until then was very rare in unpolluted environments, says Grant.

Next summer, Grant will work in Liverpool, England, with British physician Sir Cyril Clarke, whose authoritative work with butterflies is widely recognized. Grant will also work part of the summer at the University of Virginia's Mountain Lake Biological Station near Pembroke, Va.

Travel Agency Services

A comparison of the services offered by the three vendors working with the College is available from the Office of Purchasing. For an information sheet, please call ext. 4215.

Calendar

THURSDAY, DECEMBER 5

Anniversary of founding of Phi Beta Kappa by W&M students, 1776.
 Film, "The Return of Martin Guerre," sponsored by the History Graduate Student Association and Phi Alpha Theta, Botetourt Theatre, Swem Lib., 7:30 p.m.
 *W&M Choir and Chorus: Christmas Concert, PBK, 8:15 p.m. \$2.50.

FRIDAY, DECEMBER 6

Classes end
 Board of Visitors Meeting
 Student Performances: Fridays at 1:00 p.m., Ewell 100
 Exhibit Opening: "Cheek and the Arts," Muscarelle Museum, 5:30-7:30 p.m.
 *W&M Choir and Chorus Concert, PBK, 8:15 p.m. \$2.50.

Colloquium

R. A. Osborne of the Institute of Cosmo-Geophysics, Torino, Italy, will be guest speaker at the physics colloquium, Friday, Dec. 6 at 4 p.m. in Small 109. He will take as his topic, "The Search for a Strange Attractor in the Pacific Ocean." Coffee will be served in the conference room at 3:30 p.m.

Holiday dance

The Friends of Appalachian Music will sponsor a dance, Friday, Dec. 6 at the Norge Community Center on Route 60 in Norge.
 The dance will begin with a teaching session for new dancers at 7:30 p.m. Traditional circle, square and contra dances will be taught and called, and live music will be provided by F.O.A.M.
 Admission is \$3 per couple, \$2 per person. New and experienced dancers are welcome.

NASA speakers

Stephen K. Park and Masry-Anne Kaczynski of the NASA/Langley Research Center will present a program on "Digital Image Processing Techniques," at the Computer Science colloquium, Friday, Dec. 6 at 3 p.m. in Jones 301. Refreshments will be served at 2:30 p.m.
 Digital image processing is the computer-aided manipulation and analysis of digitized images. This discipline is pervasive with applications in areas such as remote sensing, medical diagnosis, computer graphics, television, nondestructive testing, space exploration, robotics, quality control and flow visualization.

HEATING

As in past years, during the Christmas holiday period heating for most College facilities will be held to minimal levels unless extraordinary circumstances exist. Inquiries can be directed to the Business Affairs Office at the Bridges House, ext. 4211.

Open auditions for second season

Open auditions are being held Jan. 14 and 15 from 7 to 9 p.m. in Phi Beta Kappa Memorial Hall for "second season" productions, which will include five dramatic monologues and six one-act plays, all student written and produced.
 Performances will be presented Feb. 13, 14, 15 and 16.

SATURDAY, DECEMBER 7

Reading Period begins (through Dec. 10)
 Board of Visitors Meeting
 Marshall-Wythe Tax Conference
 Williamsburg Christmas Parade
 Christmas Craft Show, Trinkle Hall, 10 a.m.-4 p.m.
 Women's indoor track: W&M All Comers Meet, W&M Hall, 10 a.m.
 Wren Chapel organ recital, 11 a.m.
 *W&M Choir and Chorus Concert, PBK, 8:15 p.m. \$2.50.
 AT ASH LAWN: Yuletide traditions (through Dec. 14)

SUNDAY, DECEMBER 8

Gallery Talk: "Cheek and the Arts," by Parke Rouse, Jr., Muscarelle Museum, 1 p.m.
MONDAY, DECEMBER 9
 Muscarelle Museum of Arts Associates trip to Washington, D.C.: "Treasure Houses of Britain Exhibition."

A Christmas Carol

The Green Leaf Cafe will ring in the holiday season with the yuletide favorite *A Christmas Carol*, Monday, Dec. 9 at 9 p.m. Admission is free.
 The whole family should enjoy this special multimedia holiday presentation, which will combine live theater with colorful projections. See Tiny Tim and Ebenezer Scrooge come to life as this traditional Christmas tale unfolds.

TUESDAY, DECEMBER 10

*Old Dominion University Faculty Trio, Williamsburg Regional Library Auditorium, 8 p.m.
 **"Christmas Oratorium" by J. S. Bach, Williamsburg Choral Guild, Wmsbg. Methodist Church, Jamestown Rd., 8 p.m.

WEDNESDAY, DECEMBER 11

Examinations begin (through Dec. 19)
 ***"Christmas Oratorium" by J. S. Bach, Williamsburg Choral Guild, Wmsbg. Methodist Church, Jamestown Rd., 8 p.m.

FRIDAY, DECEMBER 13

Concert in the Galleries, Muscarelle Museum, 1 p.m.
 Greater Williamsburg Chapter, Archaeological Society of Virginia, "Excavation of an Eighteenth-Century House, James City County, Virginia," by Melanie Liddle, Amy Roberson, and Chris Styrna, history graduate students, William and Mary, Bruton Parish House, 8 p.m.

SATURDAY, DECEMBER 14

Yule Log Ceremony, Wren Great Hall and Courtyard, 5:30 p.m.
 Wren Chapel organ recital, 11 a.m.

RELIGIOUS SERVICES

Graduate student fellowship meets at noon every Wednesday for lunch and conversation at the Wesley Foundation, across from Phi Beta Kappa Hall. For more details, contact Braxton Allport, 229-6832.
 Canterbury (Episcopal): Holy Communion each Thursday, Wren chapel, 5:30 p.m.; Evensong each Sunday at Bruton Parish Church, 5:30 p.m.
 Christian Science Organization: Sundays, Gold Room, Campus Center, 7 p.m.
 Jewish: Temple Beth El, 600 Jamestown Road (across from PBK), holds services every Friday evening at 7:30 p.m. and on Saturdays at 10 a.m.

Local library exhibit traces shared heritage of religions

"Symbols of Faith," an exhibition celebrating the shared heritage of Judaism, Christianity and Islam, will be on display at the Williamsburg Regional Library, Dec. 7 through Jan. 5. A formal opening will be held on Sunday, Dec. 8 at 3 p.m.
 The exhibition, from the Smithsonian Institution, was organized by the American Institute for Islam Affairs and the National Geographic Society. The photographic portion of the exhibit has been expanded locally with objects on loan from religious institutions and individuals of the three faiths.
 Prayer rugs come from the Islamic Mosque, icons and a cross used for the blessing of the waters will be on view from the Greek Orthodox community; a shofar, or ceremonial ram's horn, a tallis, or prayer shawl, and needlework will be

loaned by the Jewish synagogue. A monstrance, the ornate container that holds a consecrated wafer on the altar or in procession, will be displayed by St. Bede's Catholic Church, and communion servers as traditionally used in Protestant churches will be displayed by the Williamsburg United Methodist Church.
 The official opening will feature an illustrated lecture by Clifford Edwards, professor of philosophy and religion. A reception following his talk will be hosted by the Ladies Philoptochos of Sts. Constantine and Helen Greek Orthodox Church.
 On Dec. 14, at 7:30 p.m., members of Temple Beth El will sponsor a Menorah-lighting ceremony for the final day of the festive holiday of Chanukah. The observance will be held in the Arts Center

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Holiday Publication Schedule

The last issue of the *William and Mary News* for this semester will be published Wednesday, Dec. 11. All items to be included in this issue must be received by 5 p.m., Friday, Dec. 6.
 The first issue of next semester will be published Wednesday, Jan. 15. Deadline for items is 5 p.m., Friday, Jan. 10.



Saturday Craft Show

Crim Dell in the snow is one of the many photographs Sylvia Shirley will include in her booth at the Christmas Craft Show in the Campus Center, Saturday beginning at 10 a.m.

Search ends Dec. 9 for Financial Aid Assistant

Applications are invited for a newly created position, which is directly involved in administering a comprehensive financial aid program. Duties include participatory management of all federal, state and institutional programs; counseling, policy making, publication and automated systems development.
 Bachelor's degree required, master's degree essential. Progressive experience in financial aid administration desirable. Competitive salary plus liberal fringe benefits. Position available immediately. Starting date Jan. 6. Submit letter of application, resume and the names of three references by Dec. 9 to: Edward K.

McCormick, Director of Financial Aid, James Blair 201.
 The College is an Equal Opportunity, Affirmative Action Employer.

XX Century Gallery Craft Show

The Christmas season arrived at the Twentieth Century Gallery in Williamsburg when the annual Christmas crafts show opened on Dec. 3. A variety of craftspersons will be showing and offering their work for sale this year.
 The show will feature glass, hand-crafted jewelry, weavings, ceramics and baskets.

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.

GROUNDWORKER (Grade 2) - \$9,384 to \$12,828 per year. Location: VIMS, Buildings and Grounds. Deadline Dec. 9.

COMPUTER OPERATOR (unclassified) - part-time, \$6.44 per hour, approximately 20 hours per week. Location: Swem Library, Educational media. Deadline, Dec. 9.

Career Planning Office lists internship opportunities

The Carnegie Endowment for International Peace is an educational organization in Washington, D.C., which conducts programs of research, discussion, publication and education in international relations and U.S. foreign policy. The student intern program at the Endowment is designed to provide a substantive work experience for students who have a serious career interest in the area of international affairs. Ten students will be hired to work at the Endowment on a full-time basis for six months. First internships begin July 1; others start throughout the year.

Deadline for applications is Jan. 31.

For more information, contact Sharon Thelin in Career Planning, Morton 140.

The Virginia Museum of Fine Arts offers three full-time internships in January, each for a minimum of three weeks. Interns will work in one of three offices: Education and Outreach, Statewide Outreach or American Art.

Depending on the office, the intern will conduct demographic research, survey cultural community centers, compile a master schedule of 1986 arts programs throughout the state and research the market values of decorative arts. A recent writing example must be submitted with the application, which must be postmarked no later than Dec. 6.

More information is available in the Arts banker box in the Career Library.

The American Society of Magazine Editors invites college juniors and seniors to apply for the 1986 magazine internship program, a 10-week summer session during which students work on the editorial staffs of consumer magazines and business papers.

Liberal arts majors must hold responsible positions on one of their campus publications and have had at least one summer job or internship in journalism.

Applications must be postmarked by Dec. 15. For further information, check the Communications banker box in the Career Library.

The Dow Jones Newspaper Fund announces its "pilot" reporting intern program for minority students who are college sophomores. These paid summer writing positions include a pre-intern training program and a \$1,000 scholarship.

The only eligibility requirements are talent in writing, reporting, and interviewing and interest in newspaper work as a career.

Applications are available in the Office of Career Planning from Barbara McGrann and are due Jan. 15.

Classifieds

FOR SALE

1973 Ford station wagon. Runs well, fair body condition. \$200 or best offer. Call Amy at ext. 4417 or 229-0523 after 5 p.m.

House for Sale - Lovely Colonial in Kingswood. Brick with white redwood siding, 4 bedrooms, 2 1/2 baths, 2 fireplaces, spacious and bright kitchen/family room. Quiet study. Many extras and special features. Large wooded lot, easy-care yard. \$129,900. Call 229-8189 after 4 p.m.

Sharp color TV, Panasonic Box, golf clubs, tennis racket, skiwear, fan, Sony cassette recorder, refrigerator, phone, tables. 1977 Olds Omega Brougham, 8-cyl., 130,000 miles, PS, PB, AM/FM cassette, 3-way speakers. New tires, battery, muffler, shocks and radiator. \$1,000 - must sell. Call Kazuo, 253-1235. 12/4.

Sears Kenmore heavy-duty washing machine. Very good condition. \$85. Call 229-7049 after 5 p.m. 12/4.

1977 Ford Granada, 4-door, AM/FM radio, AC, original owner. Runs great. Good around-town transportation. \$900, negotiable. Call 229-2430 after 6 p.m. 12/4.

Must sell. 1971 Olds, SW, AT. Many new parts, 2 new radials. Carburetor needs work. Will need inspection. \$700 negotiable. 565-2263, Kurt. 12/4.

WANTED

We NEED HOUSE OR APT. for visiting family over Christmas break. Willing to negotiate. Call Rob, 220-1410. 12/4.

FOR RENT

2 BR, 2 Ba, duplex near Jamestown. Available now. Less than one year old. \$475 per month plus utilities, 6- or 12-month lease. Call 253-1459, 9 a.m.-1 p.m., weekdays. 12/4.

1 BR in unfurnished 2-BR apt. All appliances, carpeted, C/A, cable. Approx. 3 miles off campus. Prefer grad or law student.

Applications for USIA as well as the Voice of America positions are available in the Office of Career Planning. More information may be found in the Government banker box in the Career Library. Deadline for applications is Feb. 15.

The U.S. Information Agency offers summer intern positions, as well as clerk-typist positions, for undergraduates and graduate students.

The agency seeks students with backgrounds in journalism, international relations, computer science, law, government and business.

The Office of Placement has received a supply of information packets for summer positions with the National Park Service. Applications must be postmarked by Jan. 15.

Copies of these packets may be obtained from the Summer Job Shelf in the Career Library, Morton 140.

The Center for Environmental Intern Programs serves as a liaison for students to government agencies, corporations, and non-profit organizations that offer short-term employment. The CEIP fund, through its five regional offices, offers over 300 paid positions. The deadline is Feb. 3.

Applications are available in the Career Planning office from Barbara McGrann.

The Spoleto Festival U.S.A., is seeking qualified students to serve as apprentices for the Festival, which will be held May 23 through June 8 in Charleston, S.C.

The apprenticeships offer the opportunity to work with a trained professional for a concentrated four to seven weeks. Look for further information in the Arts banker box in the Office of Career Planning.

Deadline for applications is Feb. 3.

TRAINING ON REVISED GRIEVANCE PROCEDURE AND EMPLOYEE STANDARDS OF CONDUCT

Several workshops will be held on the recent revisions to the grievance procedure for state employees and the standards of conduct and performance policy.

For All Classified Supervisors/Managers

Monday, Dec. 9, Campus Center, Sit 'n Bull room, 8:30 a.m.-noon

Monday, Dec. 9, Campus Center, Sit 'n Bull room, 1-4:30 p.m.

Thursday, Dec. 12, Campus Center, Sit 'n Bull room, 8:30 a.m.-noon

For All Non-Supervisory Classified Employees

Thursday, Dec. 12, Watermen's Hall Auditorium, VIMS, 3-4:30 p.m.

Friday, Dec. 13, Campus Center Ballroom, 10:30 a.m.-noon

Friday, Dec. 13, Campus Center Ballroom, 1:30-3 p.m.

All workshops will be conducted in conjunction with the staff of the Department of Employee Relations counselors. Workshops for classified employees will include a slide presentation explaining the grievance procedure, a question-and-answer session and a general discussion on the standards of conduct and performance policy to which all classified employees are expected to adhere.

Further information can be obtained by contacting Everett Eberhardt, assistant director for equal employment opportunity and affirmative action, in Thiemes House, ext. 4651.

Reservation forms for the managers' sessions should be completed and returned to Mr. Eberhardt by Dec. 4.

In addition, the Department of Employee Relations counselors from Richmond will also be available for private interviews with classified state employees on Tuesday, Dec. 10, 1-10 p.m. and Wednesday, Dec. 11, 8:30 a.m.-1 p.m. These interviews will be held at Eastern State Hospital, Building #3, rooms 121 and 103. Interested persons may arrange a 45-minute meeting with one of the counselors by calling the toll-free number, 1-800-552-9720, or SCATS 786-7994.

\$150 mo. plus 1/2 utilities. Call William: 565-0556. 12/4.

Sublet available Jan. 1; female roommate needed for 3-bedroom/2-bath apt. Share with 2 law students. Own room, closet, furnished if needed. Has kitchen, living, dining, storage. \$165/mo. Call Mary 253-1007. 12/11

MISCELLANEOUS

Reliable Homesitting Service. Let us take care of your pets, plants, lawn, house, while you are away. Our rates are reasonable. We are bonded and insured. Call 253-2828, Williamsburg.

Library

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Theatre with festival music, singing and dancing, with a reception following in the Gallery in the contemporary tradition of family celebration.

Two films of note that delineate the common threads of Judaism, Christianity and Islam will be shown on Monday, Dec. 16, at 7:30 p.m. in the Theatre. "Israel: Search for a Faith" explores why the world's three great monotheistic religions developed in this tiny, arid corner of the earth, and "The People of the Book" traces the origins and spread of Islam.

The final event in the Symbols of Faith celebration will be a panel discussion by representative scholars from the three faiths. The three speakers will present an overview of their traditions, focusing on the common threads among the three.

Funding and planning for the Symbols of Faith month come from religious institutions and individuals on the Peninsula. Twenty members of the Tri-Faith Committee meeting for the past year have contributed money and expertise to the project. Donors include Bruton Parish Episcopal Church, Denbigh Presbyterian Church, the Greek Orthodox Ladies Philoptochos Society, Hilton Presbyterian Church, the Mosque and Islamic Center of Hampton Roads, the United Jewish Community of the Virginia Peninsula, Rabbi Charles S. Levi, St. Bede's Catholic Church, St. Martin's Episcopal Church, Sylvia and Robert Scholnick, Temple Beth El, Williamsburg Baptist Church, Williamsburg United Methodist Church and Williamsburg Presbyterian Church. The Williamsburg Regional Library and Arts Center have donated space and staff time to the project.

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.