

William and Mary NEWS

Volume XV, Number 30
Wednesday, April 9, 1986

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

Non-Profit Organization
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Permit No. 26

Congressman Roybal to address aging conference

Edward R. Roybal of California, chairman of the House Select Committee on Aging, will be one of the guest speakers at a conference on the humanistic perspective on aging April 11-12 at the College, sponsored by the Virginia Humanities Conference.

Featured speakers will also include T. Franklin Williams, director of the National Institute on Aging, one of the 11 National Institutes of Health in Bethesda, Md., and two other recognized authorities on aging, Jennie Keith, professor in the Department of Sociology and Anthropology at Swarthmore College, and Nancy J. Osgood, assistant professor of gerontology and sociology, the Medical College of Virginia, Virginia Commonwealth University.

Congressman Roybal will speak on public policy and aging at the afternoon session on Friday, which begins at 3:30 p.m. Dr. Williams will be speaker at the Saturday luncheon session and will take as his topic "New Research Perspectives on Aging." Dr. Keith will speak at the opening session of the conference at 9:30 a.m. Friday on "Old People as People: What Takes Away Personhood and What Contributes to It." Dr. Osgood will speak at the afternoon session at 3:30 p.m. Friday. All sessions will be held in the Campus Center, and with the exception of luncheon sessions, are open to the public without charge.

The conference will explore the nature and problems of aging through time and cross culturally, and will examine our culture's reluctance to confront directly aging and death. Presentations and discussion will be led by faculty from Virginia colleges and universities.

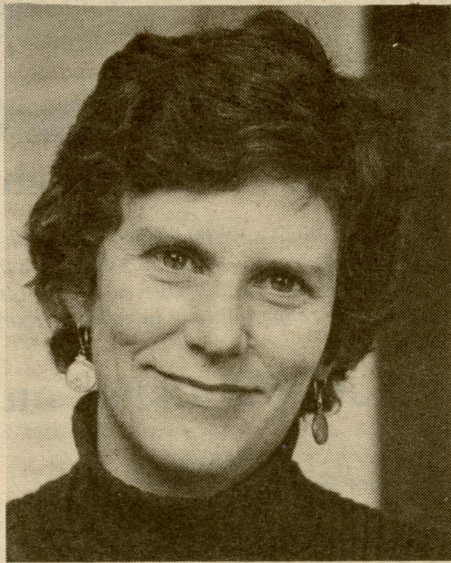
One of the special features of the conference will be a presentation by the Botetourt Chamber Singers of the William and Mary Choir, under the direction of Frank T. Lendrim, of "I'm Going Home," by educator and songwriter Undine Smith Moore of Richmond. Last year Miss Moore was one of eight to receive the Governor's Arts Award for her contributions in music. Miss Moore will be on hand to hear her music performed.

A series of films on various aspects of aging, including the elderly as heritage bearers, will be shown Friday evening beginning at 8 p.m.

The conference will open with welcoming remarks by President Paul R. Verkuil.

The program for this year's conference has been planned by the president of the VHC, Elsa S. Diduk, professor of modern languages and literatures. Other officers include Theodore Scheckels, Randolph Macon College, vice president, and Harold Braxton, Virginia State University, secretary-treasurer.

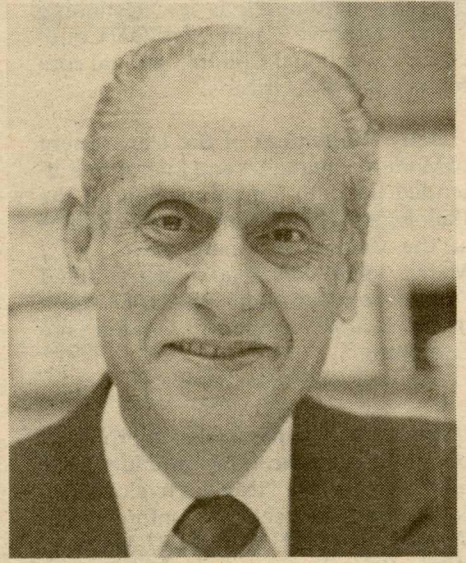
The conference sponsor, the Virginia Humanities Conference, is a statewide organization of institutions and individuals. It provided the impetus for the establishment of the Virginia Foundation for the Humanities and Public Policy.



Jennie Keith



T. Franklin Williams



Edward R. Roybal

Gifts benefit humanities and business

Mr. and Mrs. J. B. Hickman of Williamsburg have established a permanent endowment at the College to fund a new professorship in the humanities.

The Mildred and J. B. Hickman Endowment Fund will support a named professorship in the humanities next fall and will qualify for matching funds from the Commonwealth of Virginia Eminent Scholars Program.

"The Hickman Professorship of Humanities will recognize a member of our faculty who is a distinguished teacher/scholar and will enable William and Mary to continue its emphasis on the humanities as a whole, which is what we have always done best," said Melvyn D. Schiavelli, dean of the faculty of arts and sciences.

The Hickmans, co-owners of J. B. Hickman, Ltd., which includes both a ladies' and a men's fashion shop in Newport News, have been long-time supporters of university activities. J. B. Hickman has served since 1976 as chairman of the Friends of the College organization, a support group of area business people. As chairman of this group, Hickman has been responsible for spearheading fund-raising efforts among local businesses and individuals.

In commenting on the endowment, Mr. Hickman noted that "the College community has been good to us, both financially and personally. They're good customers, and they're good friends. It gives us great personal satisfaction to help them in return."

From 1961 to 1981, the Hickmans owned and operated Binns Fashion Shop on Merchants Square in Williamsburg. They opened their ladies' clothing store in the Denbigh area in 1982, followed by the men's clothing store in 1985.

The Hickmans are lifetime members of the William and Mary President's Council and were recipients in 1981 of

the College's Prentiss Award, given to individuals and institutions exemplifying high standards of business practice, community service and strong support of William and Mary.

Mr. and Mrs. J. Harwood Cochrane of Rockville, Va., have made a gift of \$150,000 to the College.

According to President Paul R. Verkuil, the gift will be used in three areas of the university. One third of the gift will be used to support areas of most pressing need in the School of Business Administration, and another third will be used to help fund the master plan of the campus. The remaining third will be used for acquisitions by the Committee to Furnish the President's House.

A native of Goochland County, Mr.

Cochrane is chairman and chief executive officer of Overnite Transportation Company of Richmond, one of the nation's major trucking companies, with over 6,000 employees and operations in 33 states.

He has also been active in the cultural and industrial affairs of Richmond and was recipient of the 1982 Medallion from William and Mary's School of Business Administration. The Business Medallion, established in 1976, is national in scope, recognizing "an individual whose distinguished career as a contributor to the profession of management represents the highest standards of professionalism and integrity."

Mrs. Cochrane is a member of the Committee to Furnish the President's House at William and Mary.

Expert on Soviet law to speak

Christopher Osakwe, Eason-Weimann Professor of Comparative Law and director of the Eason-Weimann Comparative Law Center at Tulane University School of Law, will speak on "The Theory and Reality of Modern Soviet Human Rights Law," at 12:30 p.m. Tuesday, April 15 in Room 127 of the Marshall-Wythe School of Law.

Mr. Osakwe, who is currently Visiting Francis Lewis Professor of Law at Washington and Lee University Law School, studied at the Moscow State University (Lomonosov) School of Law from 1962 to 1970. He also holds law degrees from the University of Illinois College of Law. He has continued his interest in the Soviet law system and in comparative law and is the author of "Participation of the Soviet Union in Universal International Organization: A Legal and Political Analysis," and co-author of two

books on comparative legal traditions. He has written articles for law reviews both in this country and abroad.

Mr. Osakwe has held several overseas research fellowships, at the Moscow State University, at the Center for Russian and East European Studies at the University of Michigan, the Russian Research Center at Harvard University and at the Center for International Legal Studies, the Hague Academy of International Law, The Netherlands. He has been a visiting professor at the University of Michigan Law School and St. Antony's College, Oxford University.

Mr. Osakwe is a member of the American Law Institute, the Order of the Coif, Board of Review and Development of the American Society of International Law and the American Bar Association. He also serves on several editorial boards.

Newsmakers

Margaret Freeman, associate professor of music, and **A. Z. Freeman**, professor of history, have been elected Visiting Fellows at Robinson College, Cambridge University, for the next Michaelmas term. A. Z. Freeman will work on a comparative study of medieval feudalism in England and Japan. Mrs. Freeman will continue her research for a study of the musical life of Samuel Butler. Both will return for the spring semester next year.

Lori Korinek, assistant professor of education gave a presentation on "Questions (And Some Answers) About Effective Classroom Questioning," at the annual Virginia State Federation Council for Exceptional Children Conference in Virginia Beach, March 7. On April 2 she presented a research paper titled "Effective Questioning: Or Is It Questioning What's Effective," at the National Council for Exceptional Children annual conference in New Orleans.

Betty Whitehurst of the Department of Modern Languages and Literatures attended the 10th annual meeting of the Philological Association of the Carolinas at the College of Charlestown, S.C., March 13-15. She read a paper titled "Quevedo's Use of the Bible in *El buscon*" in the section on Spanish Golden Age Literature.

Steven M. Haynie, assistant professor of physical education, attended the Southern District Health, Physical Education and Recreation Conference in Winston Salem, N.C., Feb. 27-March 1. While there he participated in discussions on the "Wellness/Fitness" concept as a course offering in higher education.

Joann Spittler, a doctoral student in higher education, has been named editor of the *VCU Scarab*, alumni publication.

Berna L. Heyman, head of bibliographical services division, Swem Library, was recently named to the editorial board of *Technical Services Quarterly*, a journal published by Haworth Press.

Bruce Goodwin and **R. Heather MacDonald**, attended the meetings of the northeastern section, Geological Society of America at Kiamesha Lake, N.Y., March 12-14. Goodwin gave a presentation on the fall zone of the James River at a symposium sponsored by the eastern section of the National Association of Geology Teachers.

James W. Yankovich, professor of education has published "John Marshall High School: 'The People's University,' 1910" in *Public Education in Virginia*, Winter, 1986.

Bettina Manzo, reference librarian, Swem Library, edited and annotated a diary kept by St. George Tucker when he visited New York in 1786. The diary is held by the special collections division at Swem Library. Her work will be published in *New York History*, April 1986.

Oral exam

David Mark Scott invites any interested persons to sit in on his final oral examination for the Ph.D. degree in physics at 10 a.m., Thursday, April 24 in the conference room of Small Hall.

Scott has written his dissertation on "Low Energy Collisions of Alkali-Metal Anions."

Ronald H. Rosenberg, professor of law, Marshall-Wythe School of Law, spoke at a conference on "Toxic Waste Disposal: Corporate and Government Responsibility," March 22, sponsored by the University of Southern California School of Law. The presentation concerned recent developments in federal hazardous waste disposal law and will be published by the University of Southern California's *Journal of Law and the Environment*.

The Freedoms Foundation at Valley Forge has selected **David Moore**, assistant professor of business administration, to receive the George Washington Honor Medal for excellence in economic education for his activities with the student-run company, Direct Marketing of Williamsburg.

Lawrence B. Pulley, associate professor of business administration, has learned that the paper he co-authored with T. W. Epps from the University of Virginia, "A Test for the Exponentiality vs. Monotone-Hazard Alternatives Derived from the Empirical Characteristic Function," has been accepted for publication by the *Journal of the Royal Statistical Society*.

Stephen Field, assistant professor of Chinese, has recently been awarded a fellowship from the National Endowment for the Humanities. Field will be one of twelve participants in the NEH summer seminar directed by Earl Miner of Princeton University on the theme "Comparative Poetics." Field has also been invited by Lehigh University and the University of Massachusetts, Amherst, to give lectures this fall on his forthcoming book, *Tian Wen: A Chinese Book of Origins*.

Cirila Djordjevic, professor of chemistry, has received a three-year award from the National Science Foundation to continue her work on the chemistry of the transition metal peroxo complexes. The award for the first year is \$31,144, and the total awarded for this project (from July 1982 to April 1989) amounts to \$175,722. Nineteen undergraduates and five master's degree students have participated in this work so far.

Marsha V. Krotseng, doctoral candidate in higher education, presented a paper on "The Education Governor: Reflection of Rhetoric or Reality?" at the 59th annual meeting of the Virginia Social Science Association at Longwood College, March 21-22.

Lewis W. Leadbeater, professor of classical studies, attended the 10th annual Comparative Drama Conference held at the University of Florida in Gainesville, March 20-22. He delivered a paper titled "Classical Allusions in the Works of Kafka."

Paul K. Stockmeyer, associate professor of computer science, presented an invited paper, "My Quest for Non-Constructable Graphs," at the 250th anniversary Conference of Graph Theory held March 13-15. The conference, hosted by Indiana University/Purdue University in Fort Wayne, Ind., commemorated the founding of graph theory by the Swiss mathematician Leonhard Euler in 1736. Participants came from Amsterdam, Austria, Canada, Chile and England as well as 18 states.



Fund reaches \$14,000

Mel Schiavelli, dean of the faculty of arts and sciences, presents Don Messmer, chairman of the 1985-86 Faculty-Staff Campaign, with his leadership gift to this year's drive. Thus far, \$14,000 in cash and pledges have been committed to the campaign effort. Members of the College community are invited to respond by April 30.

Faia publishes on functionalism

Michael A. Faia, professor of sociology, has recently published a book titled *Dynamic Functionalism: Strategy and Tactics* (Cambridge University Press).

In his book, Faia maintains that "Kingsley Davis, in his famous presidential address before the American Sociological Association (1959) was mistaken in the claim that all sociologists are functionalists and that the functionalist paradigm is basically unsound."

Faia argues that functionalism has unique elements that are not fully exploited by most social scientists and that this uniqueness has much to do with the way the functionalist model focuses on the survivability of social organizations as they age.

He also contends that the stable population model, specifically the life table, provides a way of analyzing one of the major dependent variables of functionalism - the survivorship of social organizations - and that, because the stable population model is a means of

understanding population dynamics, functional analysis based on the model is inherently dynamic.

Faia believes that "the major prolegomenon of any functional analysis is to trace the behavior of relevant variables through time." He says, "if there is insufficient variability ('noise'), there is an insufficient basis for functional analysis."

The second part of the book provides illustrations of dynamic functionalism and a brief introduction to time-series analysis.

Faia concludes that functionalist propositions ought to be considered the summum bonum of the social scientific endeavor. He notes that he "arrives at the ironical conclusion that insofar as Kingsley Davis argued that functionalism is indeed the summum bonum of the sociological enterprise he was entirely correct. The problem is that the lofty spheres of functional sociology are rarely attained, due in part to our tendency to waste energy on paradigm disputes."

Martha M. Houle, modern languages and literatures, will be giving a paper, "Serio ludere: Play at Work in Louis Marin, Perrault and La Fontaine," at the annual meeting of the North America Society for 17th-Century French Literature at Banff, Alberta, Canada, April 24-27. She will also be attending a conference titled "Literature and History," at the School of Criticism and Theory at Dartmouth College, April 11-13.

Houle has also been accepted to the eighth annual Quebec Summer Seminar for American Professors, supported by the Government of Quebec, and hosted by SUNY, Plattsburgh, May 31-June 7. She plans to develop a course for 1987-88 in Quebecois and Acadian French literature.

Houle will be working in Paris, France for two months this summer on a William and Mary summer grant and plans to present recent research at the Centro Internazionale di Semiotica e di Linguistica in Urbino, Italy, in July.

Mario D. Zamora, professor of anthropology and currently Visiting Fulbright/Hays Professor of Anthropology at the University of Trondheim, Norway, delivered lectures on Philippine

anthropology at the Institutes of Social Anthropology, University of Oslo (Feb. 27) and at the University of Bergen (March 17). With Professor Bjorn B. Erving (University of Trondheim) he is co-editor of a volume titled *Human Intervention: Fieldwork in Cultural Anthropology*, to be published jointly by the Institute of Social Anthropology, the University of Trondheim and the Association of Third World Anthropologists.

Terry Meyers, associate professor of English, presented a paper on "Swinburne and Satire in his Lifetime - and a Bit Beyond," at the annual meeting of the Philological Association of the Carolinas in Charleston, S.C., March 14.

Richard Hoffman, assistant professor of business administration, presented a paper at the northeast section of the Decision Sciences Institute meetings held in Williamsburg March 26-27. The title of the paper was "Formal Procedures, Politics and Subunit Influence on Strategic Decisions." Hoffman also served as a discussant for a session dealing with international influences on management policy.

Calendar

WEDNESDAY, APRIL 9

Honors Program Forum: "The Wit, Wisdom and Woe of W. H. Auden," by Kevin McManus, assistant professor of English, Campus Center Little Theatre, 7:30 p.m.
 Student Performances: Wednesdays at 7:30 p.m., Ewell 100

THURSDAY, APRIL 10

Men's baseball v. Liberty Baptist, 3 p.m.
 Women's tennis v. Richmond, Adair courts, 3 p.m.
 *W&M THEATRE Production: "As You Like It," PBK, 8:15 p.m. \$4.
 L.G.U. meeting, Campus Center Little Theatre, 9 p.m.

FRIDAY, APRIL 11

Olde Guarde Day
 60th reunion
 Women's lacrosse v. Maryland, Barksdale field, 3 p.m.
 Men's baseball v. Norfolk State, 3 p.m.
 Physics Colloquium: "Scattering of Electrons by Hydrogen Atoms," by Joe Callaway, LSU, Small 109, 4 p.m.
 Greater Williamsburg Chapter of the Archaeological Society of Virginia: "Excavations at Mehrgarh, Pakistan and Their Relations to the Indus Valley Civilization," by Rita Wright, anthropology department, Morton 303, 7:30 p.m.
 *W&M THEATRE: "As You Like It," PBK, 8:15 p.m. \$4.

SATURDAY, APRIL 12

Karen Dudley Memorial Triathlon, Adair gym, 9 a.m.
 Wren Chapel organ recital, 11 a.m.
 Women's tennis v. Virginia Tech, Adair courts, noon
 Men's baseball v. American Univ., 1 p.m.
 Men's lacrosse v. Radford, 2 p.m.
 Senior Recital: Patricia Gerald, soprano, Wmsbg. Regl. Lib. Aud., 8 p.m.
 *W&M THEATRE: "As You Like It," PBK, 8:15 p.m. \$4.

SUNDAY, APRIL 13

Women's tennis v. ECU, Adair courts, noon
 Women's lacrosse v. Loyola, Barksdale field, 1 p.m.
 *W&M THEATRE: "As You Like It," PBK, 2 p.m. matinee. \$4.
 Concert in the Galleries, Muscarelle Museum, 3 p.m.
 Senior Recital: Karen O'Neal, mezzo-soprano, Wmsbg. Regl. Lib. Aud., 3 p.m.
 Senior Recital: David Brown, trumpet, Bruton Parish Church, 8 p.m.

MONDAY, APRIL 14

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

TUESDAY, APRIL 15

Men's baseball v. VMI, 1 p.m.
 Women's lacrosse v. James Madison, Barksdale field, 3 p.m.
 *Library Series: Feldman Chamber Music Society, Wmsbg. Regl. Lib. Aud., 8 p.m.
 Gay Support Group, St. Bede's Catholic Church, The Catacombs, 10 p.m.

WEDNESDAY, APRIL 16

Men's baseball v. ECU, 3 p.m.
 Honors Program Forum: TBA, Campus Center Little Theatre, 7:30 p.m.

THURSDAY, APRIL 17

Physics Colloquium: "NMR of Flowing Liquids," by Eiichi Fukushima, Lovelace Medical Foundation, Albuquerque, N.M., Small 109, 4 p.m.
 Senior and Junior Recital: Heidi Rheihsperger, mezzo-soprano, and Michelle Martin, violin, Wmsbg. Regl. Lib. Aud., 8 p.m.
 L.G.U. meeting, Campus Center Little Theatre, 9 p.m.

FRIDAY, APRIL 18

Student Performances: Fridays at 1:00 p.m., Ewell 100
 Physics Colloquium: "Is There a Defense Against Nuclear Weapons?" by Aron Bernstein, MIT, Small 109, 4 p.m.
 Exhibitions Opening: "Contemporary Ceramics" and "Maria Herman Lania Print Collection," Muscarelle Museum, 5:30-7:30 p.m.
 *W&M Choir and Chorus: Spring Concert, PBK, 8:15 p.m. \$2.50.

SATURDAY, APRIL 19

Women's lacrosse: SAC Championships, Barksdale field (through April 20), tba
 Senior Recital: Susan White, soprano, Wmsbg. Regl. Lib. Aud., 3 p.m.
 *W&M Choir and Chorus: Spring Concert, PBK, 8:15 p.m. \$2.50

Job search

On-campus interviewing by employers will be concluding around the middle of April. Students who are still job searching at that time should continue to contact the Office of Placement. Students who would like to have job opportunities mailed to them after May 1 should ask Pam Garrette in the Placement Office in Morton 140, for an Alumni Qualification Record form.

Debaters back from tourney

Varsity debaters are back from the National Debate Tournament at Wichita State University with honors at both the national and regional level. The team of Rod Satterwhite and John Wilson, both sophomores, were seeded in the top 15 at the tournament in which 198 teams from 94 schools participated. With a 6-2 record going into the final rounds, the William and Mary team made it to round of 16 before being eliminated by Florida State University on a split 2-1 decision. The team placed ninth in the tournament on the basis of its performance. The team of Lurette Chaney and Scott Stawski was 5-3 in the preliminaries and was eliminated in the round of 64 to Puget Sound, also on a split decision. In the sweepstakes ranking on the basis of overall performance, William and Mary placed first in the Northeast Division. Debate coach Pat Micken is delighted with the performance of the debaters at what was the largest debate tournament ever held. "It was a heck of a showing for young teams," said Micken who added that the sheer noise level alone at the tournament was awesome. Having expended their budget before the Wichita tournament, the debaters received funds from the BSA which enabled them to participate.

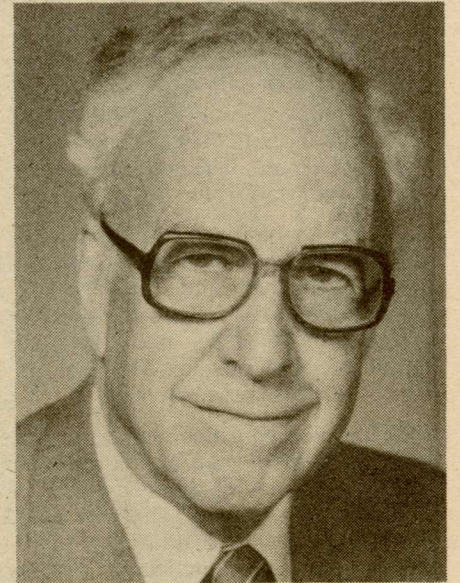
Dr. J.D. Frank speaks Tuesday on nuclear power

The Phi Beta Kappa and Phi Sigma societies at the College will present an evening with Dr. Jerome D. Frank, professor emeritus at The Johns Hopkins University School of Medicine, at 8 p.m., Tuesday, April 15 in Rogers Hall 100. Dr. Frank will speak on "The Nuclear Predicament and the Psychology of Power."

The presentation is free and open to the public. Dr. Frank, a practicing psychiatrist at the Henry Phipps Psychiatric Clinic in Baltimore, Md., is an executive member of Physicians for Social Responsibility, the group that received the 1985 Nobel Peace Prize.

In addition to his recent book on arms control alternatives, *Sanity and Survival in the Nuclear Age*, Dr. Frank has published numerous articles in medical and government journals and has lectured before citizens groups, university scholars and the National Academy of Sciences.

Dr. Frank was born in New York City and graduated from Harvard University with honors. He holds an M.D. from the Harvard Medical School and a Ph.D. in psychology from Harvard.



Dr. Jerome D. Frank

Program cancelled

The Korean-American Students Association regrets any inconvenience the cancellation of the Jhoon Rhee Karate Exhibition may have caused. The exhibition was scheduled April 8 in the Campus Center ballroom. There are no plans to re-schedule the event before the end of the school year.

Changes in Recital Schedule

The music department has announced the following changes in the concert and recital schedule for the remainder of this month:

DATE, TIME OR LOCALE CHANGES

Senior recital: Susan White, soprano, April 19, Wmsbg. Regl. Lib. Aud., 3 p.m. (originally April 5)
 Senior recital: Elizabeth Fulcher, soprano, April 8, Wmsbg. Regl. Lib. Aud., 3 p.m. (originally April 10)
 Senior recital: Patricia Gerald, soprano, April 26, Ewell 100, 8 p.m. (originally April 12, 8 p.m.)

ADDITIONS

Senior recital: David Brown, trumpet, April 13, Bruton Parish Church, 8 p.m.
 Senior and junior recital: Heidi Rheihsperger, mezzo-soprano, and Michelle Martin, violin, April 17, Wmsbg. Regl. Lib. Aud., 8 p.m.
 Faculty recital: John Patykula, guitar, April 27, Wmsbg. Regl. Lib. Aud., 3 p.m.

CANCELLATION

Christine Williams, piano, April 19, Wmsbg. Regl. Lib. Aud., 3 p.m.

ATTENTION MAY GRADUATES

If you are graduating this May and were a National Direct Student Loan Recipient, you are required to attend an exit interview to discuss repayment of your loan! This interview process takes approximately 30 minutes to complete. Group meetings will be held in rooms A and B of the Campus Center, 1-4 p.m., on the following dates: April 15, 16, 17, 21 and 22.

Please plan to attend on one of the above dates as this is a federal requirement!

If you have any questions, please call ext. 4685.

RANDOM TOWING

Randora towing is a parking enforcement measure used for many years to reduce parking violations. The use of towing generally corresponds to the number of complaints, because ticketing alone does not free the space for people who are authorized to park there. Complaints are presently high; therefore the number of randomly towed vehicles is increasing.

Richard S. Cumbee
 Director, Campus Police

GRADUATE HONOR COUNCIL

REPORT

Charge
 Cheating

Verdict
 Not Guilty

William Sloan Coffin to give baccalaureate address

The Rev. William Sloan Coffin, senior minister of the Riverside Church in New York City and a nationally recognized leader in the civil rights and peace movements of the 1960s and '70s, will deliver the commencement baccalaureate address at 9:30 a.m., Saturday, May 10, in William and Mary Hall.

Known for his provocative sermons, Coffin was one of the seven "Freedom Riders" arrested and convicted in Montgomery, Ala., while protesting local segregation laws in conflict with Supreme Court decisions. The Supreme Court overturned the convictions.

Coffin worked actively with the anti-war movement during the Vietnam conflict, serving as one of the founders of the Clergy and Laity Concerned for Vietnam. After accepting draft cards of men protesting United States' military involvement in Southeast Asia, Coffin and Dr. Benjamin Spock were arrested and convicted in 1968, for aiding and abetting draft resisters. On appeal, the charges were dropped.

A native of New York City, Coffin served in the Army as an infantry officer in Europe during and after World War II. He received his B.A. degree from Yale University in 1949. After considering a career with the Central Intelligence Agency, he entered Union Theological Seminary and attended one year until the Korean conflict, when he joined the CIA. From 1950 to 1953, he worked in Germany training anti-Soviet Russians for operations within the Soviet Union.

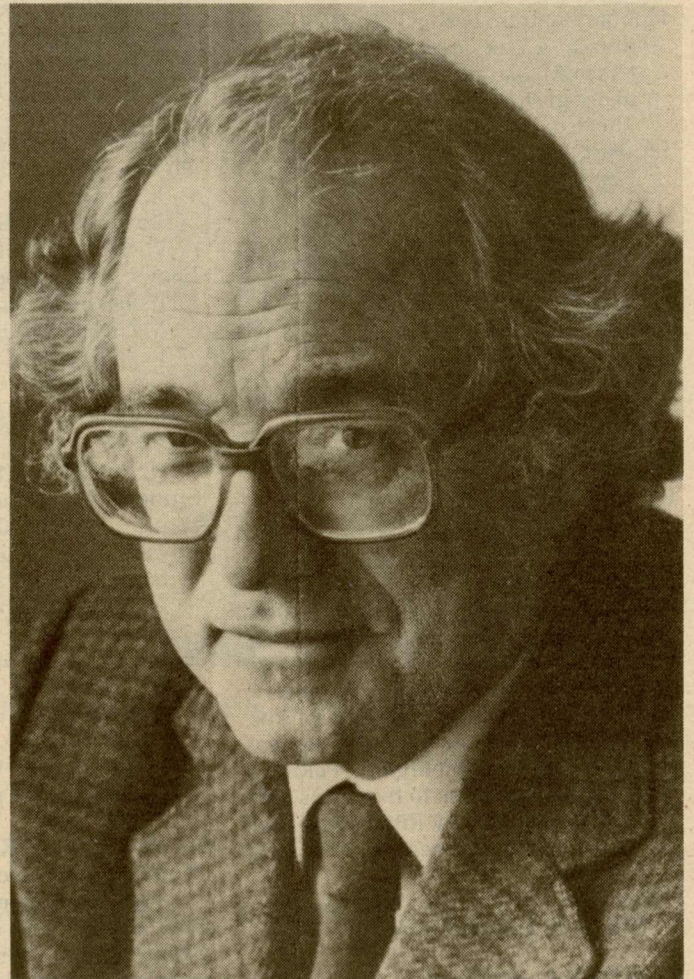
Returning to America, Coffin received a B.D. degree from Union in 1956. In 1958 he became chaplain at Yale University, a post he held for 18 years. In 1976 he resigned his position at Yale and moved to Stratford, Vt., to write his autobiography, *Once to Every Man*.

After becoming senior minister of the Riverside Church in 1977, Coffin established the Riverside Disarmament Program to advocate reversing the arms race. On Christmas Eve, 1979, Coffin was one of three U.S. clergy invited by the Iranian government to conduct Christmas services for the American hostages held in that country.

Coffin's latest book, *Living the Truth in a World of Illusions*, was published by Harper & Row last year.



John B. Stephenson



William Sloan Coffin

Stephenson of Berea College to give lecture

John B. Stephenson, president of Berea College, will be the distinguished guest speaker for the fifth annual "Higher Education and Public Policy" lecture sponsored by the higher education doctoral program. Stephenson, a 1959 graduate of the College, will speak on "Higher Education and Public Service" at 7:30 p.m. on Tuesday, April 15, in the old moot court room of Tucker Hall.

A reception in his honor will be held on the portico of the Wren Building following the lecture. Persons planning to attend are asked to contact the lecture series host, John Thelin, at ext. 4434.

Stephenson, since being named president of Berea College in July 1984, has been an effective and visible national spokesman for Berea's distinctive commitment to liberal education provided at low cost and indelibly linked to the notion of preparation for service. Emphasized fields include teaching, social work, health professions, religious professions and community leadership.

A native son of Virginia, Stephenson earned an M.A. and Ph.D. in sociology at the University of North Carolina, Chapel Hill. While on the faculty of the University of Kentucky from 1966 to 1984 as professor of sociology, Stephenson

also served as dean of undergraduate studies, director of the Appalachian Studies Center and special assistant to the chancellor for academic development. He is nationally known for his scholarship and publications in the areas of community studies, Appalachian studies and the study of undergraduate education.

He has been honored as a Fulbright Senior Research Scholar and as an American Council on Education Fellow. In 1975 he was co-founder of the Shaker-town Conference on General Education,

Continued on p. 8.

Institute publishes 20th-century edition of Capt. Smith's works

This month, the Institute of Early American History and Culture, an independent research and publication center supported in part by the College and Colonial Williamsburg Foundation, will publish the only 20th-century edition of the complete *Works of Captain John Smith*.

To mark this important event, the Institute will hold a two-day celebration on Saturday and Sunday, April 12-13, which will include a day-long conference/workshop about Smith and his time as well as exhibits on Smith at Swem Library and Jamestown Festival Park.

The conference, which is open to the public and free of charge, will be held at the Williamsburg Regional Library, 10 a.m. to 4 p.m., Saturday, April 12. The program will bring together scholars from the fields of history, anthropology, literature and other disciplines to explore, with audience participation, Smith's significance as a historical figure in his own time and the modern world.

A morning panel discussion on Smith and his relationship with the Indian population of Virginia will be moderated by Thad W. Tate, director of the Institute. Participants will include David B. Quinn, University of Liverpool; Helen Rountree, Old Dominion University;

and J. Frederick Fausz, St. Mary's College.

During the afternoon, Everett Emerson of the University of North Carolina will moderate a series of talks on John Smith's Virginia. Karen Kupperman, University of Connecticut, will discuss Smith and the Virginia natural setting. Norman Grabo, professor of English at the University of Oklahoma, will comment on Smith's contribution as an American writer. Alden Vaughan, Columbia University, will assess Smith's impact on American colonization.

The Institute will also make available, free of charge, a new educational brochure on John Smith, which includes a brief biography and selected readings for both students and the general public.

Jamestown Park

Jamestown Festival Park will also mark the event with a newly renovated exhibit, "Captain John Smith: Adventure to Those Faire Plantations."

The weekend of events is supported by the CSX Corporation, the John Stewart Bryan Foundation, Sovran Bank, the United Virginia Bank Founda-

tion and the Virginia Foundation for the Humanities and Public Policy.

For more information, contact the Institute, ext. 5117.

Library mounts Smith exhibit in Zollinger

In celebration of the publication of *The Works of Captain John Smith* the Earl Gregg Swem Library has prepared an exhibition in the Edward Zollinger Museum, which will be open April 11 to June 7.

Prepared by Margaret Cook, curator of manuscripts and rare books, and Ellen Strong, assistant curator, the exhibit includes the Virginia world of Captain John Smith and rare early-17th-century New World promotional tracts as well as some of the writings of John Smith, including original editions of his *Generall Historie and True Travels* from the rare books collections of Swem.

The exhibit also includes a tribute to Philip Barbour, author of *The Three Worlds of John Smith*. A self-taught historian who is considered the modern expert on Smith, Barbour spent 15 years editing Smith's works. Barbour, who died in 1980, was a newspaper and radio reporter who began his interest in Smith dur-

ing a 1957 visit to Jamestown. The exhibit also includes maps of Smith's travels in New England and Europe.

John Smith, adventurer, explorer, author, is remembered best by the general public as the hero of Jamestown who was saved by Pocahontas. This episode was the subject of much controversy by later historians who accused him of fabrication. Barbour exonerated Smith and rehabilitated him to his proper heroic stature as chronicler of Jamestown. Barbour researched all of Smith's stories and corroborated the veracity of his writing.

The Colonial Williamsburg Foundation has loaned the library John Smith's map and the de Bry engraving of Pocahontas saving John Smith.

The Elizabethan background music accompanying the exhibit was recorded by the Waverly Consort and has been provided by Stephen Moore of Jamestown Festival Park.

Theatre closes season with 'As You Like It,' April 10-13

The William and Mary Theatre will close out its 1985-86 season with William Shakespeare's "As You Like It," Thursday through Saturday, April 10-12, at 8:15 p.m., and Sunday, April 13 at 2 p.m. in Phi Beta Kappa Memorial Hall.

Tickets are available at the PBK box office and may also be reserved by phone by calling ext. 4272.

Director Jerry H. Bledsoe, associate professor of theatre, says "As You Like It" is one of Shakespeare's best efforts at poking fun "by putting silly ideas into the mouths of silly people." Two of Shakespeare's most famous clowns, Touchtone and Jaques, provide much of the play's foolish philosophizing, says Bledsoe.

"As You Like It," is the story of the lovers Rosalind and Orlando and contains the famous "all the world's a stage" speech delivered by Jaques.

"I wanted to do this play because I have seen it misinterpreted so often," says Bledsoe. "Jaques is a large role that is frequently misinterpreted. His pompous words in the 'seven ages of man' speech, are derided in our version."

The era of Robin Hood and the magical Forest of Arden provide the setting for

what Bledsoe describes as a "joyous tribute to springtime and regeneration." He says the show is "colorfully peopled with a large cast of lovers, fools, wits and clowns - all of whom are in disguise." Some scholars, says Bledsoe, have argued that the play is set somewhere in France because the name "Arden" is so close in spelling to "Ardenne," but others maintain that Shakespeare was probably thinking of the Arden woodlands near his home at Stratford-upon-Avon.

The play is not without its bawdy wit, admits Bledsoe but adds that it evokes a wonderful vision of life with springtime as a time for lovers and spiritual renewal.

The cast of 27 features Fiona Davis as Rosalind, one of Shakespeare's most important heroines. Brad Miller plays Orlando and the two clowns Touchtone and Jaques are played by Bryan Turnell and David Johnston.



Appearing in the upcoming William and Mary Theatre production of William Shakespeare's "As You Like It" are, from left, Fiona Davis as Rosalind and Brad Miller as Orlando, her lover. Production dates are April 10-13 at Phi Beta Kappa Memorial Hall. For tickets and information, call the box office at 253-4272, Monday through Friday 1-6

Directors' Workshop showcases work of theatre students

Directors' Workshop productions will be performed at 8:15 p.m., Thursday through Sunday, April 17-20 in the Studio Theatre of Phi Beta Kappa Memorial Hall. A total of eight one-act plays directed by students will be presented in two bills. Admission is free.

On Thursday, April 17 and Saturday, April 19 the bill will include "Answers" by Tom Topor, directed by Karen Colmie; "Private Wars" by James McClure, directed by Laura Martin; "Ludlow Fair" by Lanford Wilson, directed by Jim Seeley; and "Open Admissions" by Shirley Lauro, directed by Maggie Chandler.

The second bill, which will be performed Friday, April 18 and Sunday, April 20, features "A Slight Ache" by Harold Pinter, directed by Ann Johnson; "Brute" by Anton Chekhov, directed by Kurt Halow; "Dutchman" by LeRoi Jones [Amirai Baraka], directed by Debbie Fetterman; and "Impromptu" by Tad Mosel, directed by Beth Clancy.

The theatre department offers students the chance to gain practical experience by directing one-act plays. Currently, eight students enrolled in Directing 407 are holding full-scale rehearsals, preparing for these productions. With the guidance of Louis E. Catron, professor of theatre and speech, the students experience the love-hate relationship of directing a play.

What are the students really learning? Certainly they learn theatrical techniques, such as blocking, evaluating auditions, casting, teaching acting techniques and analyzing plays. More important, they are learning leadership skills and organizational skills such as time management, delegation of duties and detailed advanced planning. They learn to give clear, concise instructions to cast members as they solve an infinite list of problems. In addition they gain a greater understanding of group dynamics and the psychology of the individual. By actually directing a play, the students learn valuable skills that will help them in future endeavors.

Over 100 students and Williamsburg community members have spent up to 25 hours per week preparing the productions for William and Mary's "Second Season," which includes Premiere, Advanced Directors' Workshop and Directors' Workshop.

Three recitals included on music calendar

Two student recitals on April 13 and a third on April 17 are included in the spring music schedule.

David Creighton Brown will present a trumpet recital at 8 p.m., April 13 in Bruton Parish Church. A senior geology concentrator, he plays first trumpet with the William and Mary band and is principal trumpet of the College Community Orchestra and a member of the Brass Quintet. He has played lead trumpet with the College Jazz Band for two years, serving as its director in 1985. He is a student of Stephen Carlson and also studies with Adel Sanchez, principal trumpet of the National Symphony Orchestra.

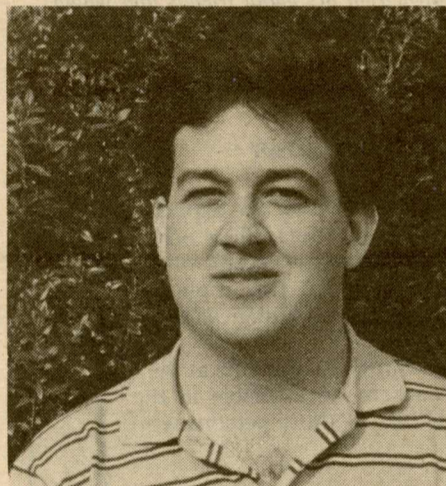
His program will include "Voluntary in C major for Two Trumpets" by Henry Purcell in which Stephen Carlson, trumpet, and Thomas Marshall, organ, will also perform.

Raelene Canuel, violin, Michelle Martin, violin, Margaret Bambery, viola, Diane LaRosa, cello, and Thomas Mar-

shall, harpsichord, will perform with Brown in Purcell's "Sonata No. 1 in D major."

Elizabeth Fulcher, soprano, Denise Hart, bassoon, and a string ensemble

Continued on p. 8.



David C. Brown



Michelle Martin

Op Ed

Kechichian discusses responses to terrorism

(The following article was prepared by Joseph A. Kechichian, a native of Lebanon, who teaches courses on the Middle East in the government department. As an Op Ed article, it has been distributed to newspaper editors by the Office of University Relations.)

Starting with the Iranian hostage crisis, through the Lebanon debacle and the forced diversion of the Egyptair aircraft after the *Achille Lauro* seajacking, the United States' use of massive force has failed to prevent further terrorism because of a reluctance to address underlying political motives. With the Gulf of Sidra engagements over, what have been the results of American military efforts against terrorists? Has the U.S. been successful in protecting its fragile position in the area, or has it endangered the conservative, mostly anti-radical, regimes of the Middle East?

For purposes of recording information on terrorist activities, the U.S. Department of State uses the following definitions of terrorism and international terrorism: "terrorism is premeditated, politically motivated violence perpetrated against noncombatant targets by sub-national groups or clandestine state agents, usually intended to influence an audience" and "international terrorism

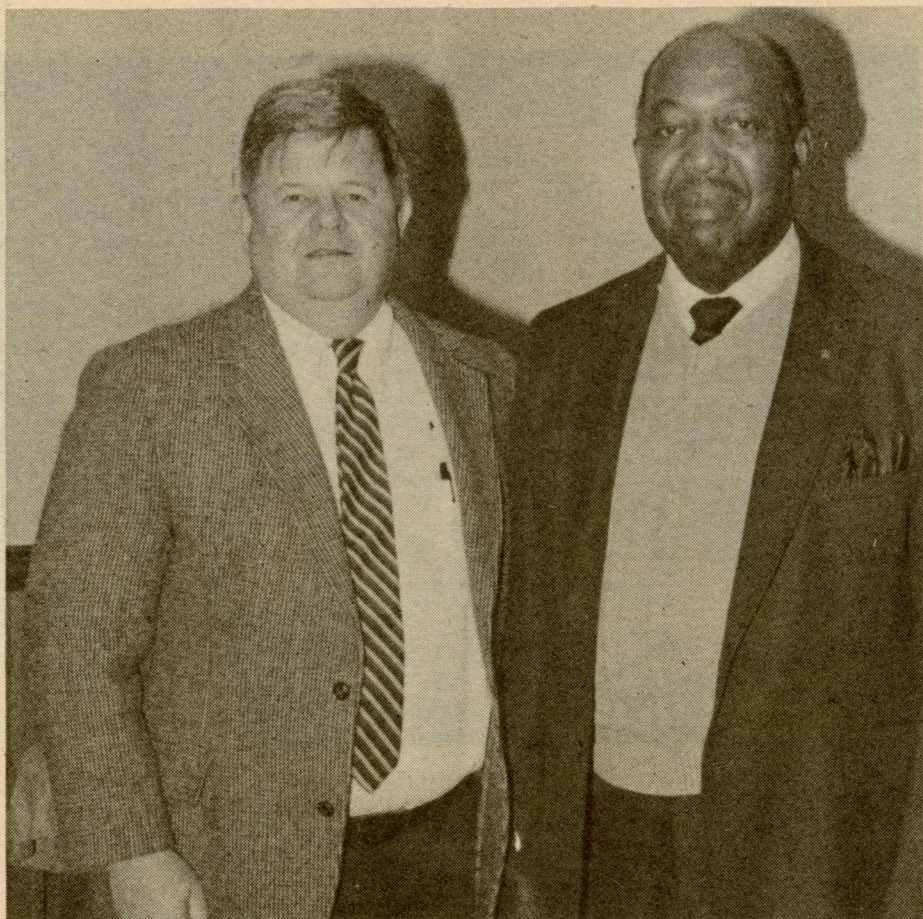
is terrorism involving citizens of more than one country." What both definitions fail to underline, however, is that terrorists use violent methods to accomplish specific goals, of which influencing an audience is an important, albeit small part. Sub-national groups or clandestine state agents usually have short- as well as long-range goals that require their occasional use of violence perceived by victims as irrational, senseless and ineffective. On the contrary, recent terrorist activities clearly indicate that terrorists consider their actions in rational terms, viewing failures as temporary setbacks and never capitulating in the face of retaliation whenever applied. In the Middle East, terrorist activities fit into this pattern of perceived rationality, and it seems abundantly clear that retaliatory measures, often with crippling short-term results, will not end or even reduce their frequency and high levels of violence. In fact the use of force against terrorists, perceived as "freedom fighters" by Arab and Muslim masses, leads governments to close ranks and publicly denounce the attacking party.

Against such a background, what can Washington do? Since terrorism is directed at institutions or personages hold-

ing political power, developing anti-terrorist methods can be quite difficult in democratic societies. This is especially true when the terrorist is a suicide car-driver who sacrifices his/her life as a means of accomplishing a specific objective. Yet, despite democratic states' self-imposed vulnerabilities, three basic lines of defense are readily available, all of which the U.S. has adopted in some form. These are: (1) reliance on intelligence data and execution of covert operations whenever appropriate; (2) providing security to government officials and diplomats assigned to sensitive posts; and (3) establishing third-party networks to conduct negotiations whenever necessary and possible.

Washington has opted to go beyond these approaches by using military force in Iran, Lebanon and the Mediterranean theatre. By all admissions, the use of force in these cases was not effective when essentially political solutions were called for. Therefore, it may be preferable to engage in selective anti-terrorist measures designed to "take out" a known terrorist rather than destroy entire countrysides

Continued on p. 6.



Award at VIMS

Hathel Bowden (right), a custodial worker at VIMS for approximately 11 years, is shown at his recent retirement party with John B. Pleasants, director of buildings and grounds.

Bowden received an inscribed gold pocket watch from his many friends and fellow employees. His retirement plans include on-going church work and gardening. The Bowdens live in Gloucester.

1986-87 Financial Aid Applications

Students seeking financial aid are reminded that they are expected to file the completed Financial Aid Form (FAF) with the College Scholarship Service (CSS) before April 15, to assure on-time receipt of the Financial Aid Form Need Analysis Report (FAFNAR). This applies to first-time applicants as well as persons seeking renewal of financial aid.

Financial aid application packets were forwarded to students at their home addresses in January. Additional packets are available in the Office of Student Financial Aid, James Blair 201, for those persons who have not received one.

Search committee set for advancement position

An eight-member search committee, headed by Andrew B. Fogarty, vice president for administration and finance, has been appointed by President Paul R. Verkuil to search for a new Vice President for University Advancement.

The group will search for a successor to Duane A. Dittman, who will retire in June 1987. He will remain with the university as senior consultant in advancement after the new vice president is appointed later this year.

Other members of the search committee are Jacqueline W. Crebbs, director of

annual support programs in the development office; John S. Entwisle '44, chairman of the Endowment Association's Development Committee; Lewis L. Glucksman, a member of the Board of Visitors; Gary A. Kreps, associate professor of sociology; Donald J. Messmer, J. S. Mack Professor of Business Administration and chairman of the campus committee on university advancement; James E. Ukrop, member of the Board of Visitors; and William N. Walker, director of university relations (secretary).

Business students win award

A team of undergraduate students from William and Mary captured first place in their industry division in the 21st annual intercollegiate business game sponsored by Emory University in Atlanta, Ga. The students also received an award for best presentation and finished second in the overall competition, behind the University of Calgary, Canada.

The scenario of the game placed the group in the copier industry. The students acted as a newly appointed management team for a company producing and selling copy machines internationally. This year 23 colleges and universities competed.

The game is computer-simulated, and for five weeks each school sent decisions about marketing, finance and production to Emory's computer. Decisions were sent twice a week for a simulated time of two and a half years.

At the end of the game play, all participating teams traveled to Atlanta where they were given a case based upon the game scenario for analysis. Results of their analysis were presented orally before a panel of judges. Final team standings were based upon the combined scores of game play and presentation.

William and Mary's success came in large part from an excellent analysis of the case problem and a near-perfect pre-

sentation of their results, according to faculty adviser Jesse S. Tarleton of the School of Business Administration. "We believe we were in second place in the game simulation itself, but our presentation was much better than that of any other team," he said.

Todd Norris served as president of the William and Mary team. Vice presidents were Kathy Hecker, Julia Scarborough, and Jason Taule. Other team members included Will Lanier, Dan Weber, Dave Maxwell, Angela Campbell, Tara Fredrickson, Valerie Jacobsen and Julie Miller. All are business students except Weber and Fredrickson who are economics majors.

Accounting honored

The William and Mary accounting program has been selected by the Coopers and Lybrand Foundation to participate in their "Integrating Computerization in the Accounting Curriculum Program." The purpose of this program is to fund projects directed toward reviewing, updating and modifying the accounting curriculum to include the use of computer applications. The School of Business will receive a \$20,000 grant to support projects development by Assistant Professor Tom White and Associate Professor Jean Wyr.

government department member discusses terrorism

Continued from p. 5.

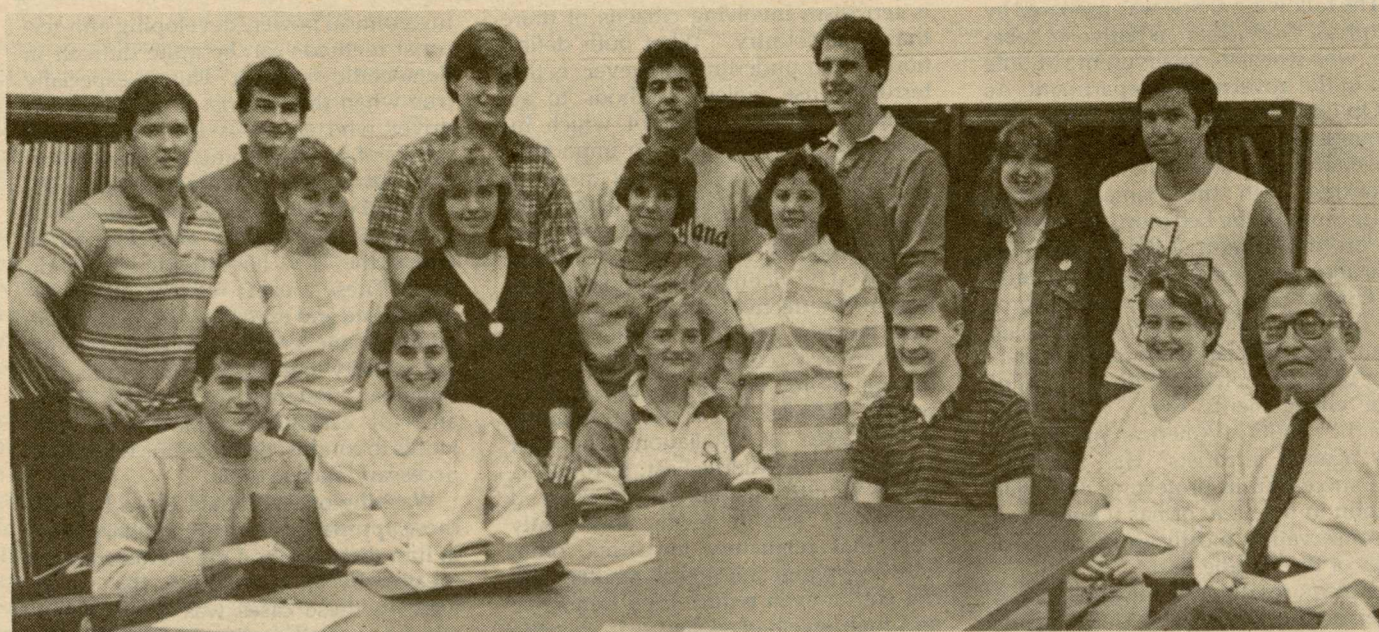
This quest was perhaps best illustrated by Secretary of Defense Caspar Weinberger's 1984 formulation laying down conditions for future use of military force, including the clear iden-

tification of a target and the use of force as a last resort. In Lebanon, the policy failed miserably. More recently, Secretary of State George Shultz has been more forceful in molding the public's capacity

to accept the use of force in retaliation against anti-American terrorism, even in those instances when the target is not identified. The critical question here is what will the use of force accomplish?

What has it accomplished in Iran, Lebanon and the Mediterranean engagements with Egypt and Libya? And how do these anti-terrorist measures protect long-term U.S. interests in the Arab world, including the strategic Gulf region?

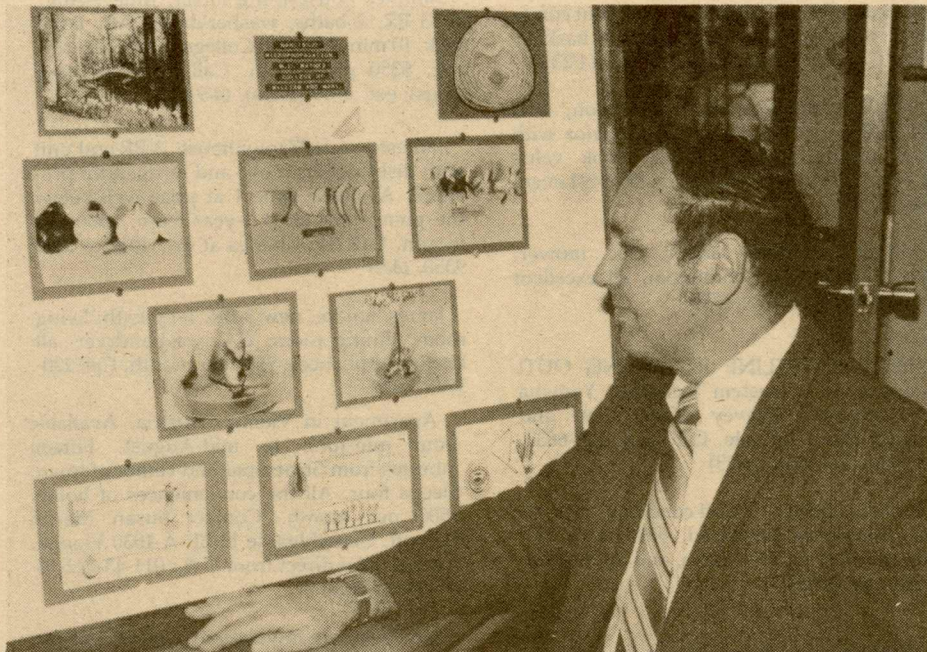
Disenfranchised elements in Middle Eastern societies find spiritual guidance in revolutionary calls whether emanating from Iranian or Arab radical regimes. While it may be accurate to state that outside interferences or encouragements are behind these terrorist activities, indigenous populations remain a fertile ground for the instigation of domestic subversion, and the use of American forces will not strengthen conservative regimes in the region. Nowhere is this more evident than in Egypt where President Mubarak has come under very strong pressure to distance his government's policies from those of the U.S. The cycle of action and reaction will, most probably, climax with the ouster from office of one of America's few allies in the Arab and Muslim worlds. Similarly, a cyclical pattern of anti-American terrorist activities in the Gulf region may also threaten the stability of conservative Arab monarchies. That, ultimately, cannot be in the interest of the U.S. More effective anti-terrorist policies ought to focus on identifying known criminals and simply eliminating them without fanfare.



UN Delegation

The William and Mary delegation to the Model U.N. was picked as one of the ten top teams in a field of 160 for their representation of France at the conference held in New York. Members of the team included, seated, left to right, Nick Spiro, Marygrace Smith, Vicky Finlay, Charles Arlinghaus, Peggy Brown, Dr. Chonghan Kim, professor of government and delegation adviser. Middle row (l-r) Sally Rice, Brooke Newell, Wendy Miller, Kathleen Blake. Back row (l-r) Uri Arkin, Joseph Chirico, Tom Rowland, Peter Fitzgerald, Rich Sullivan, Ginna Groseclose, John Jones. Not pictured, Barry Logsdon, Mike Dingman, Peggy Carroll, Eric Rothberg, Katy Warren.

NEWSMAKERS



Display highlights floral research

An educational display in the lobby of the auditorium of Millington Hall April 11-13, will be one of the highlights of the Tidewater Virginia Daffodil Society's 24th annual Daffodil Show and Mid-Atlantic Regional Show at the Williamsburg Hospitality House.

Fresh flowers will be used to illustrate the characteristics of each division of the standard and miniature daffodils. The display will also include a poster and samples that outline the daffodil tissue culture investigation that has been conducted by Martin C. Mathes of the biology department.

The research program, described in publications in the *Journal of the American Daffodil Society*, involves the micro-propagation of daffodils using small portions of the bulb scales.

Interested individuals are invited to share in the celebration of the daffodil as a community flower. Appreciation of the daffodil will be further stressed in a printed, self-guided walking tour of daffodils on campus. The College daffodil collection was initiated in 1976 by Mathes and has been supported by annual bulb donations by Dr. John Tarver of Hampton, an alumnus. These ac-

tivities have resulted in a total collection in excess of 10,000 bulbs planted in approximately 20 locations on the campus.

The Alumni House garden adjoining Richmond Road has been the 1985 planting site for the annual daffodil increment. Copies of the tour will be available in Millington Hall.

A total of 15 American Daffodil Society awards will be presented and 30 trophies and cups presented by the Tidewater Daffodil Society. The Mrs. Theodore Pratt Trophy will be presented for the best standard daffodil. The show is open to the public. Donations will be accepted at the door.

Berhanu Abegaz, assistant professor of economics, has recently authored the following three papers in *Northeast African Studies*: "Papers in Ethiopian Demography, I: Population Growth, Composition, and Distribution," vol. 6 (3); "Papers in Ethiopian Demography, II: Levels and Patterns of Fertility and Mortality," vol. 7 (2); and "Papers in Ethiopian Demography, III: Labor Force Structure, Migration, and Poverty," vol. 7 (3). Another paper, "The Structure of

Employment and Earnings in the Early Stages of Urbanization: The Case of Ethiopia," appeared in *African Urban Studies*, no. 15.

James E. Smith, professor of business administration and director of the accounting program, was recently selected as recipient of the American Institute of Certified Public Accountants' Outstanding Discussion Leader Award. The award is presented annually to the top 1 percent of those conducting seminars for the AICPA. Smith has conducted seminars for the AICPA in over 40 states during the last 16 years. Smith presented a paper titled "Current Developments in Federal Income Taxation," at the seventh annual Virginia Society of CPAs Tax Conference in November.

David Parks of the music faculty was named a selected winner in the Virginia District of the National Association of Teachers of Singing Artists Awards competition this weekend. He is one of two who will represent Virginia in the Mid-Atlantic Regional Conference next weekend at the University of Maryland. Parks has been awarded a study grant as a finalist in the Mid-Atlantic regional finals of the Metropolitan Opera Na-

tional Council auditions on March 22 in Washington, D.C. He will be a guest soloist with the Virginia Commonwealth Choir and the Richmond Symphonia in a production of Mozart's Requiem to be presented in Richmond April 27.

Donald J. Messmer recently attended the annual meeting of the Southeastern American Institute for Decision Sciences where he presided as the organization's president for the 1985-86 term. The meeting, held in Orlando, Fla, attracted 280 faculty from schools of business in the south and southeast. Messmer is currently an officer of the national organization, the Decision Sciences Institute, and serves as an associate editor for their journal, *Decision Sciences*.

Ely Dorsey, visiting associate professor of business administration, presented two papers at recent meetings: "Technoism: The New Colonialism" at the College's Africa Conference and "Mathematics is a Civil Right," at the fourth annual conference on intellectual skills at Western Michigan University. Both papers will be published in conference proceedings.

DENTAL BENEFITS

In March 1984 the College established the Faculty Dental Plan through Blue Cross/Blue Shield of Virginia. The principal justification for establishing this employment benefit was that the Commonwealth of Virginia health care program did not provide dental benefits. The initial contract with Blue Cross/Blue Shield required the Board of Visitors to appropriate \$8.94 per enrollee per month. The contract for March 1, 1985, to Feb. 28, 1986, was based on a cost of \$11.42 per month per enrollee. The 1986-87 contract was recently renewed based on a cost of \$13.22 per month per enrollee. A total of 549 individuals are currently enrolled at the College and VIMS.

During the period of April 17 to May 16, eligible faculty and staff in this area will be able to choose health care coverage from a choice of five programs including the Blue Cross/Blue Shield Standard Plan; Keycare; HMO Plus; United Medical Plan of Virginia (HMO); and Health America (HMO). **Information regarding the health care options will be distributed prior to the "open enrollment" period of April 17 to May 16. Representatives of the Office of Employee Relations and Affirmative Action will conduct general informational sessions during April and early May. Coverage will be effective July 1, 1986.** In order to change health care programs, eligible faculty must submit a new application form.

One of the general health care options, Blue Cross/Blue Shield-Keycare will also offer dental benefits to enrollees and their enrolled dependents up to \$1,000 each per calendar year. Prosthetic and complex restorative dental services will not be covered under Keycare. These services are covered up to 50 percent UCR under the existing Faculty Dental Plan. Diagnostic and preventive services and primary dental services will be covered by Keycare. **Dental benefits will also be available for faculty and their dependents through Health America.** Preventive dental benefits will be covered in full and a "discount" (20 to 30 percent) will be applied to covered restorative, periodontic and other services such as crowns, bridges and x-rays.

There are a number of differences in health care coverage between the Blue Cross/Blue Shield Standard Plan and the other four programs.

In view of the availability of basic dental benefits through the Keycare and Health America health care programs a decision has been made to cancel the Faculty Dental Plan effective June 30, 1986. If the College had elected to continue the Faculty Dental Plan it would have established duplicate coverage for those faculty who elect Keycare as their health care option especially since the initial charges for dental benefits for the faculty member would be charged first to the Faculty Dental Plan since it existed prior to the implementation of the Keycare option. It is believed that such a duplication would also present substantial administrative concerns to dentists and Blue Cross/Blue Shield service representatives while attempting to process claims.

In recognition of the commitment to maintain its faculty benefits program the administration will recommend to the Board of Visitors for its approval at the April 1986 meeting an allocation of \$75,000 for the next fiscal year to establish alternate benefit options for the faculty. The cost of the Faculty Dental Plan for March 1, 1985, to Feb. 28, 1986, was approximately \$75,000.

While I recognize that this action will be regarded by some as a substantial change of direction it is intended to expand the College's commitment to faculty compensation.

PAY FOR PERFORMANCE MODIFICATIONS

Action taken by the Virginia General Assembly during the 1986 session will modify slightly the way in which exceptional performance awards (EPAs) are given to state employees. The action, moving payment of EPAs from a quarterly to an annual basis, will result in a savings for the Commonwealth without reducing the amount awarded or the number of awards given. Payment of the first EPAs will be made in January 1988.

The amount of the EPA will remain \$1,000 and the awards will still be granted to up to 20 percent of each agency's employees. Governor Baliles, expressing his continuing support for the Commonwealth's pay-for-performance system, has assured that funds will be available for the payment of EPAs in FY 87-88.

The change to a single annual EPA-award date eliminates the need for the quarterly grouping of proficiency increase (P.I.) dates scheduled to begin in July, which would have somewhat simplified the administration of the quarterly EPAs. Employees will retain their present P.I. dates with an annual computation equitably determining the 20 percent of EPA recipients in each agency.

Employees will be eligible to receive their proficiency increases on their existing P.I. dates rather than on the quarterly date. First- and second-quarter employees had been informed that their current performance cycle would conclude Jan. 1 or April 21, respectively. Such will not now be the case unless they currently have a Jan. 1 or April 1 P.I. date. If you have questions on this matter, please do not hesitate to contact our office.

I am gratified that we have the commitment of the Governor to proceed with pay for performance, and I appreciate your continued support.

**Dale B. Robinson, Director
Employee Relations and
Affirmative Action**

**George R. Healy
Provost**

Employment

ASSISTANT DIRECTOR OF ACADEMIC SUPPORT COLLEGE OF WILLIAM AND MARY

Assists director in providing general academic counseling, administering undergraduate academic regulations, adjudicating discipline, editing student handbook and other duties. Master's degree in student personnel or related field preferred. Send letter of application, resume and names of three references to W. Samuel Sadler, Dean of Student Affairs, James Blair 203B, College of William and Mary, Williamsburg, VA 23185. Deadline April 25.

EO/AA EMPLOYER

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 Thienes on Richmond Road, for information and application forms, Monday-Friday, 8 a.m.-4 p.m. An EE0/AA employer.

Deadline for the jobs listed below is April 11.

CLERK D (Grade 6) - Salary range \$13,403 to \$18,309 per year. No. 369. Location: Office of Academic Support.

GROUNDWORKER (unclassified) - \$4.51 per hour, part time, approximately 35 hours per week. Location: Buildings and Grounds.

WAREHOUSEMAN (unclassified) - \$5.40 per hour, part time, approximately 35 hours per week. Location: Buildings and Grounds.

CLERK TYPIST C (Grade 4) - Salary range \$11,222 to \$15,321 per year. No. 1099. Location: School of Business.

ADMINISTRATIVE STAFF SPECIALIST A (Grade 8) - Salary range \$16,025 to \$21,885 per year. No. 061. Location: VIMS, Dean/Director's Office.

RESEARCH VESSEL CAPTAIN (Grade 11) - Salary range \$20,932 to \$28,591 per year. No. 199. Location: VIMS, Vessel Operations.

GROUNDWORKERS (unclassified) - \$4.52 per hour, part time, approximately 35 hours per week. Up to 8 positions available. THESE POSITIONS WILL BE FUNDED ONLY THROUGH THE END OF THE SUMMER. Location: Buildings and Grounds.

U.S. SAVINGS BONDS CAMPAIGN

If you're not satisfied with the amount of money you're saving, there's a special opportunity coming your way between April 16 and May 1. It's your chance to sign up for the payroll deduction plan for U.S. Savings Bonds or to speed up your rate of saving if you're already participating. With the payroll savings plan, saving is regular and automatic.

Today's Series EE bonds are better than ever. They earn a variable interest rate, 85 percent of market rates, when held at least five years. There is no upper limit on what bonds can earn. Bonds also have a guaranteed minimum return of 7.5 percent when held at least five years. And bonds offer tax advantages and safety features that have made them a favorite of Americans for years.

Faculty and staff will receive a payroll savings enrollment card on April 16. Consider how bonds can help you meet your future needs. Sign up for savings bonds or increase your present investment. It's a great way to save!

Dale B. Robinson
Savings Bond Coordinator

TEMPORARY EMPLOYEES - CLERICAL

The College of William and Mary is seeking an applicant pool of individuals available for temporary clerical employment. Individuals hired on a temporary basis will work in a variety of departments on campus and will be paid an hourly rate based on the grade level of the temporary appointment. The length of temporary appointment will vary from one week or less to a maximum of 90 days.

Applicants should have demonstrated clerical ability and strong communication and organizational skills.

Recitals

Continued from p. 5.

will accompany Brown in "Let the Bright Seraphim," from Samson by Handel.

Karen Elaine O'Neal will give a voice recital at 3 p.m., Sunday, April 13 in the Williamsburg Regional Library Auditorium. A physical education major, Miss O'Neal is a student of Martha Connolly. She is manager of the men's basketball team and a student trainer. She has sung the National Anthem at several basketball games.

Michelle Martin, a sophomore English major, will give a violin recital at 8 p.m., Thursday, April 17 in the Williamsburg Regional Library Auditorium. She will play works by Mozart and Handel. Her accompanist will be Scott Thomas Armistead, a junior majoring in biology.

Miss Martin is secretary of the William and Mary College/Community Orchestra and the Chamber Orchestra. She is also secretary of the New Testament Student Association. She is recipient of a 1985 Gladys Iseman Clark Music Scholarship. She will be studying English at Exeter University in England next year

Classifieds

FOR SALE

Yamaha QT 50G2 Moped - Excellent condition. Includes helmet and luggage baskets, \$300. Call Cpt. Koziar at ext. 4366. (4/23)

'81 Chevette: manual transmission, AM/FM radio, AC, 2-door, brown exterior with cloth interior. 66,000 miles. Book value \$2,000. Call ext. 4654 daytime, 229-6491 evenings. (4/23)

18-foot aluminum ladder, elec. mower, elec. trimmer, air conditioner; all excellent cond. Call 220-3353. (4/23)

THE GROOVELINE IS SELLING OUT! Complete D. J. system including Yamaha 4115 speakers, Peavey CS400 amp and Numark mixer for sale. Call Ken, 229-6833, or Chris, 253-1448. (4/23)

Sunfish sailboat - Good condition with extras, completely equipped. \$590. Call 229-5009 after 6 p.m., weekdays, and anytime on weekends. (4/23)

Montgomery Ward 3.1-cubic-foot refrigerator with freezer. Like new. \$175. Call 877-6824 after 6 p.m. Available after April 15. (4/23)

1981 Suzuki 650, black, low mileage, with Suzuki faring and bags. Excellent condition. Call 565-0282. (4/16)

1983 Buick Century, 2 door, 4 cyl, PS, PB, 4-wheel drive. Great car, but I want a van! \$5,700. Call Terry, ext. 4774 or 564-0282. (4/16)

Twin mattress and box spring. Excellent condition, \$60. Kitchen table, \$10. Beige carpet 11' x 4', \$10. Call 220-1820 after 6 p.m. (4/9)

BY OWNER: Attractive, well-kept starter home/investment. 2 BR, 1 BA, living room with fireplace, eat-in kitchen, utility closet, generous storage space, shed, fenced yard. Two blocks from shopping. Hurry! \$46,500. Call 220-2633 after 6 p.m.

By owner, Jamestown 1607 townhome, 3 BR 1-1/2 baths, end unit, with appliances and washer/dryer; VA assumable, \$59,900. Call 253-1437, evenings. (4/16)

FOR RENT

Modernly furnished 2-BR condo with range, refrigerator, washer/dryer, AC, and dishwasher, carpeted. One mile from campus. \$525 per month. Available June 1. Call 229-2430 after 6 p.m. (4/23)

Jamestown 1607 townhome, 4 miles from campus, 3-BR, end unit, with dishwasher, range and refrigerator provided. \$500 per month. Call Dr. Charles, ext. 4014 or 229-9350. (4/16)

Large room in house, share living room, dining room, kitchen, 1-1/2 baths with one other person. Only mature, responsible females need call. Graduate student preferred. \$250 per month including utilities. Available May 15. Call 253-0396 and ask for Kirsten. (4/23)

Plan Ahead - Security deposit will reserve 2-BR condo with wall-to-wall carpeting, washer and dryer, dishwasher, air conditioning, for 1986-87 school year. Jamestown Commons, one mile from campus. Available end of August. \$495 per month. Call 229-3438 after 4 p.m. (4/23)

5-bedroom house on two wooded acres only 3 mins. from College. June 20-Aug 24, \$750 per month. Call 220-1065.

Furnished 3-BR, 1-1/2 bath, two-story townhouse, 1 mile from campus (James Square). Fireplace, washer/dryer, AC, microwave, dishwasher, carpet. \$235 per month plus utilities. Female, non-smoker. Two rooms available. Call Jill at 229-9394. (4/9)

Nice 1-BR apartment located approx. 3-4 miles from the College. \$300 per month. Available April 1. Call 565-2223. (4/9)

Summer housesitting/sublet, June 9-Aug. 19. 3 BR, 2 baths, washer/dryer, AC, large deck, 10 minutes from College in wooded setting. \$350 per month. Call 565-3064 (evenings); ext. 4719 (days). (4/9)

Jamestown 1607 townhome. 3-BR end unit with dishwasher, range and refrigerator provided. Available June 1 at price well below the going rate for a 1-year lease. \$500 per month. Call Dr. Charles at ext. 4014 or 229-9350. (4/9)

James Square, new 3-BR, 1-1/2 bath, living room, dining room, CA, washer/dryer, all kitchen appliances. \$585 per month. Call 220-3783. (4/9)

Apartment in Vienna, Austria. Available from mid-June to mid-August. Fifteen minutes from Staatsoper and center of town. Sleeps four. All the conveniences of home. \$500 per month. Contact Susan Martin Kolhoff; Goeschlgasse 12/21; A-1030 Vienna, Austria (dial direct from U.S.: 011-43-222-78-69-243). (4/23)

James Square townhome. 1-1/2 miles from main campus. 2-BR, 2 bath, washer/dryer, microwave. Available Sept. 1. \$550. Contact Jim Carter, 804-688-8937 (days), or 804-826-4500, ext. 7522 (evenings). (4/23)

WANTED

Responsible graduating senior would like to housesit for the summer. Willing to care for a pet. Call Bess at 253-4308. (4/23)

Incoming W&M professor seeks to rent very quiet 2- or 3-BR, first-floor apt., duplex or house with central air. Would like carport. Can move in June or July. Contact William DeFotis, 2204 North 44th, Waco, TX 76710, or call 817-776-4852. (4/23)

Reasonable bed/sitter w/kitchen and bath. Close to campus for summer female graduate student. June to August with possibility of staying 1986-87 school year. Please call Jacqueline, 596-8925. (4/9)

Stephenson

Continued from p. 4.

a continuing national conference devoted to thoughtful discussion of the uses and future of general education.

The 1986 "Higher Education and Public Policy" lecture is made possible by grants from the College's Committee on Lectures and the School of Education.

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.