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WILLIAM & MARY

A WEEKLY NEWSPAPER FOR FACULTY, STUDENTS AND STAFF

NEWS

VOLUME XX, NUMBER 12 • WEDNESDAY, NOVEMBER 7, 1990

REMINDERS

Catherine Kapikian To Address Town & Gown

Catherine Kapikian, artist-in-residence at the Wesley Theological Seminary will be guest speaker at the Nov. 8 Town & Gown luncheon at 12:15 p.m. in the Campus Center ballroom. Her topic will be "Religious Community: For or Against Art?"

Reservations required. Those planning to attend the talk should plan to be seated by 12:45 p.m.

Future Speakers

Carl Dolmetsch, professor of English emeritus and accomplished author, will speak on "Mark Twain in Vienna" on Nov. 15.

There will be no luncheon Nov. 22 because of the Thanksgiving holiday.

Telephone books

The new Campus Telephone Directory is available from the Telecommunications Office in the basement of Blow Hall. Distribution will be one per departmental phone and one per student room.

For further information, call ext. 11776.

Richard Brualdi To Give Patterson Lecture

Richard Brualdi, professor of mathematics at the University of Wisconsin, will give the 1990 Cissy Patterson Lecture in Undergraduate Mathematics.

Brualdi will speak on "Finite Ramsey Theory: Complete Disorder is Impossible," at 2 p.m., Friday, Nov. 16 in Small 113.

Funding for this talk has been provided through the generosity of the Cissy Patterson Trust and is sponsored by the faculty of the department of mathematics.

Brualdi received a Ph.D. from Syracuse University in 1964. He then spent one year at the National Bureau of Standards as a postdoctoral fellow. For the last 25 years he has been at the University of Wisconsin in Madison. In 1986 he was honored with the Chancellor's Teaching Award. His research interests are in discrete mathematics and matrix theory.

Zables Make \$10 Million Commitment To Campaign

Walter J. and Betty C. Zable of Rancho Santa Fe, Calif., classes of 1937 and 1940 respectively, have made a commitment of \$10 million to the College's Campaign for the Fourth Century.

Of the total commitment, \$5 million will be used to endow scholarships for William and Mary student athletes. Another \$2.5 million will be used to endow graduate student aid, with the remaining \$2.5 million to meet the needs of various university programs in the future. The gift brings the total raised under the \$150 million campaign to more than \$92 million.

In honor of the Zables' commitment, the College's Board of Visitors approved on Friday the naming of the football stadium at Cary Field the Walter J. Zable Stadium. The formal dedication ceremony was held before a capacity crowd Saturday, Nov. 3, just prior to the kickoff of William and Mary's homecoming game with Furman University.

In announcing the gift, President Paul R. Verkuil said, "This is truly one of the most significant gifts in William and Mary's history, and it couldn't have come at a more appropriate time. By achieving a balance between academics and athletics, this gift reflects a hallmark of the William and Mary experience. As a fellow alumnus, I am proud to be associated with Walt and Betty Zable, two of our finest, and I am pleased to express the gratitude of the College's students and faculty."

Hays T. Watkins, rector of the College, said the naming of the stadium in recognition of the Zables is the ideal culmination of years of leadership on their part. "In the same way that they have left a permanent mark on this College, the board is pleased to extend an honor that will reflect their commitment to generations to come," Watkins said.

Zable is chairman and president of Cubic Corporation headquartered in San Diego, a highly diversified electronics company that has been recognized internationally in the field of electronics development. Zable founded the company in 1951 with a \$5,000 initial investment, which has grown to an organization with total sales of \$350 million and 3,800 employees.

In 1987, the NCAA acknowledged Zable's contributions to athletics by naming him winner of the Theodore Roosevelt Award, its most prestigious honor. Other recipients have included presidents George Bush, Gerald Ford and Dwight Eisenhower. "I have to thank sports immensely for my success," said Zable upon receiving the award. "Without sports I would not have an education, and without an education, God knows what would have happened to my career."

Although informally called "Cary Field," William and Mary's neo-Georgian

style football stadium has remained without an official name since its construction in 1935. It was built on land adjacent to Cary Field, named for John B. Cary, whose family donated funds for upgrading athletic fields. The stadium, designed by J. Binford Walford, was intended to harmonize with the other Georgian-style buildings nearby. Part of the original \$170,000 stadium construction cost came from the Depression-era Public Works Administration.

Walter and Betty Zable have provided extraordinary leadership to William and Mary in a variety of ways over the years. In 1976-77, they served as co-chairs of the William and Mary annual fund. Zable has served on the boards of the Endowment Association, the Society of the Alumni and the School of Business Administration Sponsors, Inc. He received the Alumni Medallion from the Society

of the Alumni in 1971, and in 1978 was awarded an honorary doctor of laws degree. Zable currently serves as a member of the national steering committee for the Campaign for the Fourth Century.

After receiving a bachelor of science degree in physics from William and Mary in 1937, Zable continued graduate work at W&M and the University of Florida, receiving his master's degree in physics and mathematics.

Excelling in sports while in college, Zable was the Southern Conference low-hurdle champion, an honorable mention All-America football player and first team All-South Atlantic football player. He went on to play professional football for the Richmond Arrows and the New York Giants.

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The new sign for the Walter J. Zable Stadium is unveiled at a meeting of the Board of Visitors. Pictured (l-r) President Paul R. Verkuil, Betty Zable, Rector of the College Hays T. Watkins and Walter J. Zable.

McGrew Named Police Chief

Richard W. McGrew, director of safety and security at the College of St. Thomas in St. Paul, Minn., has been named director of Campus Police. It has been announced by William F. Merck II, vice president for administration and finance. McGrew will begin his duties Dec. 1.

McGrew has a 17-year career in police and security service as an administrator, supervisor, detective and crime prevention specialist. As director of safety and security at St. Thomas since 1988, McGrew initiated the development of the department from a security operation to a Safety and Security Department. The College of St. Thomas is a private institution with an enrollment of 9,000 undergraduate and graduate students.

From 1985 to 1988, McGrew was director of safety and security at Saint Xavier College in Chicago. Prior to that he served from 1972 to 1984 in a number of capacities at Western Michigan University. His duties there included sergeant supervisor, detective and crime prevention officer. He holds a B.S. degree in criminal justice and a master's degree in public administration from Western Michigan University.

McGrew's selection ends a national search for a successor to Richard Cumbee, who departed in June to accept a position as associate vice president for business services at the University of Southern Colorado.

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Board Actions

W. Brooks George, Grand Marshal For Homecoming Parade

Medievalist John Boswell To Speak On Abandonment of Children

NEWSMAKERS

College and Williamsburg 'Ideal Spot To Live And Work'

Award-Winning Scientist Guth Continues Paraplegia Research Here

Dr. Lloyd Guth is a congenial scientist who has elected to leave the pressure of medical school administration to teach undergraduates.

Guth, former professor and chairman of anatomy at the School of Medicine, University of Maryland at Baltimore, selected William and Mary and Williamsburg as an ideal spot to live and work when he was seeking a change; he knew, he said, that academic standards were high here, and the area offered scenic beauty and a variety cultural events.

He finds undergraduate students more interested in seeing all aspects of the world around them than are medical students who have a more focused interest in a course of study.

Guth has volunteered to teach a special seminar course in the biology department as well as continue his research on spinal cord injury. Scientists agree that cells in the spinal cord can be regenerated after serious injury, but so far have been unable to get these cells to grow effectively. Guth is looking for keys to creating a nurturing environment for this growth. For paraplegics this would be a modern miracle.

Last year he received the prestigious Javits Neuroscience Investigator Award from the National Institutes of Health for his research on paraplegia. The Javits Award honors the late Senator Jacob Javits

of New York, who died of a neurological disease. The recipient is selected from top scientists who receive NIH awards based on past performance and the potential of the research under study.

The Javits Award consists of an extra two years added to the recipient's grant award. In Guth's case, it meant seven years of research support.

Guth has been a researcher since his days in medical school at New York University. He worked summers at the Jackson Laboratory of Genetics at Bar Harbor, Maine, with well-known visiting scientists including Eugene Roberts, a renowned chemist who is now a member of the National Academy of Science.

After medical school, Guth became a researcher at the National Institutes of Health with Dr. William F. Windle, who headed the neuroanatomy laboratory and was a leading figure in the field of spinal cord regeneration. In 1943, Windle had discovered a drug that clearly activated growth in the spinal cord and, as a result, showed that actual nervous regeneration was possible. Windle worked on this for about 15 years but was disappointed that the observed regeneration did not lead to restored function. Consequently from 1958 to 1970 paraplegia research lost its appeal.

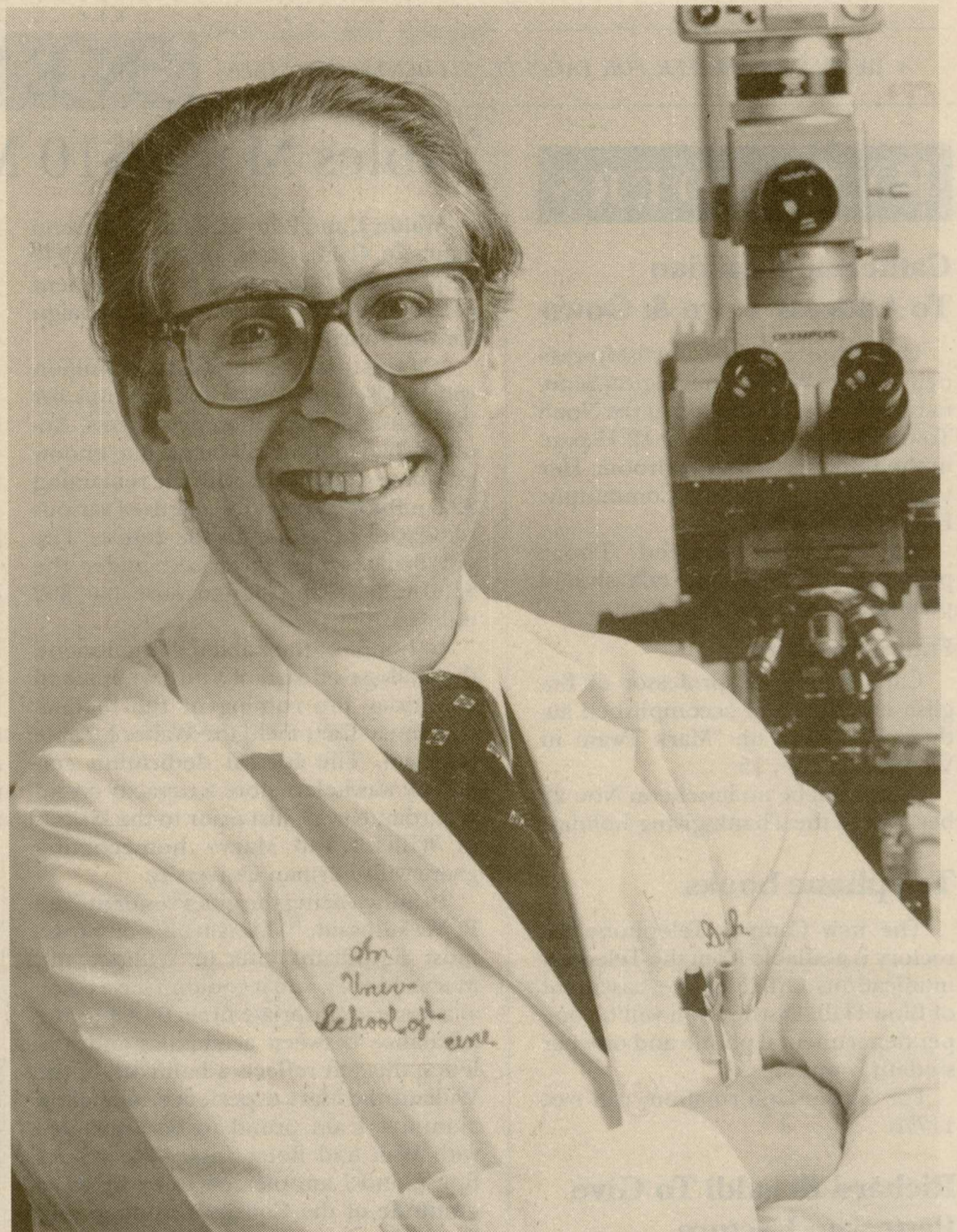
In 1970 Guth and Windle and several other scientists organized a conference

at the insistence of the National Paralysis Foundation. Although they held little hope for the conference, it was an unexpected success and generated enthusiasm for the possibility of obtaining spinal cord regeneration. The problem, scientists came to realize, was not related to the growth capacity of the nerve cell but to the presence of other cells that pre-

vented the expression of this neuronal growth capacity. "It sounds like a small advance but it was a very critical one because the dictum in the scientific community in 1970 had been that the nerve cells can't regenerate," explains Guth.

He is now building on the work of

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Lloyd Guth

College and CW Announce Resignation Of IEAHC Director Jean B. Lee

Officials at the College and the Colonial Williamsburg Foundation have announced the resignation of Jean Butenhoff Lee as director of the Institute of Early American History and Culture. Dr. Lee's decision resulted from her wish to return to teaching and research. She will assume an appointment as Senior Research Fellow at William and Mary on Jan. 1.

Dr. George Healy, former provost of the college and an 18th-century historian, will serve as acting director of the institute starting Nov. 15, and will continue at that post until a national search brings a new director to the institute.

Professor Richard Beeman, historian at the University of Pennsylvania and chair of the institute's council, said that

the council "looked to Jean Lee to give the institute a new vision of its future. She did that in May when she presented a document titled 'Imagining the Institute of the 1990s' to us."

Beeman also praised Lee's research and writing on Revolutionary America. He noted that she brought the same high level of scholarly integrity and imagination to the institute's own scholarly programs and to the meetings and conferences of historians she took part in on behalf of the institute. Beeman added: "I'm grateful to her for the clarity and order she brought to our complex financial affairs, and on behalf of the council and sponsors, I wish her great success in her future endeavors."

Departments

Anthropology

Sheila Walker made a keynote address at the Second National Conference on The Infusion of African and African American Content into the School Curriculum in Atlanta, Ga., Nov. 3. The conference was sponsored by the Southern Education Foundation, the Atlanta Public Schools, Georgia State University, and a host of other institutions. The title of her presentation was "Tarzan in the Classroom: How 'Educational' Films Mythologize Africa and Mis-Educate Americans."



School of Education

Fred Adair, professor and director of the school's Family Counseling Center has been notified by the Peninsula Area Cooperative Educational Services (PACES) that financing for the Center will increase in 1990-91 from \$34,000 to \$35,700. These funds provide stipends and advanced supervision for a student supervisor and graduate student counselors who last year reached 84 client families.

Associate Professor James Stronge has received confirmation that the federal office of Educational Research and Improvement (OERI) of the U.S. Department of Education has funded, for five years, the creation of a R and D Center for Research on Educational Accountability and Teacher Evaluation at Western Michigan University. Stronge, whose subcontract totals \$300,000, will assist in center activities during the first two years and then carry out a three-year subcontract in 1991-95 to develop the center's model, procedures, and materials for evaluating instructional support personnel in K-12 schools.

Joyce Van Tassel Baska, Jody and Layton Smith Professor of Education, has co-authored with Assistant Professor Gail McEachron Hirsch, the article "Global Education for the Gifted: A Curriculum for the 21st Century" in *Gifted International*.

The College and School of Education has been awarded approximately \$240,000 to conduct next summer's Governor's School for the Gifted in Science and the Governor's Mentorship Program for the gifted at VIMS and NASA. This will be the second year the College has coordinated these programs.

*The College Women's Club & The Faculty Club
cordially invite
Faculty, Staff and Guests
to the*

Second Annual Holiday Ball

*Saturday, December 1, 1990
9 pm - 1 am
Campus Center Ballroom
Music by The Smith Wade Band*

\$25 per couple
beer, wine, mixers & light buffet

Semi-Formal
RSVP by Nov. 15th

Holiday Ball To Celebrate Season Dec. 1

The College Women's Club and the Faculty Club of the College of William and Mary are once again jointly sponsoring this year's Holiday Ball, Saturday, Dec. 1, continuing a tradition of celebrating the holiday season on campus.

Last year's ball was an immense success. It was well attended and the response was enthusiastic. Even so, both groups are hoping for an even bigger turnout Dec. 1.

Music again this year will be provided by the Smith Wade Band. As well as beverages, a light buffet will be served at the ball which will be held from 9 p.m. to 1 a.m. in the Campus Center ballroom; dress is semi-formal.

Tables of eight will be set up around

the dance floor and these will be reserved on a first-come, first-served basis. Those wishing to join with friends at the dance are advised to book a table early.

Tickets are \$25 per couple and are available from Kathy Allenby, 565-2451; and Ken Kambis, 220-1819. The Holiday Ball is open to all members of the faculty and staff and their guests. Reservations should be made by Nov. 15 with either Allenby or Kambis.

"The Holiday Ball," said John Charles, president of the Faculty Club, "should be a great way to begin the holiday season and to enjoy good music and good food in the company of friends and colleagues."

NOTES

African Lecture Series

The last speaker in the Honors 203 (Africa) series will be Professor Crawford Young of the political science department, University of Wisconsin-Madison, who will speak on the current political situation in Africa, with special reference to southern and central Africa. The lecture will be presented Tuesday, Nov. 13, at 4 p.m. in the Dodge Room, Phi Beta Kappa Memorial Hall. The public is invited.

Recycling

The next Comprehensive Recycling Day from 9 a.m. to 1 p.m. in the William and Mary Hall Parking Lot will be Saturday, Nov. 17.

Saturday Dance

The Friends of Appalachian Music, F.O.A.M., will play for an old-fashioned square dance from 7:30 to 10 p.m., Saturday, Nov. 10 at the Norge Community Hall, Rt. 60 West. Admission is \$3 per couple; \$2 single.

For further information contact Stephen Clement, geology, ext. 12442.

Holiday Greetings

Karen Schifrin has UNICEF cards, calendars and catalogs for distribution. Call her at ext. 13634 or at home, 565-3191.

Career CONNEXION

The CONNEXION service, which connects students with employers and graduate schools across the country, is available at the Office of Career Services.

Registration forms are available in the Career Library in Morton Hall.

The service is open to undergraduates and graduates and there is no charge if forms are processed through the Career Services Office. If filed independently, the cost is \$40.

Thanksgiving Service

The annual interfaith ecumenical thanksgiving service will be held at 6 p.m., Sunday, Nov. 18 in Bruton Parish Church. Theme of the service this year will be "What We Can Give Back."

Those planning to attend are asked to make a monetary contribution or bring non-perishable food for needy families in the community.

The Interfaith Council will serve refreshments at the Parish House following the service.

Applied Science/ Chemistry Colloquium

Paul C. Painter, professor of polymer science at Penn State University will speak on "Hydrogen Bonding in Polymer Blends," at an applied science/chemistry colloquium at 3 p.m., Friday, Nov. 16 in the Chemistry Lecture room, Rogers Hall.

Coffee will be served in the chemistry conference room at 2:30 p.m.

Anonymous Marshall-Wythe Alumnus Contributes \$100,000 To Law School

An alumnus of the Marshall-Wythe School of Law, who has requested anonymity, has made a gift of \$100,000 to the law school. The gift will establish an endowment, the income from which may be used at the dean's discretion to best benefit the law school.

The importance of such unrestricted gifts cannot be overstated, according to

Timothy J. Sullivan, dean of the school. "Unrestricted funds may be used to meet unforeseen needs and exploit unexpected opportunities as they arise," said Sullivan. "Unrestricted endowments provide support for new ideas until other sources of public or private funding are available."

As part of the \$150 million Campaign

for the Fourth Century, William and Mary is seeking a total of \$5 million in unrestricted endowment funds. The College is seeking to raise its overall endowment by \$100 million through the campaign. Since the beginning of the private phase of the campaign in 1986, the law school's permanent endowment has increased from \$360,000 to \$4.5 million

\$42,116 Grant Awarded To Swem Library

The U.S. Department of Education, under its Strengthening Research Library Resources program, has awarded a \$42,116 grant to the Earl Gregg Swem Library of the College of William and Mary to catalog the College's rich manuscript collections. The year-long grant, which began Oct. 16, will mean that faculty and students at the College will have access to more than 1,000 manuscript collections through LION, the Library's online public access catalog. Patrons will be able to call up descriptions of manuscript collections online as easily as they do now for information about

books, periodicals and government documents held by Swem.

Entering the manuscript collection descriptions in the OCLC international bibliographic database also will mean that scholars throughout this country and abroad will have electronic access to William and Mary's collections in the same way as students and faculty on the campus in Williamsburg.

"Swem Library already has a fraction of its manuscript holdings in the LION database, and is eagerly awaiting the inclusion of the remainder of the collections," according to Margaret Cook, cu-

lator of manuscripts and rare books. Susan Riggs, a specialist in American history and manuscripts, has been hired to catalog the collections.

Swem Library's major holdings, such as the Tucker-Coleman Collection and the papers of Thomas Jefferson, John Marshall, James Monroe and John Tyler, will be included in this extensive retrospective conversion project.

This federal grant will finance 58 percent of the total cost of the project. The remaining 42 percent, or \$29,996, will be financed by non-federal funds.

Reves Center Announces Korean Film Festival

The Reves Center for International Studies has announced a three-day festival of Korean films Nov. 12, 14 and 16. The festival, made possible by a grant from the Korean Research Foundation and assistance from the Ministry of Public Information of the Republic of Korea, will feature three new Korean films: "Adada" (Nov. 12), "The Age of Success" (Nov. 14) and "Surrogate Woman" (Nov. 16). The films are in Korean with En-

glish subtitles. All showings are in the Botetourt Theater, Swem Library, 7:30 p.m. For additional information, call ext. 13590.

Dong-Sin Hahn will provide a 30- to 40-minute introduction to the Korean cinema and the three films being featured in the series. Her presentation is scheduled for 7:30 p.m., Monday, Nov. 12 in the Botetourt Theatre of Swem Library, just prior to the screening of

"Adada."

Dong-Sin Hahn was educated at So-gang University in Seoul, Korea, and Columbia University and has worked for Asian CineVision-media art center as a film festival organizer and movie critic for the *Sae Gae Times*. She has an M.F.A. in film criticism from Columbia University and has published widely in film journals. She is well known for her articles and reviews and as the author of an acclaimed thesis, "Korean Film Today."

Jacquelyn Mattfeld To Discuss Academe's 'Crystal Ceiling'

Jacquelyn A. Mattfeld, vice provost for academic affairs and dean of faculty, Arizona State University, will speak on "The Crystal Ceiling in the Ivory Tower," at 5 p.m., Thursday, Nov. 15 in the Friends Room of Swem Library.

This seminar is sponsored by the Commonwealth Center for the Study of American Culture.

During the period 1970 to 1990, the number of women in the United States holding positions in the professoriate and in the academic administrations of col-

leges and universities increased significantly.

But numbers alone can be misleading. Many women living in the chambers of the *Ivory Tower* find that each still has a crystal ceiling as hard as it is translucent. Mattfeld will summarize the findings of older and more recent studies conducted within the past two decades about the place of women in the academy and will discuss the realities of gaining access to the privileges and responsibilities of academe.

PE Majors Sponsor Daughtrey 5K Run

The Physical Education Majors Club is sponsoring the annual Greyson Daughtrey Memorial 5K run which begins at 9 a.m., Saturday, Nov. 17.

The course starts at Adair Gym and winds through the campus. Entry fee is \$8 pre-race registration; \$10 on race day.

T-shirts will be given to the first 70 entrants—awards to top finishers in five

age categories in both the men's and women's divisions.

The race is being held in conjunction with Rec Sports and replaces the Turkey Trot 5K run.

The Greyson Daughtrey run is for IM points and T-shirts will be awarded to top IM finishers.

Entry forms are available at Adair Gym and the Student Rec Center.

Charles Center Lists Films & Lectures

Events scheduled by the Charles Center for Honors and Interdisciplinary Studies during November include the following. All are open to the community and general public without charge:

Nov. 13 Crawford Young, department of political science, University of Wisconsin, will lecture on "The Crisis of Democracy in Africa." This is part of the Honors 203, Africa Forum Series. Dodge Room, Phi Beta Kappa Memorial Hall, 4 p.m.

Nov. 13 William S. Cobb Jr., professor of philosophy, will lecture on "Nagarjuna." This event is part of the Honors 203 India Forum Series. There is no admission charge. Morton 20, 7 p.m.

Nov. 13 William and Mary Women's Studies Film Series will present "Jezebel," Charles Center, Tucker basement, 8 p.m.

Nov. 20 The W&M Women's Studies Film Series will present "Women on the Verge of a Nervous Breakdown." Charles Center, 8 p.m.

Coastal Management Is Topic Of Seminar

Dr. J. R. Schubel, dean and director of the Marine Science Research Center, State University of New York in Stony Brook, will assess the success of 30 years of coastal management efforts in a public seminar at 7:30 p.m., Monday, Nov. 19 in the VIMS auditorium at the Institute of Marine Science, Gloucester Point.

The seminar is free and open to the public and will be followed by a wine and cheese reception. Schubel's talk, the last in a VIMS 50th anniversary series, will look at how managers have coped with key issues coastal localities face as their populations increase and pressures mount.

Sue Frances Ayres

Sue Frances Ayres, 94, a retired education administrator and former lecturer in children's literature at the College, died Tuesday, Oct. 30 at her home in Williamsburg. She retired from the College in 1967.

A funeral service was held Friday in Williamsburg United Methodist Church. Burial was at Liberty Cemetery in Parksley. She was a native of Accomack County.

Active in educational and community organizations, Miss Ayres organized the Williamsburg-James City County Retired Teachers Association and served as vice president of the Virginia Retired Teachers Association for four years. She served as president of the Association for Supervision and Curriculum Development of the Virginia Education Association for two years. Miss Ayres also served as chairman of the Commission on Missions at Williamsburg United Methodist Church.

Alumni And Friends Celebrate Homecoming 'Classic'

By Virginia Collins
Director of Alumni Communications

It was a W&M Homecoming classic. Bright blue, sunny skies, combined with near record-breaking temperatures in the 80s, matched the exuberant mood of alumni celebrating with friends and classmates. Around campus, on street corners, in local restaurants, just about everywhere in town, "William and Mary Magic" filled the air.

Alumni from 1924 to 1989 crowded the dance floor Friday evening at the annual Awards Dinner/Dance sponsored by the Society of the Alumni. Walt '37 and Betty Carter Zable '40 received a warm and enthusiastic standing ovation when President Paul Verkuil '61 announced their \$10 million gift to the College and Saturday's dedication of Walter J. Zable Stadium. Later in the evening, Stewart H. Gamage '72 and John A. Mapp '35 joined Verkuil in expressing their special feelings for William and Mary after each received the Alumni Medallion, the highest award given by the Society of the Alumni.

Also honored were this year's Alumni Fellows: David Dessler, associate professor of government; Eugene R. Tracy, associate professor of physics; Rex K. Kincaid, associate professor of mathematics; Gary Rice, associate professor of chemistry; John Strong, assistant professor of business administration; and Eugene Tracy, associate professor of physics.

The Tribe's stunning 38-28 victory over the Furman Paladins cast another magic spell for the standing-room-only crowd that filled Zable Stadium Saturday afternoon. Earlier in the day, alumni, students and friends cheered the Homecoming Parade along Duke of Gloucester Street and Richmond Road. A total of 58 units, one of the largest turnouts in recent years, participated.

Winning first place in the float category were Delta Gamma sorority and Sigma Pi fraternity with their entry, "Mystify the Furman Knights with Tribe Magic." They will receive a \$500 cash prize and be permanently recognized with an inscription on the J. Wilfred Lambert Cup.

Named winner of second place and a \$350 cash prize were Psi Upsilon fraternity and Phi Mu sorority. Alpha Chi Omega sorority received third place and a \$250 prize.

Winners in the band competition were Menchville High School of Newport News, first place; Salem Junior High School of Virginia Beach, second place; and Manor High School of Portsmouth, third place.

For the first time, area businesses lent support to the parade by serving as corporate sponsors. They included: AM 740-WMBG, Campus Resources Inc., Colonel Waller Motel, Colonial Rent-a-Car, Go-Karts Plus, Radio Shack-Dealer/Franchise, RJK Corporation McDonald's, Stadium Inc., The Daily Press Inc. and the Woods of Williamsburg.

A record crowd of more than 1,100 turned out for Luncheon-on-the-Lawn Saturday at the Alumni House. Classmates met and mingled over a Brunswick stew luncheon served by the Surrey House. The lawn was also a festive gathering spot for the nine reunion classes as they lined up for class photos.

At the Young Guard party after the game, graduates from the Classes of 1986-90 consumed nearly 600 hotdogs washed down with beer and soft drinks.

The Class of 1965 celebrated its 25th reunion in grand style with a variety of activities. At the class dinner Saturday evening, reunion committee co-chairman Rich Kraemer presented the College with a gift of \$275,000. With 144 class members contributing toward the gift, this represented the largest number of donors to a 25th reunion gift.

Of the amount, \$50,000 has been earmarked for the Class of 1965 Conference Room in the planned expansion of the Alumni House, which is part of the College's Campaign for the Fourth Cen-

tury.

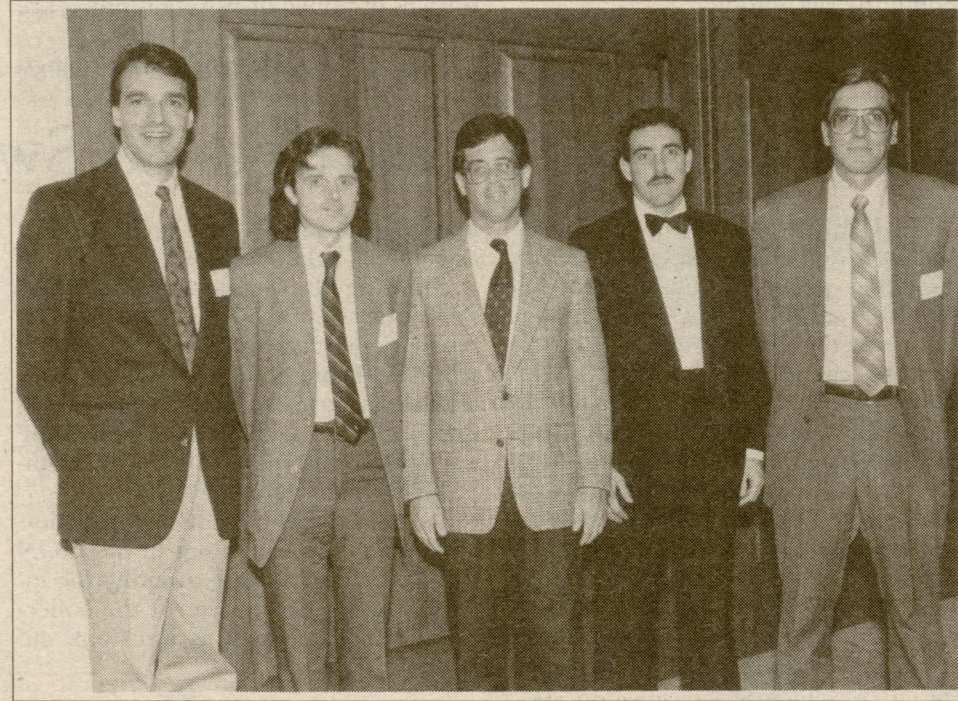
The remainder of the \$275,000 will endow the Class of 1965 Scholarship. Income from this endowment will provide tuition, room, board and fees for all four years to a top scholar athlete.

Beyond all the numbers and statistics confirming a successful Homecoming weekend, at least one personal success story emerged.

Beth Austin said yes to Frank Robert '82, '84 M.Ed. when he proposed via an

airplane message that circled Zable Stadium during the third quarter of Saturday's game.

Everywhere during this sunny November weekend, "William and Mary Magic" went into overtime for Homecoming 1990.



New Alumni Fellows (l-r): David Dessler, associate professor of government; Eugene R. Tracy, associate professor of physics; Rex K. Kincaid, associate professor of mathematics; John S. Strong, assistant professor of business administration; and Gary Rice, associate professor of chemistry.



Mr. and Mrs. W. Brooks George lead the homecoming parade.



Cheering the Tribe on to victory from the stands of the Walter J. Zable Stadium Saturday afternoon were (l-r): Fran Verkuil, Mark McCormack, Walter J. Zable and Betty Zable.

Board Hears Report On Plans For New University Center

Items discussed by the Board of Visitors at its meeting Thursday and Friday, Nov. 1 and 2, included updates on construction projects, receipt of financial reports for the 1989-90 fiscal year, a change in Board by-laws to recognize the input of the College's Faculty Assembly and approval of six optional retirement plans for faculty members.

Retirement Plans

The optional faculty retirement plans, which have already been authorized by the state, will serve as alternatives to the Virginia Supplemental Retirement System (VRSR) and will be available beginning April 1, 1991. Plans approved include Fidelity Investments Institutional Services, Great-West Life Assurance Company, Metropolitan Life Insurance Company/Medlife Resources, Teachers Insurance and Annuity Association/College Retirement Equity Fund (TIAA/CREF), T. Rowe Price and Associates, and Variable Annuity Life Insurance Company (VALIC).

Phillips Garden

The Board also approved the naming of the Mildred Johannsen Phillips Garden, located on the east side of Phi Beta Kappa Memorial Hall beside Andrews Gallery. The garden is named for the wife of the late Jesse Choate Phillips of Harrisburg, Pa., class of 1924, who provided the initial funding for the sculpture garden in 1985, and made the contributions in his wife's honor.

Appointments

Appointments to the professional faculty made by the Board include Mary K. Swartz, associate university registrar, formerly registrar at Marshall-Wythe; and Sally M. Watson, director of MBA placement.

University Center

The Board's Committee on Buildings and Grounds heard a presentation on the proposed University Center given by the project architect, John C. Harkness of The Architects Collaborative of Cambridge, Mass. Board members reviewed preliminary drawings and plans for the structure, which have been submitted to the Department of Engineering and Buildings and the Art and Architecture Review Board in Richmond for approval. The College received authorization from the 1990 General Assembly to proceed with preliminary drawings for the project, the realization of which is dependent on approval by the 1991 General Assembly.

The University Center would be the site of a variety of social activities on campus, with its meeting rooms, study areas, large ballroom, 500-seat theatre and dining hall. The building would be located at the south end of Walter J. Zable Stadium.

In a report on other construction projects, Vice President for Administration and Finance William F. Merck said the renovation of Blow Hall is 95 percent complete and that MBA classes would be occupying the building during the spring semester. Offices that will occupy the building are scheduled to move during December and January. Renovation work on Washington Hall is about 65 percent complete, said Merck, adding that the department of modern languages would be supplied with the latest technology in language lab instructional equipment.

New Graduate Residence

During a meeting of the Committee on Student Affairs, Vice President Samuel Sadler said ads are currently appearing soliciting bids for construction of the new graduate residence hall near the law school. It is hoped that ads for bids for the new undergraduate residence hall,

to be located between Yates and Randolph Residences, will appear in January, he said. Both facilities are planned for completion by the fall of 1992. Sadler also said that the Fraternity Complex is undergoing the first part of a three-phase renovation, to be completed over the next three years. Current work includes renovating the kitchens and replacing the old awning-type windows with ones that will allow greater ventilation.

Campus Racial Climate

Carroll Hardy, associate vice president for student affairs, reported to the Student Affairs Committee on the campus's racial climate. She said the lack of racial incidents at William and Mary can be credited partially to the proactive stance on the part of administrators and students. She cited work by the Student Association and its Minority Affairs Committee as instrumental in providing diverse programming that appeals to all races and genders. Mostly, however, the climate at the College is due to the students themselves, who decide to get along with each other. "It's a matter of choice," said Hardy.

Sorority Rush

Amy Crandall, a member of the Board's Student Liaison Committee, reported that discussions are underway on moving sorority rush to January during the semester break, instead of the currently scheduled third week of classes in September. Complaints about the timing of rush during the fall have increased in the past two years, said Crandall, and the Intersorority Council is researching possible effects of the rescheduling.

The full Board, which convened Friday afternoon, heard reports from Richard Bland College President Clarence Maze, W&M President Paul Verkuil and

Dean Timothy Sullivan of the law school. President Maze reported the highest ever enrollment at Richard Bland this fall, which was the result of successful recruiting efforts on behalf of administrators, faculty and students. He said the college would celebrate its 30th anniversary this spring.

President Reports On Success Of Admissions

In his report to the Board, President Verkuil reviewed the difficulties faced on campus in dealing with the recent budget cuts and reviewed the success of undergraduate and graduate admissions. He said that although the total number of 18-year-olds is declining nationally, the College's selectivity continues to increase. A recent *U.S. News & World Report* survey listed William and Mary as the 16th most selective university in America. He said that 78 percent of the first-year students ranked in the top 10 percent of their high school graduating classes and that of 1,247 members of the class of 1994, a total of 146 were either high school valedictorians or salutatorians.

In graduate and professional programs, student selectivity also continues to increase, said Verkuil, with the law school accepting only 15 to 16 percent of applicants. The number and quality of applicants in the MBA program, and Ph.D. programs in physics, computer science and American studies also is increasing, said Verkuil.

Referring to effects of recent budget cuts on campus, Rector Hays Watkins thanked the administration for "doing a good job in a tough situation." He also praised the faculty assembly for the resolution presented in September on the budget, saying "I appreciate your taking a constructive view of a difficult situation."

Medieval Scholar To Talk Friday At 4:30 p.m. In Andrews 101

The public is invited to a public lecture by John Boswell '69, chair of the department of history at Yale University, at 4:30 p.m., Friday, Nov. 9 in Andrews 101 on "The Abandonment of Children in the Middle Ages."

Boswell's lecture is part of the third annual Virginia Symposium in Medieval Studies being held on campus Nov. 9-10.

Boswell, a distinguished medieval scholar earned honors in history as an undergraduate. A merit scholar, he graduated Phi Beta Kappa and received a Woodrow Wilson Fellowship.

The Program in Medieval and Renaissance Studies has developed a one-credit course based on Boswell's book

The Kindness of Strangers: The Abandonment of Children in Western Europe from Late Antiquity to the Renaissance. Students have been holding discussion sessions and will have an opportunity to talk with Boswell at a special Saturday morning breakfast reserved exclusively for students and the speaker. A wrap-up discussion next week and the submission of an 8-10 page paper will close the course.

The Virginia Symposium in Medieval Studies is hosted annually by the University of Virginia and the College. Local arrangements are being handled by George Greenia, associate professor of modern languages. Inquires should be directed to him at ext. 13676.

Two Public Lectures Included In Conference on Airline Industry

Alan S. Boyd, the first U.S. Secretary of Transportation and current chairman of Airbus Industrie of North America, will be the keynote speaker for a conference on the international airlines industry Nov. 8 to 10 at the College of William and Mary.

The conference, "The Global Airline Industry: Future Directions, Future Policies," is sponsored by William and Mary's Thomas Jefferson Program in Public Policy.

Boyd will speak at 7:30 p.m. Thursday, Nov. 8, in the ballroom of the Campus Center on Jamestown Road. His talk is free and open to the public.

Appointed in 1967, Boyd served two years as secretary of transportation. He later was president and chief executive

officer for Amtrak, from 1978 to 1982. He has been a member of the Civil Aeronautics Board, serving as chair from 1961 to 1965. Boyd's firm, Airbus Industrie of North America, is a subsidiary of an international partnership which builds about 30 percent of the world's jetliners.

In addition to Boyd, the public is invited to hear an address by Michael J. Bayer, former counselor to the Commission on Aviation Security and Terrorism at the White House. Bayer will speak on aviation security and terrorism at 8 p.m. Friday, Nov. 9, also in the Campus Center ballroom.

While working for the White House commission, Bayer was responsible for organizing a comprehensive investigation of domestic and international aviation security systems.

CVC Still Far From Goal

The Combined Virginia Campaign on campus has collected \$6,650 to date toward a goal of \$43,000.

Almost 1,000 students agreed to forgo one dinner and the Marriott food service is making a donation to the drive.

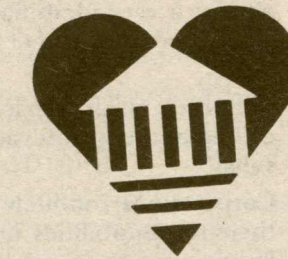
Members of the Hourly and Classified Employees Association, HACE are serving as volunteers to solicit donations from co-workers across campus. Representatives from each department are asking for donations from faculty members and administrators.

One of the aims of this year's drive is to increase not only the monetary amount of donations, but also the number of donations across campus.

Everyone solicited is asked to return his or her pledge card whether or not they choose to donate.

The CVC is a yearly fund drive, which is operated by the United Way organization. The choices for donors include all agencies under the United Way umbrella in the Greater Williamsburg area as well as national voluntary health agencies of Virginia, National United Service agencies and international service agencies.

Vice President of Student Affairs Sam Sadler is heading up this year's drive on campus. Any questions concerning the campaign should be addressed to his office at ext. 11235.



Guth

CONTINUED FROM PAGE 2.

Windle. Guth is focusing his attention on the role of the macrophage cell, whose function was thought to be limited to removing dead and dying tissue, in repairing spinal cord injury. "Now," Guth says, "we know that the macrophage and other cells can secrete factors that can cause nerve cells and other cells in the spinal cord to grow or die. Our goal is to regulate or direct the macrophage and other cells to secrete growth factors and

prevent them from secreting toxic ones."

He will attempt to regulate macrophage function by using the agents lipopolysaccharides (LPS) to activate the macrophages. Indeed it was a similar lipopolysaccharide that Windle had used to promote regeneration, without realizing that its primary action might be on the macrophage. Guth is grateful for the advances made by Windle which now enable him to take the next step.

"There is an importance to history," Guth says, "that scientists today often forget. We should have more feeling for what preceded us and for how our predecessors grappled with difficult questions as they searched for scientific truth."

BOV Member Janet Hill Speaks To MBA Students

Mrs. Janet Hill, vice president of Alexander & Associates, Inc., a corporate consulting firm in Washington, D.C., and a member of the Board of Visitors, spoke to MBA students Thursday on "Cultural Diversity in the Workplace and Changing Demographics."

Mrs. Hill provides corporate planning advice and analyses to directors, executives and managers in the areas of manpower, corporate responsibility and government consultation. Among the clients of her firm are the U.S. General Accounting Office, IBM, Major League Baseball, ABC News, The Ford Foundation, Federated Department Stores, Rolls Royce Company, the Coca Cola Company and many others.

Prior to her association with Alexander & Associates, Mrs. Hill was Special Assis-



Janet Hill

tant to the Secretary of the Army, a scientist with a private consulting firm, a college math teacher and a high school teacher. She earned a B.A. in mathematics from Wellesley College and an M.A. from the University of Chicago's Graduate School of Education.

Following her prepared remarks, which are printed below, students engaged her in a lively exchange on a variety of topics suggested by her talk.

Dynamics of the Workplace

Human resource management in America was once defined in the context of an unlimited flow of adequately educated youth. Few challenges faced human resource managers and executives in filling jobs in the industrial, commercial and service sectors.

Now, however, the dynamics of the workplace have begun to change and challenges as well as serious choices must be faced in meeting the human resource needs of the near future. The labor force is growing slower than it has in the past and it is comprised more of female, minority, and older workers. In addition, the workforce is required to be more skilled, productive and adaptable than ever before. These changes will become more and more evident throughout the next 10 years.

Workforce trends indicate that the labor force of 2000 will be quite different from today. Larger numbers of available employees will be minorities and women and workers will be older. The white male workforce will be decreasing significantly. Labor Department statistics indicate that only 9 percent of the net increase in jobs over the next 10 years will be filled by white males. The rest will be filled by women, blacks, Hispanics, Asian-Americans and immigrants.

By the sheer necessity of numbers, corporations will be required to employ and utilize to their fullest potential older workers, women and minorities. The company that recognizes this today and sets into motion practices which ensure equal employment opportunities will be a jump ahead of its competitors.

Statistics indicate that minorities will

constitute a growing share of America's labor force. Non-whites represented 13 percent of the workforce in 1985; this figure will increase to 16 percent by 2000. In numbers, this represents 25 million additional working minority individuals.

Regrettably, the demographics of the future population may do more to spur the attention of employers to affirmative behavior than the law has done in the past 25 years. Since the Civil Rights Law of 1964 was passed, untold opportunities for minorities have been realized. The success of blacks, Hispanics and Asian-Americans at the entry level has been well chronicled. Some critics claim affirmative action and the law that mandates it have not helped but actually hindered minorities, the statistics simply do not support this—especially at the entry level.

Progress through the corporate ranks is, however another issue. Minorities who have gained entry into corporate America have not risen through the ranks to the top levels. Some would have you believe it is because they were affirmative hires—or special hires—who were judged upon entry by a separate standard but once on the job were required to work by a white standard which proved them non competitive.

I choose instead to believe that discrimination and bias still play a large part in employment decisions once a minority is on the job. At every phase of one's professional career—expectation setting, feedback, performance appraisals, career development, promotion procedures and training—managers and supervisors have ample opportunity to exercise discretion and subjectivity in managing their human resources. When they permit biases, prejudices, so-called popular negative perceptions and other non-job related factors to frame their decisions, they probably operate in a discriminatory manner.

The feminization of our workforce is also expected to continue and the statistics are dramatic and foretell many changes and modifications in the work environment of the future. Experts predict that between now and 2000, women will represent three-fifths of new job entrants. According to the Bureau of Labor Statistics, we women will be 61.15 percent of workers in 2000 compared to 40 percent in 1980.

The forces underlying women's entry into the labor force—namely the pursuit of higher educational opportunities, low fertility, careers and late marriages—will continue with no significant modification. Over the last decade, corporate leaders have begun to recognize that it is advantageous to have a two-gender workforce if only because it makes the pool of talented workers that much bigger. In addition, it has been suggested that women present many skills, knowledges, abilities and work habits that are particularly useful in certain workplaces. These characteristics include perseverance, stability, industriousness, organizational skills, the ability to motivate, teach, inspire and direct others and, sometimes above all else, patience!

The growth of a two-gender workforce presents immediate challenges for many industries. Companies must devise successful approaches to enhance career potential, job satisfaction, motivation and productivity of a more diverse workforce. Adjustments such as flex-time, flex-place, flex-scheduling, shared jobs, alternative career paths, telecommuting, and family support mechanisms such as extended leave, paternity leave and day care, must be considered in order to remain competitive.

As the baby boom generation ages, middle-aged workers will significantly increase, thus graying the workforce. At the same time, because of lower birthrates in the past 20 years, fewer young workers will be available. Trend lines show, for example, an increase in workers aged 35-54 from 38 percent of the total workforce in 1985 to 51 percent in 2000.

These data represent almost 28 million additional middle-aged workers.

All of these predictions necessitate the implementation of sound equal employment opportunity practices now; the year 2000 is only nine years away!

Corporate Changes

In the past, there has been a propensity for American industries, particularly manufacturing, to regard workers as expendable. With a seemingly endless supply of educated, trained or trainable workers, this attitude was not surprising although it was incredibly shortsighted. This attitude will not survive in the 1990s and beyond for several reasons. Besides the diminishing growth in population statistics overall, educational curricula have not kept pace with the needs of the industrial/technological/service sectors that now dominate our economy. In addition, the incumbent workforce, particularly those of us over 35, faces the acute problem of translating or adapting our often narrowly developed skills into rapidly changing work contexts in order to avoid obsolescence, which translates into underemployment or unemployment.

These rapid workforce changes are forcing the beginning of many alterations in the way we work and the way we recruit, hire, develop, assess, promote and even terminate staff. Corporations are finally compelled by the economics of foreign and domestic competition to reach beyond the narrow, traditional utilization of non-minority males first (if not only) and take fuller advantage of the rich source of human resources available in our society. But this change has come after a very difficult, retroactive period in our country. Unfortunately, after the beginnings of significant change in the mid-1960s when equal employment laws initiated new and expanded opportunities for minorities and women, there was significant and noticeable backsliding during the 1980s. Not coincidentally, the Reagan Administration's attitudes about race and sex in America as well as its indifference if not interference with efforts to establish fairness and equity in the workplace promoted the erosion of 15 years of progress. Worse yet, during that time, it became permissible even fashionable to wear our prejudices quite openly and to avow and promote prejudice and discrimination against others based on anything and everything: race, sex, religion, national origin, sexual preference, handicap and economic status.

These reactionary, fundamentally negative attitudes infiltrated the workplace and were manifest in several ways

- Women bumped up quickly against a very identifiable glass ceiling in their career progression.
- Minorities hit an even lower glass ceiling in their professional pursuits.
- Corporations routinely ignored their responsibilities under the law to provide an equal chance for success and failure without regard to race and sex.
- America did not maintain the competitive edge in global productivity that we had come to know and expect as a world leader.
- And, the quality of our collective lives was diminished.

A new decade has ushered in a new national administration, new attention to the practical reality of work-force diversification and the possibility for significant improvements in the future. Many corporations have been compelled by demographic changes in their employee base and some difficult assimilation problems on the job to pursue training of supervisors and managers in

"How to Effectively Manage a Diverse Workforce." Some have euphemistically referred to this as "sensitivity training" or cultural diversity training.

My own company has focused much of our professional services in seeking to help our corporate clients take advantage of a diversified employee pool and to establish and implement employment policies that are fair and equitable at every juncture of the employment process and for every employee. We, too, have trained hundreds of managers, supervisors and employees in effective management of their present and near-term future workforce. We have avoided teaching mechanisms that simply encourage the venting of long-standing negative attitudes and perceptions. Some refer to these classes as "functional racism" courses because attendees are allowed to openly air their prejudices and attitudes in a cathartic, emotional exercise that does not alter or improve the equitable implementation of employment policies.

We generally pursue a more structured, analytical approach which allows our clients to capitalize on the benefits of work-force diversification. First, all company policies and practices must themselves be fair and equitable. This includes the entire spectrum of the human resource function: recruitment, hiring policies, promotion systems, performance appraisals, supervisory training, career counseling and termination policies.

With a firm policy base in place, we specifically design training programs around the uniqueness of each client's needs and work environment. Awareness of the existing diversity of the workforce and the potential pool of talented women and minorities is only a part of good supervisory training. If supervisors and managers are not held accountable for their actions or inactions in carrying out their responsibilities, then no amount of enhancement of their understanding of different cultures and traditions will impact the way they carry out their duties.

The management and development of our American employee base will be increasingly important in the next decade and beyond. Management is serious business and corporate executives are now realizing that time, energy and financial resources must be devoted to effectively squeezing the most productivity out of the human talent base in order to remain globally competitive. We are unique and fortunate as a people that our diversity has always been the source of our strength and dominance as a world leader. If we allow it to be underutilized we negatively impact our own economy and constrain both our economic and social growth.

WILLIAM & MARY NEWS

The William & 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 advertisements should be delivered to the News Office, James Blair 310A (221-2639), no later than 5 p.m. the Friday before publication. Notices for the calendar should be delivered to the News Office no later than 5 p.m. the Wednesday before publication.

Barbara Ball, editor
Mary Ann Williamson, desktop publishing
Marilyn Carlin, desktop publishing
Publications Office, production
News deadline: Fridays, 5 p.m.

NOTES

Math Club speaker

The Math Club is sponsoring a talk by Professor Douglas R. Shier on "Modern Museum Mathematics," at 5 p.m., Monday, Nov. 12 in the Muscarelle Museum.

A special invitation has been extended to those who wish to help organize and/or be a part of the Club.

Green and Gold Christmas

HACE is again helping students sponsor the Green and Gold Christmas for underprivileged children.

Monetary contributions may be sent to Linda Melochick, HACE treasurer, Administration and Finance, Bridges House. Checks should be made payable to HACE.

New toys for ages 4 to 12 may be dropped off at the Computer Center, Jones 6, or in the Campus Center lobby. Gifts do not have to be wrapped, but if you choose to do so, please indicate the appropriateness of the gift for a boy or girl and the age group.

All contributions should be received by 5 p.m. on Monday, Nov. 26.

For details contact members of the HACE Special Projects Committee: Loretta Early, ext. 13002; Ruth Graff, ext. 11693; Joyce Hoar, ext. 12257; or Patty Hogge, ext. 14491.

Pots Needed For Greenhouse

The Greenhouse is in need of 6" and larger clay pots. Surplus pots may be left on the loading dock at the rear of Millington.

Christian Scientists

"Purpose" will be the topic for discussion at the meeting of Christian Scientists, Thursday, Nov. 8 at 5 p.m. in the Grammar School of the Wren Building.

Toys For Charity

Chi Omega sorority is sponsoring a sale of Discovery Toys to benefit the Avalon Shelter for battered women.

Toys will be on display at the Chi Omega House in sorority court on Richmond Road from 11 a.m. to 6 p.m., Thursday, Nov. 15.

Toys ordered at that time will be delivered in time for Christmas.

HACE Meeting

Three members of the staff of AVALON, formerly the Williamsburg Taskforce for Battered Women, will speak at a special HACE meeting at noon, Friday, Nov. 9 in the Campus Center Room E.

Speakers will include Kathleen Radford, sexual assault outreach and education coordinator; Marjoyre Hickman, child service coordinator; and Nicki Royall, co-director of AVALON.

Bike-a-Thon

Alpha Phi Omega will sponsor a Bike-a-Thon for Cystic Fibrosis at 10 a.m. Saturday, Nov. 10, at Cary Stadium. For further information, contact Krista Ikenberry at 253-7502.

Football Stadium Named In Honor of Walter Zable

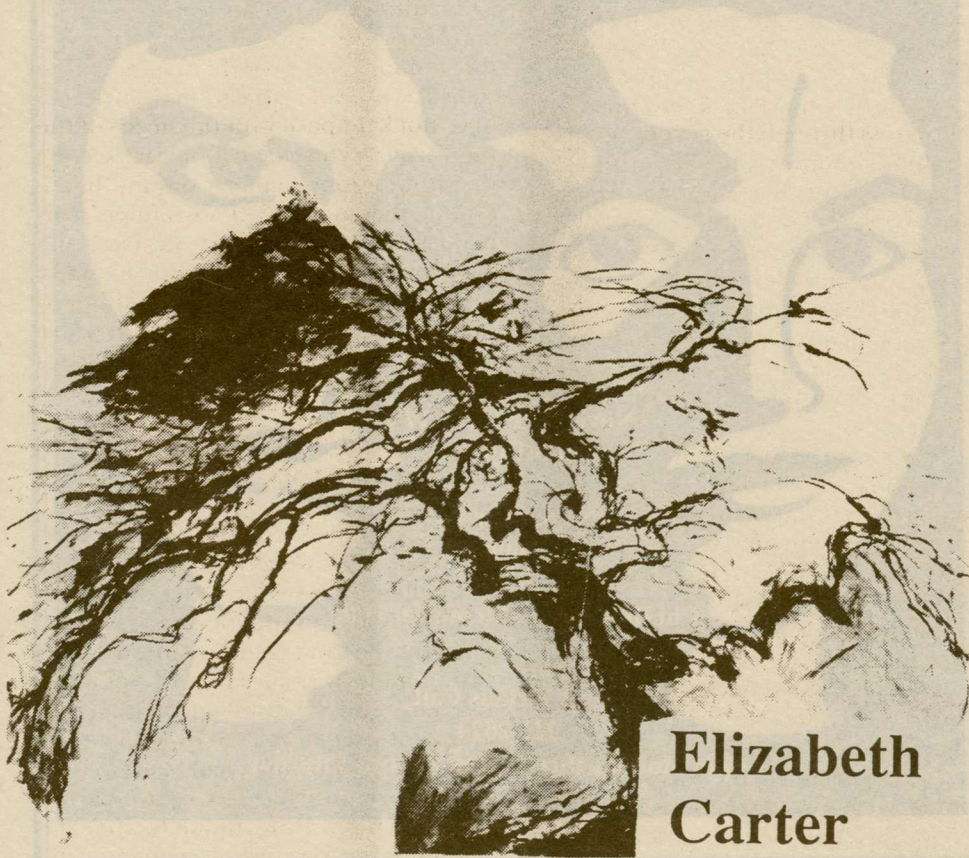
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His sports honors have also included the 1962 Sports Illustrated Silver Anniversary All-America Team and induction into William and Mary's Hall of Fame in 1969. In 1979, Zable was the first recipient of the Distinguished American Award from the National Football Foundation and Hall of Fame's San Diego Chapter. The foundation's highest recognition for athletic and humanitarian excellence, the Gold Medal Award, was presented to him in 1980. In 1981, Zable was inducted

into the King's Island, Ohio, College Football Hall of Fame.

Prior to forming Cubic, Zable was project supervisor in charge of microwave and antenna development sections at General Dynamics Convair. His background includes engineering and management posts with Sperry Gyroscope Company, and key technical, scientific and administrative positions with Federal Telecommunications Laboratories of ITT, Flight Research Company, and Newport News Shipbuilding and Drydock Company.

Active in community, education and government affairs, Zable is a member of the Governor's California Economic Development Board and holds directorships on the First National Bank, National Football Foundation Hall of Fame, San Diego County Junior Golf Association, YMCA Corporate Planning Board and the advisory board of the San Diego Hall of Champions. He also serves as a member of the board of trustees for University of San Diego and is a past president of the Chancellor's Associates at the University of California, San Diego.



Elizabeth
Carter

drawings

October 29 - November 30
9 a.m. - 5 p.m., Monday through Friday

Opening Reception:
Monday, October 29 at 4:00 p.m.

ANDREWS GALLERY
Department of Fine Arts
College of William and Mary
Williamsburg, Virginia
(804) 221-2531

Knudsen To Speak On Growth In Historic Triangle

Judy Knudson, a member of the James City County Board of Supervisors, will speak on "Growth in the Historic Triangle: Boon or Boondoggle?" at 9:45 a.m., Sunday, Nov. 11 at the Clara Byrd Baker School, 3131 Ironbound Road.

The talk is the one in a series of monthly forums sponsored by the Williamsburg Unitarian Universalists and precedes the weekly 11 a.m. worship service. Visitors are welcome.

As administrative assistant for the Regional Commission on Growth, Knudson edited a report that contained 99 recommendations for dealing with growth in the Williamsburg area.

Currently an independent educational consultant, Knudson earned a bachelor's degree in history from the University of Michigan and a master's degree in political science from the University of Central Florida.

For further details call 220-6830.

Artisans Sought

The Yorktown Arts Foundation is seeking applicants for membership in its Creative Arts Cooperative, a group of artists and craftspeople who exhibit their work at On The Hill Creative Arts Center in Yorktown.

For details call 898-3076 or visit On The Hill, 121 Alexander Hamilton Blvd., Yorktown

CLASSIFIED ADVERTISEMENTS

Classified ads are included as a service to members of the College community and will be accepted from faculty, staff, students and alumni only. Ads should be no longer than 40 words and must be submitted in writing to the William and Mary News office no later than 5 p.m. on the Friday preceding the first insertion.

FOR SALE

King-size waterbed, used only 3 months. \$65 or will consider trading for item of equal value. Call 221-5452. (11/21)

1978 Pinto station wagon, only 24,000 miles. \$1,400 or best offer. Call 221-3201. (11/21)

Airline ticket, Norfolk to San Francisco, one way, Nov. 15; depart Norfolk 5:20 p.m., arrive San Francisco 9:40 p.m. \$100 or best offer. Call ext. 12013 or 220-8265. (11/14)

Golf shoes, "Green Joy," size 12C, worn only once; \$25. Golf putter, "Knight" balanced, never used; \$25. Crib mattress, 23"x46"; \$20 or best offer. Call 253-0033. (11/14)

1985 4x4 Toyota pickup, 33" tires, 15x8 styled aluminum rims, bed liner, very well maintained, looks and runs great, many extras. \$6,700 or best offer. Call 642-5758 after 5 p.m. (11/14)

'85 silver Lincoln Towncar. Excellent running and tires, minor body flaws. Dropped \$1,000 in price to sell at \$6,500. Call ext. 11002 (office) or 229-4098 (home). (11/7)

Fisher-Price child's car seat, \$30. Call ext. 12743 (days) or 564-9391 (evenings). (11/7)

FOR RENT

Furnished room in townhouse, all amenities included; microwave, washer, dryer, etc.; 10 minutes from College. \$300 a month plus 1/3 utilities. Non-smoker. Available Jan. Contact Nancy Hehner, 887-5402 after 4 p.m. (11/21)

WANTED

Visiting scholar and wife wish to rent furnished 1- or 2-BR apartment in Williamsburg during Nov. and Dec. only. Call Charles Clark at IEAHC, ext.

11130 or at temporary home, 642-3714.

Visiting scholar at IEAHC needs to rent housing for spring 1991. Family of four, including two children (no pets). Looking for available house or 3-BR apartment reasonably near the College from Jan. through June. Contact John Brooke, Department of History, Tufts University, Medford, MA 02155; 617-381-3558 (work), 617-643-4403 (home).

SERVICES

Need help? I'll do cleaning (including windows), filing, party set-up and hosting, Christmas decorating; basically anything you need done. Call 890-2309 for appointment. (11/14)

Make that old kitchen look new again! Kitchen countertop replacements. 15 years experience. Usually can take out old top and replace with new one in one day! Call 890-0982 after 6 p.m. Ask for Bob. (11/14)

FOUND

Found in Morton, history dept., prescription glasses; gray speckled frames.

EMPLOYMENT

The following positions at the College are open to all qualified individuals, unless otherwise noted. Visit the Office of Personnel Services, Thiemes House, 303 Richmond Road, for information, a listing of vacancies and application forms, Monday-Friday, 8 a.m. to 4 p.m. Call ext. 13150. All applicants must submit a completed Commonwealth of Virginia Application form to the Office of Personnel Services.

Deadline for applying for the following positions is 5 p.m., Friday, Nov. 9, unless otherwise noted. Postmarks will not be honored.

Housekeeping Worker (unclassified)—\$4.97

per hour. Approximately 30 hours per week, shift begins at 5 a.m. Occasional overtime may be required. #H653. Location: Facilities Management.

Housekeeping Worker (unclassified)—\$4.97 per hour. Approximately 30 hours per week, shift begins at 7:30 a.m., ends 2 p.m. Occasional overtime may be required. #H026. Location: Residence Life.

Store Clerk (unclassified)—\$5.43 per hour, part time, approximately 15-20 hours per week, generally noon to 5 p.m. including Saturdays and occasional Sundays *Temporary position, expires on or about Jan. 31.*

#H678. Location: Bookstore.

Laboratory Specialist (Grade 8)—Entry salary \$19,283. *Restricted appointment subject to renewal June 30.* #152. Location: VIMS (Biological and Fisheries Sciences).

Computer Systems Engineer (Grade 14)—Entry salary \$32,910. Some evening and weekend work may be required #581. Location: Telecommunications.

Computer Systems Senior Engineer (Grade 15)—Entry salary \$35,977. Some evening and weekend work may be required. #592. Location: Telecommunications.

CALENDAR

Campus

Wednesday, Nov. 7

Women's Basketball vs. Belgium Nat'l. Team, W&M Hall, 7:30 p.m.

Film Series, "Sex, Lies and Videotape" WRL, 7:30 p.m.

Thursday, Nov. 8

Graduate and Professional School Day

Town & Gown Luncheon, "Religious Community: For or Against Art?" by Catherine Kapikian, CC ballroom, 12:15 p.m.

Thomas Jefferson Program in Public Policy Conference: "The Global Airline Industry: Future Directions, Future Policies," address by Michael Bayer, former counselor to President's Commission on Aviation Security and Terrorism, CC ballroom, 7:30 p.m.

William and Mary Chamber Orchestra Concert, Bruton Parish Church, 8 p.m.

Friday, Nov. 9

Christmas Craft Show, W&M Hall, 10 a.m. to 9 p.m. Admission \$3.50. (through Nov. 11)

3rd Annual Virginia Symposium in Medieval Studies, Friends' Room, Swem Library, 10 a.m.; *Banquet*, Williamsburg Lodge, 7:30 p.m.

HACE meeting, "Avalon (formerly the Williamsburg Taskforce for Battered Women)" CC room E, noon.

Physics Colloquium: "Quasicrystals in Titanium Alloys" by Ken Kelton, Washington University, St. Louis, Small 109, 4 p.m. (coffee at 3:30 p.m.)

Shabbat evening service, Temple Beth El, 7:30 p.m.

Saturday, Nov. 10

3rd Annual Virginia Symposium in Medieval Studies, Friends' Room, Swem Library: Breakfast, Andrews Foyer, 8:30 a.m.; Friends' Room, Swem Library, 10 a.m.

Bike-a-thon for Cystic Fibrosis, Cary Stadium, 10 a.m. Sponsored by Alpha Chi Omega.

Crew "Rent-a-Rower" fundraiser, 9 a.m. to noon and 1 to 4 p.m.

Christmas Craft Show, W&M Hall, 10 a.m. to 7 p.m. (Admission \$3.50)

Sunday, Nov. 11

Veterans Day

Christmas Craft Show, W&M Hall, noon to 5 p.m. (Admission \$3.50)

Crew "Rent-a-Rower" fundraiser, 9 a.m. to noon and 1 to 4 p.m.

Virginia's Colonial History Series Lecture: "George Washington the Civilian" by Richard Carter, 1st floor moral philosophy room, Wren Building, 3 p.m. Reservations: Office of Special Programs, ext. 14084.

Monday, Nov. 12

Math Club organizational meeting, Muscarelle Museum, 5 p.m.

4th Annual School of Education Distinguished Lecture Series, "My Many Years Working With the Gifted: An Academic Approach" by Julian C. Stanley, Johns Hopkins University, Dodge Room, PBK, 7:30 p.m. Reception following in Muscarelle Museum.

Korean Film Festival: "Adada," Botetourt Theater, Swem Library, 7:30 p.m.

Tuesday, Nov. 13

"College Bowl" tournaments begin, Campus Center (through Nov. 29)

African Lecture Series, Crawford Young of University of Wisconsin, Madison, Dodge Room, PBK, 4 p.m.

Honors 203 India Forum Series: "Nagarjuna," lecture by William Cobb, professor of philosophy, Morton 20, 7 p.m.

Women's Studies Film Series: "Jezebel," Tucker basement, 8 p.m.

Wednesday, Nov. 14

Korean Film Festival: "The Age of Success," Botetourt Theater, Swem Library, 7:30 p.m.

Film Series, "Making 'Do the Right Thing'" WRL, 7:30 p.m.

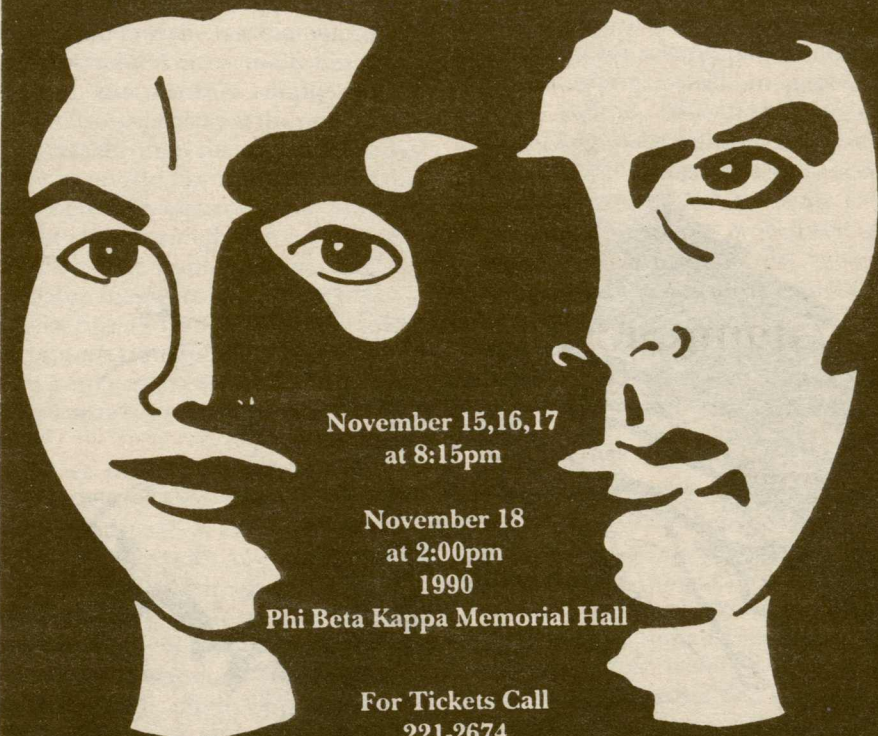
Thursday, Nov. 15

Town & Gown Luncheon, "Mark Twain in Vienna," Carl Dolmetsch, CC ballroom, 12:15 p.m.

Commonwealth Center seminar: "The Crystal Ceiling in the Ivory Tower" by Jacquelyn A. Mattfeld, vice provost for academic affairs and dean of faculty, Arizona State

William & Mary Theatre presents Sam Shepard's

A LIE OF THE MIND



November 15, 16, 17
at 8:15pm

November 18
at 2:00pm
1990

Phi Beta Kappa Memorial Hall

For Tickets Call
221-2674

1-6pm Monday thru Friday, 1-4pm Saturday

Univ., Friends' Room, Swem Library, 5 p.m.

W&M Theatre: "A Lie of the Mind" PBK, 8:15 p.m.

Friday, Nov. 16

Cissy Patterson Lecture in Undergraduate Mathematics: "Finite Ramsey Theory: Complete Disorder Is Impossible" by Richard Brualdi, professor of mathematics, Univ. of Wisconsin, Small 113, 2 p.m.

Physics Colloquium: "Supernovae: Bigger and Better Bangs" by Virginia Trimble, Univ. of Maryland, Small 109, 4 p.m. (Coffee at 3:30 p.m.)

Shabbat evening service, Temple Beth El, 7:30 p.m.

Korean Film Festival: "Surrogate Woman," Botetourt Theater, Swem Library, 7:30 p.m.

W&M Theatre: "A Lie of the Mind" PBK, 8:15 p.m.

Saturday, Nov. 17

Football vs. University of Richmond in Richmond (100th anniversary), 1 p.m.

W&M Theatre: "A Lie of the Mind" PBK, 8:15 p.m.

Sunday, Nov. 18

Men's and women's swimming, UNC-W, Rec Center pool, 1 p.m.

W&M Theatre: "A Lie of the Mind" PBK, 2 p.m.

Virginia's Colonial History Series Lecture: "Thomas Jefferson: An Ethical Vision" by Richard Carter, 1st floor moral philosophy room, Wren Building, 3 p.m. Reservations: Office of Special Programs, ext. 14084.

Music at the Muscarelle, 4 p.m.

Monday, Nov. 19

Final oral exam for Ph.D., "Spin Polarization in Electron Scattering Off Few-Body Nuclei" by Veljko Dmitrasinovic, conference room, William Small physical laboratory, 3 p.m.

Tuesday, Nov. 20

Women's Studies Film Series: "Women on the Verge of a Nervous Breakdown," Tucker basement, 8 p.m.

Exhibits

Muscarelle Museum

(Through Jan. 6)

"Sculpture by Harold Tovish"

(On-going)

"Collection Highlights"

Andrews Gallery

(Through Nov. 30)

Elizabeth Carter drawings

(add as appropriate)

Monday, Dec. 3

Annual ROTC Fall Awards Ceremony, Trinkle Hall, 3 p.m.

Community

This column is devoted to events in Williamsburg and surrounding areas that would be of interest to members of the College community. We will accept entries, on a space available basis, of concerts, lectures, exhibits and other events open to the general public.

WRL is the Williamsburg Regional Library, located at 515 Scotland St. The Hennage Aud. is located in the DeWitt Wallace Decorative Arts Gallery at the corner of Francis and Henry streets. Prices listed are in addition to regular gallery admission. PBK is Phi Beta Kappa Memorial Hall, located on Jamestown Rd., on the W&M campus.

On-going

Williamsburg Step-Families meets every fourth Monday at Walnut Hills Baptist Church, 7-9 p.m.

Overeaters Anonymous meets Mondays at 7:30 p.m. room 104, Williamsburg United Methodist Church.

Bruton Parish Church by Candlelight—musical program, Tuesdays, Wednesdays and Saturdays, 8 p.m.

DeWitt Wallace Decorative Arts Gallery

Exhibit: "Child's Play? Children's Books in Early America." Through Jan. 6. "The Hennage Collection of American Antiques," opening Nov. 19. (Through May 1991).

On the Hill Cultural Arts Center, Yorktown

Hours: Monday-Saturday, 10 a.m.-5 p.m., and Sunday, 1-5 p.m. Call 898-3076.

Exhibits: "Regional Glass and Pottery through the 20th Century: A Retrospective" by Michele Kashouly, Jerry Foss, Bob Arckles, Jamestown Glass Blowers (Through Nov. 14); in coordination with the National Park Service. Ascending Gallery—Seniors' Art Show: "Sumi-E Painting and Ikebana" by Motoko Williams and "Sculpture" by Betty Knight. Program: Guided Tours of the "Poor Potters" archaeological site. Call for reservations. "Yuletide in Yorktown," presented by Yorktown Arts Foundation, Main Gallery (through Dec. 31); preview opening; Nov. 17-18, holiday open house.

The Twentieth Century Gallery

For information, call 229-4949.

Hours: Tuesday-Saturday, 11 a.m.-5 p.m., and Sunday, noon-5 p.m.

Williamsburg Community Hospital and The Family Living Institute

Lectures: "Here's Looking at You: A Vision Update," Robert L. Brownlow Jr., M.D., Nov. 13; "New Help for Prostate Problems," Roger E. Schultz, M.D., Nov. 19. Pre-registration requested; call 229-INFO.

Yorktown Victory Center

Workshop: Nov. 10: "Autumn Harvest." Registration fee \$5, preregistration required. Call 877-1776 for more information. **Exhibits**: "The Town of York," "Yorktown's Sunken Fleet" and "John Steele: American Patriot," through Oct. For information, call 877-1776.

Jamestown Settlement

For information, call 229-1607.

Hours: Daily 9 a.m.-5 p.m. Admission \$6.50 adults, \$3 children.

Virginia Symphony

Concert: Kenneth Kiesler, guest conductor; Hung-Juan Chen, pianist; Nov. 9 and 10, Chrysler Hall, Norfolk, 8:30 p.m.; Nov. 11, Pavilion Theater, Virginia Beach, 3 p.m. **Concert**: Skitch Henderson conducting, Rodgers, Hart and Hammerstein "The Sound of Their Music," Nov. 17, Chrysler Hall, Norfolk, 8 p.m.; Nov. 18, Pavilion Theater, Virginia Beach, 3 p.m. Ticket information: 380-0040 (Peninsula), 623-2310 (Southside), 640-8322 (evenings)

Nov. 1-3

Colonial Williamsburg History Forum

Friday, Nov. 9

Music & Arts, "Music For A Cathedral," William and Mary Choir and Petersburg Festival Chorus performing, St. Paul's Episcopal Church, 110 N. Union, Petersburg, Va., 7:30 p.m. For information call 733-3415.

Saturday, Nov. 10

Bazaar: "Christmas on the Square," Bruton Parish Church Parish House, Duke of Gloucester St., 10 a.m.

Sunday, Nov. 11

On the Hill Cultural Arts Center, Yorktown; **Japanese Tea Ceremony**, Motoko Williams, 2 p.m. Free.

RBC College Players

"Neon Psalms"

On Stage, Nov. 8-10

The Richard Bland College Players will present "Neon Psalms," a dark comedy by Thomas Stretlich, on campus Nov. 8, 9, 10. Curtain time Nov. 8 and 9 is 8 p.m.; Nov. 10, 2:30 p.m. Tickets are available through the RBC Bookstore.

The cast will include David E. Majewski, theatre director; Kathy Slade and J. Thomas Kirksey, two RBC students; and Carrie Beth Whealton '90.

Next play of the season will be "Salute to Black America," which will be presented in February. Auditions will be held in January. The season will also include "Rimers of Eldritch," a mystery, March 1-3; and "Pops," April 19-21.