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A WEEKLY NEWSPAPER FOR FACULTY, STUDENTS AND STAFF

NEWS

VOLUME XX, NUMBER 19 • WEDNESDAY, FEBRUARY 6, 1991

Town & Gown

Jennifer Privitt, recycling and beautification coordinator for James City County, will speak at the Feb. 14 meeting of the Town & Gown luncheon on "Are We Going To Trash—But Not Waste?"

Reservations should be made by noon on Tuesday, Feb. 12 by calling ext. 12640. The fee is \$6.

Black History Month

The Ebony Expressions will present a program of songs, readings and skits at 7:30 p.m., Thursday, Feb. 7 in the Campus Center Little Theatre.

Barbara Reynolds, inquiry editor of *USA Today* will speak at 8 p.m., Friday, Feb. 8 in Ewell Recital Hall.

Debate Tonight

The Richmond Road Residence Life staff will sponsor a debate tonight at 7:30 p.m. in Millington auditorium to hear the opinions of candidates running for president. All students are invited to attend.

REMINDERS

Demon Drummers

Ondekoza: Demon Drummers of Japan will perform at 7 p.m., tonight, Feb. 6 in Phi Beta Kappa Memorial Hall. Arranged through the Japan-Virginia Society of Richmond, this performance is part of the troupe's nationwide tour which will culminate in New York in 1993. The concert will include instrumental and choral work.

There is no admission charge for the performance, but a donation of \$5 is suggested.

Second In Ewell Concert Series

The second concert in the Ewell Concert Series sponsored by a grant from the W&M Parents Association will feature violinist Maria Bachmann and pianist Jon Klibonoff in performance at 8 p.m., Sunday, Feb. 10 in the Ewell Recital Hall. Admission is \$2.

Charter Day Weekend

Fang, Howard, Chambers Are Honored

For Fang Lizhi, Phi Beta Kappa Memorial Hall must have indeed seemed a long way from Tiananmen Square in his native China, but when he got up to speak at the Charter Day convocation Saturday morning his impassioned call for freedom took his audience back to that place and the 1989 massacre.

A capacity audience, including many from the Chinese community in Tidewater, came to hear the astrophysicist and dissident who received a Doctor of Humane Letters degree from the College. In 1989 Fang received the Robert F. Kennedy Human Rights Award. Fang is currently at the Institute for Advanced Study in Princeton, N.J. (A complete text of his speech is carried on p.4)

The College also honored a Virginian, A. E. Dick Howard, White Burkett Miller Professor of Law and Public Affairs at the University of Virginia, who received a Doctor of Laws degree. Howard was executive director of the commission that wrote Virginia's new constitution.

The Thomas Jefferson Award and the Thomas Jefferson Teaching Award were presented to Cirila Djordjevic, Garrett-Robb-Guy Professor of Chemistry; and David A. Dessler, associate professor of government.

The Marshall-Wythe School of Law presented the 1991 Marshall-Wythe Medallion to Julius L. Chambers, director-counsel of the NAACP Legal Defense and Education Fund.

The re-dedication of George Preston Blow Memorial Gymnasium, now George Preston Blow Memorial Hall, was held on Friday. The building is now home to the university's treasurer, registrar, career services, telecommunications, admissions, financial aid, comptroller, and counseling center as well as classroom and office space for the Graduate School of Business.

The theme of human rights and civil liberties, which underlined the work of those honored by the College at Charter Day, was echoed by President Paul Verkuil in his introductory remarks.

"We are now only two years shy of our Tercentenary, which is already well into its planning stages. As 1993 draws closer, Charter Day takes on a growing significance and generates a higher level of anticipation across campus," said President Verkuil.

"As we approach our 300th anniversary, we have been spending considerable time examining William and Mary's past, evaluating our present, and contemplating directions for the future. The past will be examined in the first comprehensive history of the College, now being written by faculty members for publication in 1993. Our present includes



Jefferson Award Winners

Provost Melvyn D. Schiavelli congratulates David A. Dessler (l) and Cirila Djordjevic, recipients of 1991 awards.

a comprehensive review of the undergraduate curriculum, growing from the recognition that we must constantly evaluate the ways we challenge, stimulate and educate our students. For the future, we have made a renewed pledge to meet our commitment to the Commonwealth and to the nation even in these difficult times of budgetary shortfalls. It is our mission to create and preserve a special environment in which tomorrow's lead-

ers may receive the necessary intellectual stimulation and value formation from a dedicated group of teaching scholars.

"One reason we are now evaluating our curriculum is that the world around us has changed so dramatically. Look around the globe and it sometimes seems that every nation is in transition. In Eastern Europe, the fall of the Berlin Wall

CONTINUED ON PAGE 4.

February 6, 1991

To: The University Community

Policy and Procedures Governing Cases Of Alleged Sexual Harassment

At its meeting on Friday, Feb. 1, the Board of Visitors adopted the "Policy Statement on Sexual Harassment" (reproduced on p. 6). The President was directed "with the advice of the Provost and the Faculty Assembly to develop procedures to implement and administer these policies in a manner consistent with the provisions of the *Faculty Handbook*."

"The Procedures Governing Cases of Alleged Sexual Harassment," have been endorsed by the Faculty Assembly, reviewed and endorsed by the Personnel Policy Committee and recommended to me by the Provost.

The efforts of the Faculty Assembly and the many individuals who worked on the development of these documents are appreciated.

Paul Verkuil
President

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Alumni Gifts Benefit Business School And Biology Department

NEWSMAKERS

Leading American Literature Scholars To Address Conference Feb. 14-17

Two leading American literature scholars, Deborah E. McDowell of the University of Virginia and Eric J. Sundquist of the University of California at Los Angeles, will be the featured speakers at the 1991 Southern American Studies Association conference to be held in Williamsburg, Feb. 14-17. Both lectures are open to the public without charge.

McDowell, who specializes in African-American literature, will deliver the conference keynote address at 8 p.m., Thursday, Feb. 14 in Ewell Recital Hall on "When Is Then and What Is There and What Comes After: Concurrency of Time." Sundquist will present a lecture titled "Swing Low: The Recovery of the Spirituals in *The Souls of Black Folk*" at 2 p.m., Friday, Feb. 15 in Ewell Recital Hall.

Co-sponsored by the American studies program at the College and the Commonwealth Center for the Study of American Culture, the interdisciplinary conference is expected to attract over 130 college and university teachers, mu-

seum administrators, graduate students and independent scholars from across the country.

Four associates of the Department of African Interpretation and Presentation at the Colonial Williamsburg Foundation, Christie Coleman, Rex Ellis, Sylvia Lee and Robert M. Watson Jr., will give a lecture performance on 18th-century African-American music at the conference banquet on Saturday, Feb. 16.

All conference sessions, except the talks by Sundquist and McDowell, will be held in the Williamsburg Hospitality House. Registration fee is \$20 for Southern American Studies Association members, \$29 for non-members, and may be paid at the conference registration desk at the hotel beginning at 4 p.m., Thursday, Feb. 14.

Ninety-four other scholars in literature, history, sociology, anthropology and fine arts will present papers. Included in the program are several William and Mary faculty members including Robert J. Scholnick, dean of graduate studies; Joanne M. Braxton, Francis L. and Edwin

L. Cummings Professor of American Studies and associate professor of English; Allan Wallach, Ralph H. Wark Professor of Fine Arts and American Studies; Nancy Isenberg, assistant professor of history and a Fellow at the Commonwealth Center for the Study of American Culture; Richard Lowry, instructor in English; Colleen Kennedy, assistant professor of English; and Walter Wenska, associate professor of English.

In addition, six William and Mary graduate students, all in the American studies program, will present papers. They include Katherine Hemple Prown, Beverly Peterson, Nancy Parrish, Sarah Bird Wright, Elizabeth S. Scott and Phyllis Hunter.

McDowell has co-edited a collection of essays titled *Slavery and the Literary Imagination* (Johns Hopkins University Press, 1988). She has published numerous essays on African-American women writers, including Zora Neale Hurston, Jessie Fauset, Nella Larsen, Toni Morrison, Alice Walker and Emma Dunham Kelley. Her forthcoming critical

study "*The Changing Same*": *Generational Connections and Black Women Novelists*, will be published by Indiana University Press.

Sundquist, member of the English faculty at the University of California, Los Angeles, is author of *Faulkner: The House Divided* (Johns Hopkins University Press, 1983); and *Home as Found: Authority and Genealogy in Nineteenth-Century American Literature*, (Johns Hopkins University Press, 1979).

The conference has been organized by Susan V. Donaldson, vice president of the Southern American Studies Association and assistant professor of English. Robert Gross, director of American studies at William and Mary, and Elsa Nettels, professor of English, helped put together the program sessions; and three William and Mary graduate students in the American Studies Program, Darleen O'Dell, Katherine Hemple Prown, and Anne Verplanck, have provided administrative assistance.

For additional information, call Susan V. Donaldson at the American Studies Program office, ext. 11282.

Departments

Classical Studies

Professor Lewis W. Leadbeater has published an article titled "Aristotelian Inversion in Jean Giraudoux's *Electre*" in the *French Forum* 15 (3) (1990).

English

Professor Nathaniel Elliott has published a review of Emma Letley's book *From Galt to Douglas Brown: Nineteenth Century Fiction and Scots Language* in the Autumn, 1990 issue of *Victorian Studies*. The book investigates the use of Scots' speech in many 19th-century novels.

Redefining Linguistics, published in December by Routledge publishers and edited by Talbot Taylor, associate professor, contains four articles: "On Redefining Linguistics" by Roy Harris, University of Oxford/University of Hong Kong; "The Locus of Languages in a Redefined Linguistics" by Nigel Love, University of Cape Town; "Normativity and Linguistics Form" by Talbot Taylor; and "The Emergence of the Category 'Proper Name' in Discourse" by Paul Hopper, Carnegie Mellon University.

The book represents a unified attack on the presupposition underlying much of contemporary linguistics, proposing in their place a redefinition of the theoretical foundations of linguistic research.

Psychology

Professor Kelly G. Shaver recently delivered an invited paper titled "Person Process, Choice: The Psychology of New Venture Creation" that was co-authored by Linda R. Scott '90. The paper was presented and discussed during an Interdisciplinary Conference on Entrepreneurship Research jointly sponsored by the Merrick School of Business at the University of Baltimore, the Baugh School of Business at Baylor University, and the journal *Entrepreneurship Theory and Practice*.

The purpose of the conference was to acquaint entrepreneurship researchers with the contributions that the arts and sciences disciplines of anthropology, psychology and sociology and the business disciplines of economics, finance, marketing, organizational behavior and strategy might make to the study of entrepreneurship.

Theatre and Speech

Professor Louis E. Catron has published an article in the March 1991 issue of *Writer's Digest*, a national magazine for writers. The article, which contains ad-

vice for authors of fiction and non-fiction, appears under the rather long title, "Keep Attribution Simple." He ... retorted, uttered, offered, commented, cried, dared, voiced, barked, returned, greeted, demanded, snapped, observed, and muttered—but ... Seldom Said."

VIMS

Professor Dick Wetzel, Ken Moore, instructor, and Bob Orth, associate professor, were invited to participate in a NOAA/State of Florida sponsored workshop held in West Palm Beach Nov. 7-8 on water quality criteria and standards to protect seagrasses from deteriorating water transparency. Results and overviews from their work in the Chesapeake Bay were presented and their work was highlighted as a potential model for other states to protect seagrasses.

Bob Orth was an invited speaker at an EPA-sponsored conference, "Water Quality Standards for the 21st Century," held in Dec. in Crystal City. He spoke on "Development of Water Quality Standards Based on Species' Habitat Characteristics: A Case Study from the Chesapeake Bay Using Submerged Aquatic Vegetation." The paper will be published in the conference proceedings.

Recent Grants

Applied Science

Smith, Barry T., research scientist, "Quantitative Nondestructive Evaluation of Materials and Structure," NASA, \$84,792 (2/1/91-1/31/92).

Chemistry

Starnes, William H., Jr., Floyd Dewey Gottwald Sr. Professor, "Elucidation of Polymer Microstructures," National Science Foundation, \$82,100 (7/1/90-6/30/92).

Physical Education

McCoy, Raymond W., assistant professor, "Biomechanical Analysis of the Shotput and Discus," The Athletic Congress of the U.S.A., \$7,000 (1/1/91-1/15/92).

Psychology

Galano, Joseph, associate professor and John B. Nezelek, associate professor, "Evaluation of Substance Abuse Prevention Program," Department of Mental Health, Mental Retardation and Substance Abuse, \$9,550 (9/1/90-6/30/91).

Two Named To Advancement Posts

Kathi A. Mestayer and Terry J. Whitson have been named associate directors of corporate and foundation relations in the Office of University Advancement, it has been announced by Edward T. Allenby, vice president for university advancement. They will begin their duties in mid-February.

Mestayer and Whitson replace Anne Pratt, former director of foundation relations and currently director of advancement programs, and Fredric Slight, who resigned as director of corporate relations earlier this year. They will be working with faculty to develop foundation and corporate support for university programs and initiatives.

Mestayer holds an undergraduate degree from Rutgers University and an M.B.A. degree from William and Mary. During 1989-90 she was an intern in the advancement office. Prior to that she served as a research coordinator at Cornell University, and also was public relations director for the Center for Environmental Research.

Whitson holds a B.S. degree from the University of Wisconsin-Oshkosh and a J.D. degree from the Marshall-Wythe School of Law. Since 1989, she has served as director of development and alumni relations at the Medical College of Virginia's School of Nursing in Richmond. Prior to that she was associate director of annual support at William and Mary.

'Bioethics and the Law' Symposium Slated By Student Division Of Bill of Rights Institute

A symposium, "Bioethics and the Law," will be held Friday and Saturday, Feb. 15 and 16 by the student division of the Institute of Bill of Rights Law at the Marshall-Wythe School of Law.

The symposium is free and open to the public. No registration is required.

Joel Swerdlow, senior fellow of the Smithsonian Institution, will lead the audience through two moot court cases that will be heard by a five-judge panel of medical, legal and ethical professionals. The cases will be heard in the McGlothlin Moot Court room of the Marshall-Wythe School of Law beginning at 10 a.m. Saturday.

At 1:30 p.m. Saturday, an open panel discussion will convene in room 119 of the law school. A question and answer session will be included.

Panelists include Dr. Mary Kay Dineen

of Newport News; Michael Gerhardt, professor at the law school; Dr. Thomas Hubbard of Norfolk and an adjunct professor at the law school; Dr. Howard Jones, director of the Jones Institute for Reproductive Services; Hans Tiefel, religion professor at the college; and Dr. Stewart Wetchler of Newport News.

The symposium begins 7:30 p.m. Friday in the Campus Center with humorous sketches that introduce the ethical, medical and legal issues to be discussed. A social will follow.

This is the second year students at the law school have organized a symposium. Last year, students examined the legal and ethical issues surrounding the use of drugs in the workplace.

Seafood Seminars Win Culinary Award

Virginia Sea Grant Marine Advisory Program at the Virginia Institute of Marine Science has been recognized by the American Culinary Federation and the Virginia Chefs' Association for its seafood education program. This is the third consecutive year the Marine Advisory Program has won an award recognizing its achievements in seafood education.

The Award of Excellence was presented to Sue Gammisch, coordinator of the seafood seminars, and Bill DuPaul, head of Marine Advisory Programs.

In addition to offering seafood seminars, MAP annually conducts symposiums for chefs to maximize their use of seafood on their menus.

School of Business

Pulley, Lawrence, associate professor and John Boschen, associate professor, "Econometrics Training and Modeling of Air-Launched Missiles Maintenance Costs," VSE Corporation, \$24,746 (7/1/90-1/31/91).

School of Education

VanTassel-Baska, Joyce, Jody and Layton Smith Associate Professor, "A Demonstration and Dissemination Project on Teaching Mathematics and Sciences to Gifted Learners," State Council of Higher Education for Virginia, \$3,480 (5/1/90-5/31/92).

NOTES

Dance Concert, Master Class Set Feb. 9

The Virginia Repertory Dance Company of James Madison University will present an informal concert of their repertory works at 4 p.m., Saturday, Feb. 9 in Adair studio.

Included in the program is choreography by William and Mary instructor Jim Lepore and Cynthia Thompson and William Seigh of JMU.

Preceding the concert, Professor Trammell will instruct a master class in advanced modern technique at 1:30 p.m.

For further information contact dance faculty members Shirley Roby at ext. 12785; Carol Sherman at ext. 12786; or Jim Lepore at ext. 12782.

Alumnus To Speak On Actuarial Science

Robert Cavaliere '76, of the Wyatt Company of Washington, D.C., will speak about the actuarial science profession at a meeting of MOST, (Mathematics Organization for Students) at 5 p.m., Monday, Feb. 18, in Small 109.

All interested students are invited to attend.

Pugwash Meets Feb. 7

The newly formed William and Mary chapter of Student Pugwash will continue its discussion of the Persian Gulf war at a meeting at 5 p.m., Thursday, Feb. 7 in the Campus Center, room E with Martin Zelder, assistant professor of economics.

The chapter has asked John A. Williams, William R. Kenan, Jr., Professor of Humanities, to join the discussion group on Feb. 14 at 5 p.m. in the Campus Center, room E. Williams is a Middle East scholar and has written extensively and lectured on the people and culture of the region.

Cavani String Quartet

The Cavani String Quartet will give a concert at 8 p.m., Tuesday, Feb. 12 in the Arts auditorium of the Williamsburg Regional Library. This is the third in a series sponsored by the Chamber Music Society of Williamsburg. Some tickets will be available at the door. For information and reservations call 229-0241.

Flying Club

The William and Mary Flying Club will hold its first meeting at 7 p.m., Thursday, Feb. 21 in Morton Hall 39.

Members of the club will get one free flight and discounts on flights, lessons and ground schools. Activities will include flying to skydiving and sailplane events, air shows, NASA tours and visits to aviation museums.

For more information call 229-7330.

The Office of Special Programs, ext. 14084, offers a private pilot ground school, a 12-week course which begins Feb. 19 and is taught by John F. Lavach, professor of education and a licensed commercial pilot, and Mitch Bowman, an FAA certified flight instructor at Williamsburg Airport.

Ph.D. Oral Exam

Michael A. Huels, a candidate for the Ph.D. degree in physics, will take his final oral examination at 9:30 a.m., Tuesday, Feb. 12 in the conference room of the William Small Physical Laboratory. His dissertation topic is "Low Energy Collisions of Negative Ions with Atomic Hydrogen."

The public is invited to attend.

Gifts To Benefit Business And Biology

Californians Establish Trust For Business School

Richard B. and Doris Froehner Joslyn of Pasadena, Calif., have established a trust valued at over \$100,000 benefiting the College. When realized, the commitment will create a permanent endowment for graduate fellowships in the School of Business Administration.

Through the \$150 million Campaign for the Fourth Century, which is scheduled to conclude in 1993, William and Mary is seeking a total of \$35 million for student support, including \$7 million for graduate fellowships and assistantships. As of Dec. 31, the College had received \$19.7 million designated for student support, 56 percent of its goal.

Doris Joslyn '38 retired from the U.S. Naval Reserve after 30 years of service.

She became the first female contract negotiator with Hughes Research Laboratory in Malibu, and later with Jet Propulsion Laboratory in Pasadena, where she negotiated the original contract for the Voyager spacecraft.

Richard Joslyn has been a practicing attorney in Pasadena for 40 years and is active in civic affairs, including membership in the Tournament of Roses Committee.

Alumni Support Biology Program

deShields and Jane Thornburgh Henley of Newport News have made a generous provision in their estate plans to benefit the College. When realized, the majority of the commitment will es-

tablish a professorship in biology with a preference in the field of botany. The remainder of the commitment will fund student scholarships for summer research, also in the field of botany.

deShields and Jane Henley are members of the classes of 1932 and 1938, respectively. In making the commitment, they stated that their interest in and love of plants led to their decision to support William and Mary's department of biology. "We hope our commitment will provide support for the teaching and study of botany at our alma mater. We are also pleased that this gift will qualify for the Eminent Scholars matching program of the Commonwealth of Virginia." Through the Eminent Scholars Program, the Commonwealth of Virginia provides funds to match the income from privately endowed professorships.

Muscarelle Inaugurates Discussion Programs, 'Third Thursday' Sessions Begin Feb. 21

The Muscarelle Museum of Art inaugurates a new program this spring. "Third Thursday," an informational discussion of iconography, including the meaning of symbols in works of art, will be held on the following Thursdays: Feb. 21, March 21, April 18, and May 16 from 9:30 to 10:30 a.m.

Iconography, broadly defined, means the investigation of the subject matter and meaning of a work of art. Until the movement toward abstraction in the 20th century, Western art was representational. Up to this century, subject matter and symbolism in the visual arts, understood by artist and viewer alike, were the vehicles for expressing and disseminating ideas. This was particularly true in sacred art, which was used by the church to instruct the faithful.

"Third Thursdays" will offer the contemporary viewer an enhanced understanding of the content and meaning of selected works of art. These works will be chosen from "Collection Highlights," a changing exhibition on view in the upper level galleries, drawn from the permanent collection and from selected objects on loan to the museum. This exhibition of European and American works of art, arranged in a chronological fashion, spans the late medieval period to the mid-20th century and includes painting, sculpture, the graphic arts and decorative objects. The monthly discussions will

develop out of this diverse exhibition, exploring as much of the rich iconographical tradition in Western art as possible.

Museum staff members will join docents in leading the informal discussion. For those with an interest in becoming a museum docent, "Third Thursdays," an outgrowth of the museum's docent training program, will provide an intro-

duction to volunteers who serve the museum as docents as well as giving a sample of docent training.

"Third Thursdays" are open to the public without charge and without pre-registration; however, participants may wish to come early in order to obtain a temporary parking permit for their automobiles if they do not have a current College parking permit.

Menchville Singers To Entertain HACE

The Menchville High School Show and Jazz Choir under the direction of Timothy E. Gillham, director of vocal music at Menchville High School, will perform at the general meeting of the Hourly and Classified Employees Association at noon, Wednesday, Feb. 13 in the Campus Center ballroom.

The 70-member choral group will give a 30 minute concert featuring popular tunes of the 40s and 50s.

The Show and Jazz Choir was formed in 1979 as an educational option to those students who possess special talents in the arts and to broaden cultural appreciation, expand creative talents, refine performing skills, and cultivate the students' effort towards personal discipline. The group has won numerous awards and competitions and has been featured on television shows, in commercials and at the state and national conventions of the Virginia Music Educators.

Premiere Theatre Presents Original Works By Students Feb. 14-16

Premiere Theatre, part of the Second Season at the William and Mary Theatre, will present five student-written, student-directed original monodramas and plays Feb. 14-16. All performances will begin at 8:15 p.m. in the Studio Theatre in Phi Beta Kappa Memorial Hall. There is no charge for admission, no reserved seating.

"The Step," a monodrama by Christien Murawski '91, is directed by Lee Winston Parkel, '93. Assistant director is Mary Lloyd '91. The actor is Raymond Godfrey Good, '93.

"Beth of Both Worlds" by Melissa Lowenstein '92 is directed by Mark

Hankla '92. Assistant director is Lisa Kulish '94. The cast includes Carolyn Dilley '91 and Anne Marie Powell '92.

"Another Look At That Rainbow" is a one-act play by former student Cynthia Scarbrough Mullings, directed by Rachel Gardner '91. Terence K. McLaughlin '92 is assistant director. The cast includes Danielle E. Curitore '93 and Karen Hardcastle '91.

"Woman To Woman" by Heather Hydrick '91 is directed by Christie Resh, an unclassified student. The cast includes Jessica Brosnan, Susanna Baird, Lisa Rowland and Karen Bridges, all sophomores, and Jeff A. R. Jones, a senior.

Papers Displayed At Swem Library Tell Union Officer's Civil War Experiences

The current exhibit in the Zollinger Museum of Swem Library highlights the Civil War papers of Col. Richard S. Thompson, a Union officer, and is on loan from the Ralph G. Poriss Enterprises, Inc., Pension Trust.

The exhibit will continue until March 1.

Colonel Thompson joined the 12th New Jersey volunteers in 1862 and was discharged in 1864 after he was wounded at Reams' Station, Va. His letters home to his family vividly depict camp life and the battles in which he participated. His letters also show his loyalty to the Union cause and to the 12th New Jersey Volun-

teers, as well as a sense of the destructiveness of war. Rare diagrams of troop positions at Gettysburg drawn by Thompson are among his papers. Many of his letters are written from Virginia where he fought in the major battles of Chancellorsville and Petersburg.

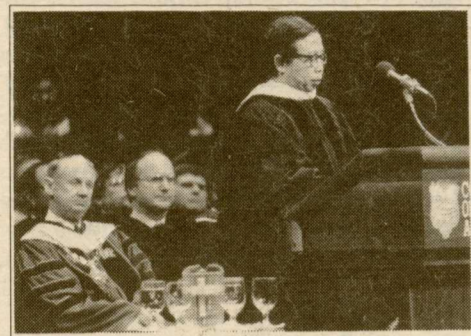
Margaret Cook, curator of manuscripts and rare books, called the collection "a remarkable archive of one man's participation in the Civil War."

The Zollinger Museum is open daily Monday through Friday from 8 a.m. to 5 p.m. and on Saturdays from 9 a.m. to 1 p.m.

Address By Fang Lizhi

Human Rights A Global Concern, Says Chinese Astrophysicist

I am deeply moved today to receive the honorary degree of Doctor of Humane Letters from the College of William and Mary. I also feel proud to note that we are observing the 298th anniversary of the founding of your college. In this year we also observe the 200th anniversary of the ratification of the Bill of Rights of the United States, and the 80th anniversary of the first republican revolution in China.



Dr. Fang gives Charter Day address.

Accordingly, as I stand before you, my first thoughts are for our predecessors who devoted themselves, and sometimes paid with their lives, to the struggle for civil rights in both your country and mine. The world has never forgotten the people who have contributed to the continuing fight for human rights and freedom. It is because of their sacrifices yesterday that we enjoy the rights and freedoms that we have today.

But the greater reason why those predecessors remain in our thoughts is that today's world still falls far short of the ideal they pursued. Their example and their passion are weapons that we must continue to wield against the forces of injustice. It is unfortunately true that justice is still being suppressed in many places today; freedom is still being trampled upon in many places today; human dignity is still being violated in many places today. One of those places is China.

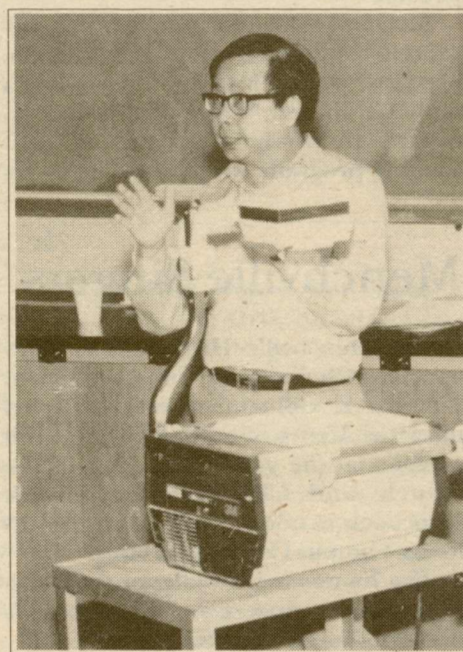
Because of the great differences between China and the West in geography, race, and language, it is easy to have the impression that China is completely different and separate from other parts of the world. And this might indeed have been true in ancient times. But in today's world the human race lives within one unified human atmosphere. The exchange of news, knowledge, and culture are the currents that flow within that single atmosphere. Because of such currents, it is no longer possible to keep China's affairs separate from those of the rest of the world.

This can be seen by the fact that China's 20th-century history has closely paralleled world trends. At the beginning of the century, when communism was on the rise worldwide, it also gained rapidly in China. At mid-century, when many countries were one after another becoming "proletarian" dictatorships, China became one also. Today, with the communist system in decline, communism in China is losing its reputation as

well. We can therefore say with great confidence that as the trend of communism ebbs further, it will come to an end in China as well.

The reason why people in many places have gradually abandoned regimes of "proletarian" dictatorship is not only that these regimes have failed economically. It is also because they have trampled upon the most basic dignity, rights and freedoms of their own citizens. This explains why the movements that have arisen to oppose such regimes have always been movements specifically for democracy and human rights. The pattern has been the same whether it appears in Eastern Europe, the Soviet Union, or China.

The true record of human rights in China has been hidden, because Chinese authorities have thoroughly blocked communication about it. Some people have even been misled into believing that China has been free of human rights violations. Obviously, no record at all can be the worst record of all. The Tiananmen massacre of 1989 shocked many people. It marked the first time the outside world could see for itself how cruel and violent the behavior of the Chinese authorities can be. But the



Dr. Fang speaks at physics colloquium.

Tiananmen incident is only the tip of an iceberg. I cannot describe here the rest of that iceberg in its terrible entirety, but will mention just one item; in the Anti-Rightist Campaign of 1957 probably as many as 500,000 people were punished in various ways. Some lost their jobs; some were sent to labor reform camps; many died or disappeared during punishment, leaving no trace, not a sign of how, when or where they were dealt with.

Recently, the Chinese leadership has used the distraction of the war in the Persian Gulf to intensify the repression of those fighting for democracy and freedom in China. They have resumed the trials of students who took part in the peaceful demonstrations at Tianan-

men. Soon there will be even more students and others facing the same fate. This is a new desecration by the Chinese authorities of the universal principles of human rights. It is clear that the struggle for human rights and freedom in China is far from over.

However the details of that struggle might play themselves out, it is already abundantly clear that the Chinese people seek the same kind of progress and freedom sought by people everywhere, regardless of race or nationality. The values underlying human dignity are common to all peoples. In fact the concepts of human rights and freedom in their very fundamentals admit no distinctions of race, language, religion, or other belief.

More than two hundred years ago Thomas Jefferson wrote that: "We hold these truths to be self-evident; that all men are created equal; that they are endowed by their creator with certain inalienable rights; that among these are life, liberty, and the pursuit of happiness; (and) that, to secure these rights, governments are instituted among men, deriving their just powers from the consent of the governed ..." These words make it clear why the Chinese students'

hard to imagine the possibility of world understanding. History teaches us that to indulge a government that is proud of murder at home eventually brings major dilemmas before the rest of mankind.

The human rights problem is therefore another of the global problems, and a very important one. Without the gradual improvement of the world's human rights environment, solutions to the problems of our global village cannot be guaranteed. China's human rights problems are also the world's problems. The Tiananmen massacre not only caused China to suffer; it polluted the world environment as well. Therefore I feel that the best way I can respond to the honor that you bestow upon me today is to insist on the principle of human rights, and to remain diligent in the work to gain more freedom for China and for the world.

The road to Chinese freedom and democracy has already been long and difficult, and is likely to remain so for many years to come. It may take a decade, a generation, or even longer. But whatever the case, there can be no denying that a trend toward democracy, freedom, and human rights has been set that will be very hard to turn completely



A reception in the Muscarelle Museum honoring Dr. Fang was hosted by the physics department.

statue of the Goddess of Democracy is the sister of your Statue of Liberty. The cause of justice, freedom and human rights is common throughout the world and inseparable in any part of the world from any other part. Freedom and human rights are now one of the main world trends.

In our small global village, more and more worldwide problems have been set upon our table: population, energy, the environment, global warming, and deforestation. So long as there exists anywhere in the world a government that can be proud of the Tiananmen massacre, or a dictatorship that refuses to apply universally recognized principles to control its own behavior, it will remain

around. The historic demonstrations in Tiananmen Square have revealed the enduring truth that the time for freedom and human rights in China eventually will come.

The world will never forget the men and women of Tiananmen in 1989 who paid with their lives for freedom in China, just as we still cherish the memories of many of your former students at William and Mary who were deeply committed to American freedom in 1776. Their cause yesterday is still our cause today. The commitment they made yesterday is still the commitment we should make today. It truly is a dream that shall never die.

Photos by Viscom/Gleason

President Verkuil Stresses Human Rights In Charter Day Introduction

year 1991 is the bicentennial of those first ten amendments to our Constitution, so it seems only proper to have human rights as the theme of these Charter Day exercises. Those amendments were added in 1791 at the insistence of the states, to make sure the Federal Government's power over individual freedom would remain limited. Thomas Jefferson, a member of the William and Mary Class of 1762, summed up the need for such assurances in a letter to James Madison. Jefferson said: "A Bill of Rights is what the people are entitled to against every government on earth, general or particular, and what no just government should refuse or rest on inference."

"Human rights. The phrase comes so easily to those of us in this country, where our Bill of Rights has assured our individual liberties for two centuries. The

"The notion of the power of the people over their government and the inherent rights of individuals is not a new one. It has its roots in the Magna Carta of 1215, which argued for the rights of subjects against authority, and the principle that authority is subject to law. Jefferson himself was voicing the long-held view that John Locke articulated when he wrote in 1690 that a government's power 'is limited to the public good of the society. It is a power that hath no other end but preservation and therefore can never have a right to destroy, enslave, or designedly to impoverish the subjects.'"

"That theme—the inherent right of individuals to basic liberties—rings

Board of Visitors Endorses Latin Honors, Sets Operating Budgets

At its first meeting in the newly renovated Blow Memorial Hall Friday, Feb. 1, the College's Board of Visitors approved operating budgets for the upcoming fiscal year, authorized a revised Policy Statement on Sexual Harassment to be included in the *Faculty Handbook*, and endorsed the awarding of Latin honors to undergraduate degree recipients for the first time in William and Mary's history.

The awarding of Latin honors received unanimous approval by board members. A suggested 15 percent cutoff requirement for Latin honors was deleted in order to give the faculty an opportunity

to do further study on the percentage of students who should receive the designation. The resolution also directs that quality point average requirements for Latin honors will be reviewed "at appropriate intervals."

The Latin Honors Program will begin with the Class of 1991, and will include three levels of distinction for candidates receiving bachelor of arts, bachelor of science and bachelor of business administration degrees—*cum laude*, *magna cum laude*, and *summa cum laude*. The award of these designations will be based on the cumulative quality point average attained through the semester in which

the student graduates. Each of the levels will be awarded using increasingly selective criteria.

The board also approved a policy statement on sexual harassment to be included in a revised edition of the faculty handbook. The new policy, a restatement of the current sexual harassment policy drafted in 1984, includes the federal definition of sexual harassment, makes clear where and how to redress grievances, and makes false accusation of sexual harassment a violation of college policy. (See policy statement p. 6)

The board's Committee on Financial Affairs heard a preliminary analysis of

educational and general programs revenues and expenditures for 1991-92, authorized capital and operating budget amendment requests for the 1991 General Assembly session, and approved capital outlay requests for upcoming biennial budgets.

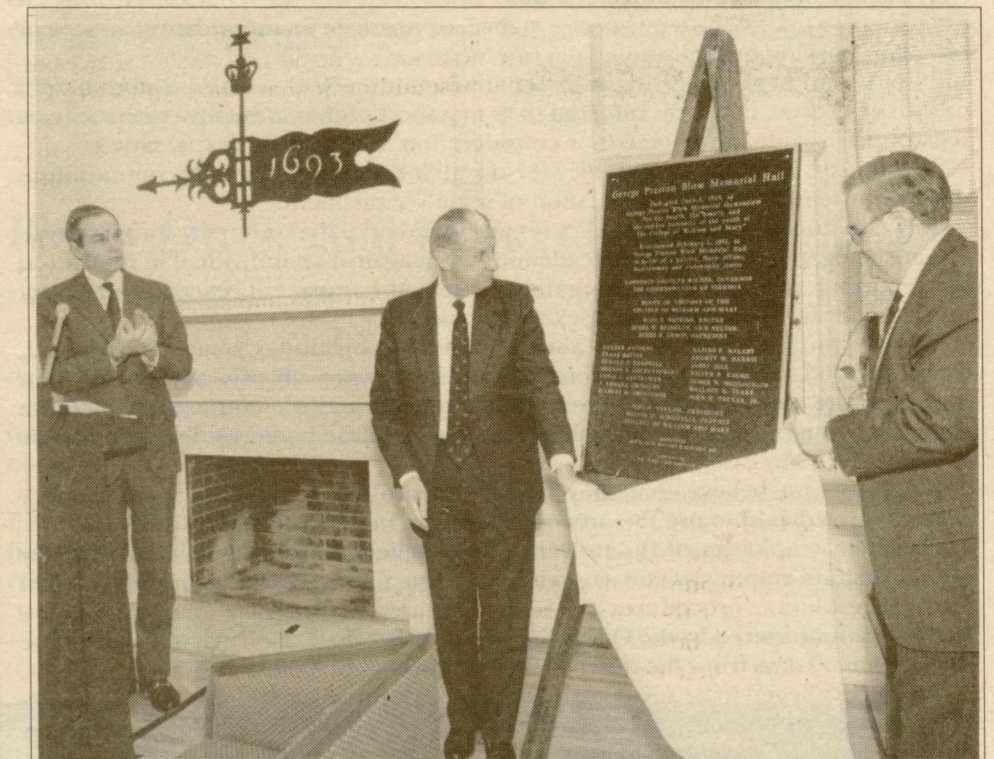
Director of Planning and Budget Samuel Jones reported that, in addition to drawing up contingency plans for a cut of five percent in state funds for the 1991-92 fiscal year, the governor's budget includes an additional proposed cut of three percent, which would put total

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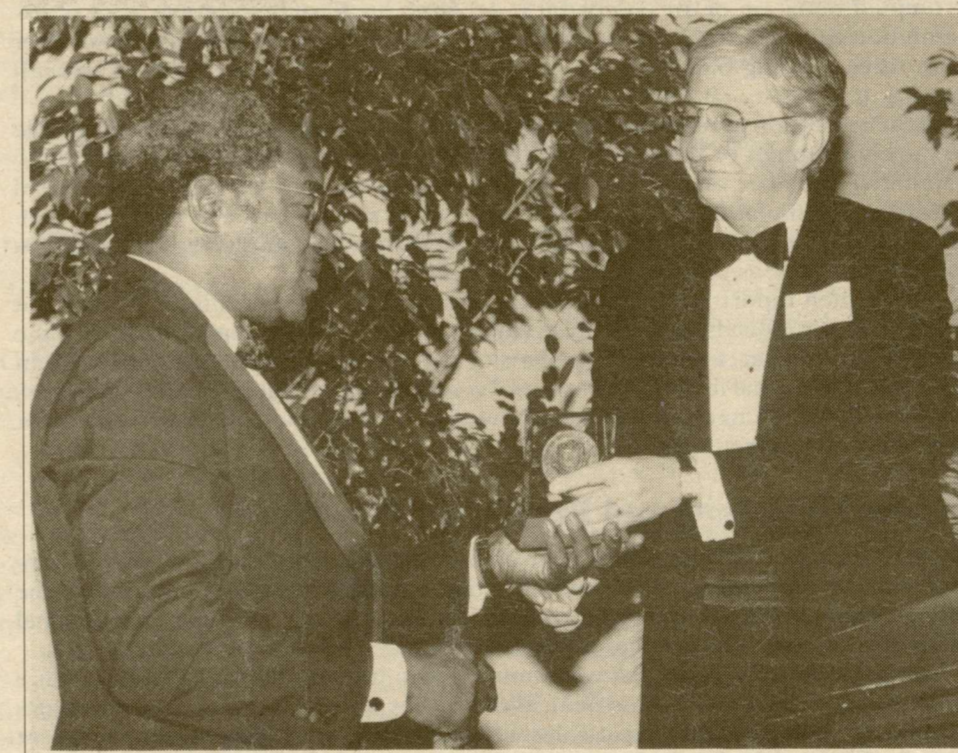
Charter Day Activities



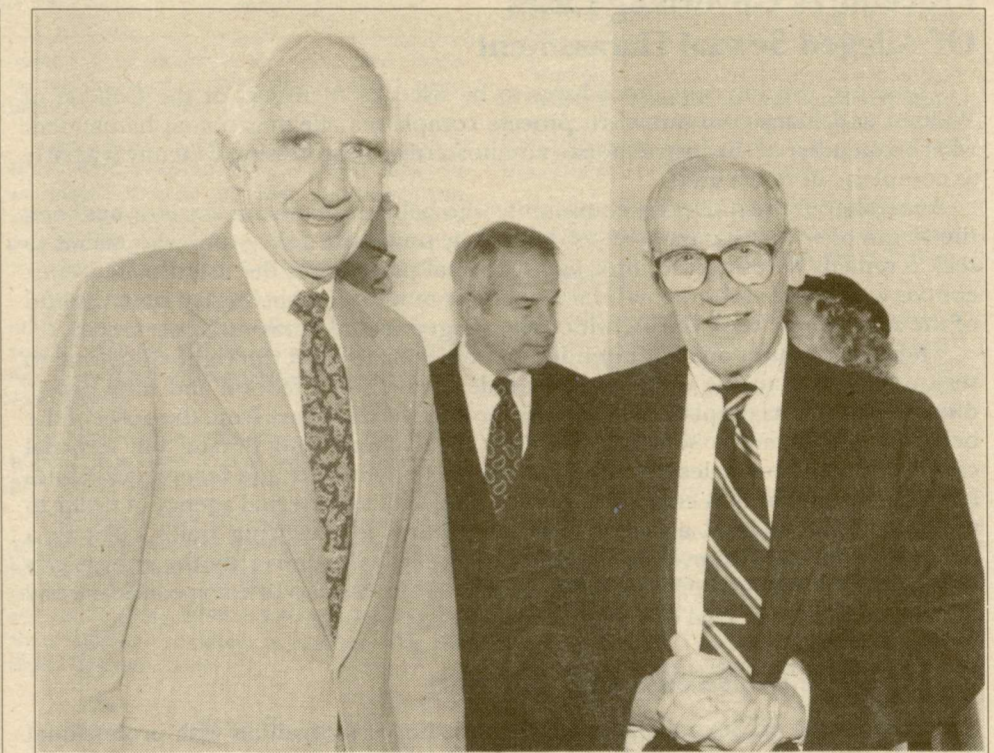
The two honorary degree recipients, A.E. Dick Howard and Fang Lizhi pose with President Paul Verkuil (at left) and Rector of the College Hays T. Watkins.



Rector Hays T. Watkins and Provost Melvyn D. Schiavelli unveil the dedicatory plaque at George Preston Blow Memorial Hall. President Verkuil (at left) leads the applause.



Julius L. Chambers receives the Marshall-Wythe Medallion from the Dean of the Marshall-Wythe School of Law, Timothy J. Sullivan. The Medallion was designed by Carl Roseberg, professor of fine arts emeritus and noted sculptor.



George R. Healy, acting director of the Institute of Early American History and Culture and former provost, chats with former President Thomas A. Graves, director of Winterthur Museum. Both attended Charter Day.

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symbolizes the radical shifts in political and social patterns. Western Europe and England are undergoing their own revolution, albeit a peaceful one, as they break down the economic barriers to form the European community. In South Africa, the apartheid barrier has begun to crack. And every few months, it seems, a nation once ruled by dictators comes under the sway of rule by the people.

"Sadly, there remains no lack of repression in the world. The need for the United States and its allies to take military action to resolve the crisis in the Middle East demonstrates that stability remains an ideal for many of the citizens of the

world. Although *glasnost* has brought remarkable changes to the Soviet Union—changes which seemed to bring so much hope—the recent actions in Lithuania show what can happen when a government fears the power of its people when they exert their rights. And in China we are witnessing the embarrassing spectacle of student leaders being sentenced to prison for exercising their rights of free speech. Still, even with these sobering events, there is in 1991 reason to hope for the universal recognition of human rights.

"Human rights. The phrase comes so easily to those of us in this country, where our Bill of Rights has assured our individual liberties for two centuries. The

"The fact that there continues to be a need to enunciate these rights in other parts of the world is a cause for our deepest concern. The world movement for universal rights has made tremendous progress in past few years, but for many on this planet, particularly women and children, even the most basic human rights remain out of reach. Those of us who have the great good fortune to live in free societies have a responsibility to see that the campaign for human rights is a successful one, for all people in all nations. We must all be willing to work for the day when governments everywhere no longer fear the voices of their people, but are responsive to them."

"The values underlying human dignity are common to all peoples, universally applicable standards of human rights that hold no regard for race, language, religion or other belief."

"While celebrating our Bill of Rights,

through the U. S. Bill of Rights. Freedom of expression. Freedom of assembly. Freedom of religion. The right to trial by jury. The right to confront accusers. These guarantees embrace what John Adams called 'rights derived from the Great Legislator of the Universe.' During their two centuries, these rights have become part of the fabric of life in America. It would be impossible to think of the peaceful future for the United States of America without them.

"We in Virginia can take great pride in the fact that our state Bill of Rights broke new ground in this country in describing and assuring these liberties. In Virginia's Bill of Rights—a document that historian Samuel Eliot Morison calls 'The parent of all American bills of

rights"—the first article states, in part: "That all men are by nature equally free and independent, and have certain inherent rights ... namely, the enjoyment of life and liberty, with the means of acquiring and possessing property, and pursuing and obtaining happiness and safety."

"In the words of one of our honorees today, A. E. Dick Howard: 'The insistence on written guarantees of freedom as the price that the people demand for allegiance to their government has been a pervasive theme of modern constitutional history. To the extent that Anglo-American history is a story of the maturation of civil liberty, it is the history of the Bill of Rights.'

"The values underlying human dignity are common to all peoples, universally applicable standards of human rights that hold no regard for race, language, religion or other belief."

Board Of Visitors Adopts Sexual Harassment Policy

Policy Statement on Sexual Harassment

The College of William and Mary desires to provide a positive, discrimination-free educational and working environment. In this spirit, sexual harassment in the educational setting or work place is unacceptable and will not be tolerated. This policy applies to all members of the university community including students, classified employees and members of the instructional, administrative and professional faculty.

Sexual harassment is a form of sex discrimination prohibited by Title IX of the Educational Amendments of 1972 and Title VII of the Civil Rights Act of 1964. For purposes of this policy, sexual harassment is defined as unwelcome conduct of a sexual nature, physical or verbal, by a member of the university community when:

- submission to such conduct is made explicitly or implicitly a term or condition of work or academic performance, or,
- submission to or rejection of such conduct is used as a basis for an employment decision, performance evaluation, or academic performance evaluation concerning a member of the university community, or,
- such conduct is known or should have been known to interfere with an individual's work or academic performance, or to create an intimidating, hostile or offensive working or educational environment.

It is a violation of university policy for any faculty member, administrator, student or staff employee, hereafter referred to as members of the university community, to seek or offer gain, advancement or consideration in return for sexual favors.

It is a violation of university policy for any member of the university community to make an intentionally false accusation of sexual harassment.

It is a violation of university policy for any member of the university community to initiate a negative personnel or academic action against an individual in retaliation for reporting an incident or allegation of sexual harassment, except in cases of intentionally false accusations of sexual harassment.

In determining whether the alleged conduct constitutes sexual harassment, those charged with such determinations will consider all relevant information including the nature of the alleged sexual conduct and the context in which the alleged conduct occurred. Such determinations will be based on fact and will be made on a case-by-case basis.

Students who believe that they have been subjected to harassment by other students are advised to use the procedures described in the *Student Handbook*.

Classified employees of the university who believe they have been harassed by other classified employees and who wish to pursue their complaints through formal internal resolution procedures are advised to use the *Grievance Procedure for State Employees* administered by the Office of Personnel Services. Such grievances must be filed within 30 days from the onset of the behavior construed as sexual harassment.

Incidents alleged to be sexual harassment which involve a member of the instructional, administrative or professional faculty as a party are subject to the procedures described in the *Faculty Handbook*.

Adopted by the Board of Visitors on February 1, 1991

Procedures Governing Cases Of Alleged Sexual Harassment

These are the internal procedures to be used by members of the College of William and Mary community to process complaints alleging sexual harassment where a member of the instructional, administrative or professional faculty is a party as complainant or accused.

A member of the university community who believes that he or she is or has been the victim of sexual harassment, as defined by university policy, and who wishes to seek a remedy by using the informal or formal procedures discussed below, must contact a member of the Sexual Harassment Committee within 30 days from the end of the semester or term during which the alleged sexual harassment occurred.

These procedures are not intended to impair or to limit the right of anyone to seek remedies available under state or federal law. Since federal and state procedures require that complaints be filed within specific deadlines from the onset of the behavior construed as sexual harassment, individuals who pursue the internal complaint procedures described below may fail to meet state and federal guidelines for filing a complaint. A complaint may be filed with an external agency in order to meet state and federal agency deadlines without jeopardizing one's right to a university hearing. However, if relief is sought outside the university, the university is not obliged to continue processing a grievance while the case is being considered by an outside agency or civil or criminal court.

Committee on Sexual Harassment

A Committee on Sexual Harassment consisting of individuals with professional training, experience or special awareness of the issues in question is appointed by the Provost. The committee is charged with advising the President and Provost on matters covered by the policies and procedures governing adjudication of cases of alleged sexual harassment. It is charged also with assisting both alleged victims of sexual harassment and those accused to deal with university procedures and to locate appropriate resources, while protecting the rights of the individual alleged to have violated the university policy. Members of the committee receive training regarding the university's sexual harassment policy and complaint procedures to enable them to carry out their duties and responsibilities.

The committee is chaired by the Affirmative Action Officer for the university. Its membership includes: two faculty members recommended by the Faculty Assembly; one classified employee recommended by the Hourly and Classified Employees Association; the Dean of Students; one member of the professional counseling staff of the university; and one student recommended by the Student Association. Members of the committee serve staggered three-year terms as appropriate and may be reappointed. The student member does not participate in the complaint resolution procedures described below, but may refer individuals to other members of the committee and participates in discussions about the effectiveness of the policy and related resolution procedures.

The names of the members of the committee are published at least once each semester in the *Flat Hat* and the *William and Mary News*. The committee meets at least twice each semester to discuss issues related to the policy and complaint procedures and to discuss complaints received and actions taken to resolve them.

Informal Complaint and Resolution Procedures

A member of the university community who believes that she or he is or has been

the victim of sexual harassment, as defined by university policy, and who elects to seek an informal remedy must contact a member of the Sexual Harassment Committee within 30 days from the end of the semester or term during which the incident or behavior occurred.

The purpose of this informal procedure is to provide assistance and guidance to both the individual complaining of sexual harassment and the accused. It provides an opportunity for the complainant and the individual accused of harassment to resolve the problem in an informal manner, without the necessity of disciplinary action or of the more formal procedure for processing a complaint. However, use of the informal procedure does not impair the right of a complainant not satisfied by this procedure to utilize the formal procedure described below.

When a complaint has been initiated, the Chair of the Sexual Harassment Committee or a committee member designated by the Chair meets with the complainant to discuss that individual's concerns, to clarify the university's policy and internal complaint procedures, and, if appropriate, to remind the individual that professional counseling is available inside and outside the university. The committee member also provides the complainant with sources of information regarding federal and state sexual harassment complaint procedures. Additional information about federal and state complaint procedures is available from the Chair of the Sexual Harassment Committee.

The committee member prepares a brief summary of the meeting, identifying neither complainant nor accused. The summary is forwarded to the Chair of the committee in order for the Chair to assess the effectiveness of the policy and complaint procedures to this point in the case.

The resolution procedure followed from this point depends upon the complainant's willingness to have her or his identity disclosed to the individual alleged to have committed the unwelcome behavior covered by these procedures.

A. If the complainant does not agree to the disclosure of her or his identity, the committee member, within a two-week period and with the consent of the complainant, meets with the individual alleged to have harassed the complainant. The committee member advises the accused of the university's sexual harassment policy and complaint procedures and affords the accused an opportunity to respond to the allegation. The committee member subsequently contacts the complainant to confirm that the meeting was held and to describe the response of the individual accused of violating university policy. The committee member prepares a written summary report of the complaint procedure followed, without disclosing the identities of the parties involved, and files the report with the Chair of the committee within ten working days after the meeting with the individual accused of violating university policy.

B. If the complainant agrees to the disclosure of her or his identity, the committee member, within a two-week period and with the consent of the complainant, meets with the accused to discuss the allegations raised by the complaint. The committee member advises the accused of the university's sexual harassment policy and complaint procedures. Based on the information obtained from the complainant and the accused, the committee member prepares a written resolution agreement believed to be acceptable to both parties. The resolution agreement releases the university and all parties from any claims arising from the specific incident or behavior which prompted initiation of the complaint procedure. Each party receives a copy of the resolution agreement. A copy is also filed with the Chair of the committee not later than three working days after the resolution agreement has been signed by both parties.

If the resolution agreement proposed by the committee member is unacceptable to the complainant or to the accused, each is advised in writing of that fact by the committee member and of the formal internal procedure for addressing sexual harassment complaints. A copy of this letter is sent also to the Chair of the committee. Upon request, the committee member may assist the complainant in drafting a formal complaint as provided for in the following section.

The written reports and resolution agreements described in this section are not released to any individual or administrative authority at the university other than the complainant, the accused and the Chair of the Sexual Harassment Committee. In the event that formal litigation or external complaint procedures require disclosure, however, it may be necessary for the university to comply with formal requests for such records under subpoena.

Formal Complaint and Resolution Procedures

The purpose of this formal procedure is to provide assistance and guidance to individuals complaining or accused of sexual harassment when a member of the instructional, administrative or professional faculty is a party and when the informal procedures above have failed to effect a satisfactory resolution of the complaint.

Any member of the university community who believes that she or he is or has been the victim of sexual harassment, as defined by university policy, and who elects to seek a remedy through formal university procedures must file a written statement with the Chair of the Sexual Harassment Committee within 30 days after the end of the semester or term during which the incident or behavior occurred, or within 30 days after the unsatisfactory outcome of the informal resolution procedure described above, whichever is later.

Within two weeks of receipt of the complaint, the Chair or a committee member designated by the Chair meets separately with the complainant and the accused to advise them of the university's policy on sexual harassment and the complaint procedures and to determine the facts relevant to the complaint. The committee member then presents a written statement of findings to the Chair, together with a recommendation, within ten working days after the meeting with the individual accused of violating university policy. A copy of the committee member's report is sent by the Chair to the complainant and to the accused with an invitation to comment in writing within five days on the committee member's statement of findings.

Within ten working days after receipt of the designated member's statement, the Chair convenes a meeting of the Committee on Sexual Harassment, except for the student member, to consider the report and any written comments offered by the complainant or the accused. The committee may supplement the substance or procedures of the initial investigation to insure adequate consideration of the matter and adequate protection of the legal rights of the accused. A written summary report of the committee's deliberations, together with the initial report, is then transmitted by the Chair to the appropriate dean or other senior level administrative authority superior to the accused for consideration, and, if appropriate, for resolution under the relevant faculty or administrative procedures for sanctions or dismissal. At the same time, a copy of the summary report of the committee's

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Board Meets For First Time In New Blow Memorial Hall Quarters

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budget cuts for next year at \$3 million. He noted that approval of the College's tuition surcharge amendment would provide \$919,287 to offset some of the shortfall.

The amendments requested of the General Assembly by the College include restoration of the 3 percent educational and general programs operating budget reductions, totaling \$1.1 million; restoration of general fund support for the applied science program, \$214,930; and improvements to the underground utility systems, \$480,000.

The top three priority capital outlay requests submitted by the College include: \$2.1 million in general fund revenues and \$750,000 non-general fund revenues for the College's maintenance reserve fund; \$8.7 million for construction of Tercentenary Hall; and \$4.5 million for renovation of James Blair Hall. Among the capital outlay requests from the Virginia Institute of Marine Science/School of Marine Science is \$660,690 for maintenance reserve and \$8.1 million for construction of a Center for Environmental Toxicology.

The Committee on Buildings and Grounds received an update on recent construction from Vice President for Administration and Finance William Merck. The renovation of Washington Hall is 70 percent complete, with occupation expected to begin over the summer. Construction of the Matoaka Lodge is underway, and is scheduled for completion in August. Construction bidding is underway for the College's Child Care Center, which is scheduled to be completed by next fall.

In an update on residence hall construction, Vice President for Student Affairs Samuel Sadler reported that the College will break ground this spring on the new graduate student residence near the law school, and that the undergraduate complex planned adjacent to Yates Hall has been delayed for a year.

Athletic Affairs Committee received a resolution from the Collegewide Fac-

ulty Athletic Policy Advisory Committee requesting that the College consider cutting the number of intercollegiate sports. Currently the College has 25 intercollegiate sports, which is almost twice the number offered at many comparable institutions, said John Conlee, chair of the advisory committee. The resolution, passed unanimously by the committee, said, "Given current and long-term financial realities, the [Committee] recommends that the administration consider reducing the number of teams within the athletic program to a level that is consistent with William and Mary's size and financial resources."

The board's Committee on University Advancement received updates on the progress of the Campaign for the Fourth Century, which has raised a total of \$98 million of its \$150 million goal. Of that total, \$58 million is in cash, with \$40 million in the form of pledges.

Board members also heard reports on the campus impact of the economy and the Persian Gulf war from Dean of Students Carol Disque. She said that the student affairs offices are focusing on four key areas: enabling students to explore their ideas; providing programs that give students a variety of physical, intellectual and emotional outlets; presenting skill building opportunities and helping students get accurate information on what's happening in the Persian Gulf and at home.

In a report on the alcohol scene on campus, Associate Dean of Student Affairs Kenneth Smith said that the results of two student surveys on drinking con-

firming that a majority of students have some experience with alcohol prior to college, which closely resembles results of surveys of college students nationwide. He said the College has instituted a number of programs that address alcohol use, including residence hall programs, weekly seminars on party management, and Alcohol Awareness Week, which was chosen as one of six winners in a national competition. Smith said the College would use the \$1,000 prize money to develop more alcohol education programs on campus.

Appointments to fill vacancies on the instructional faculty include: Peter A. Alces, professor of law; and Michael J. Gerhardt, associate professor of law. Appointed to the professional faculty are Charles A. McFadden, library director, School of Marine Science/Virginia Institute of Marine Science; Kathi A. Mestayer,

associate director of corporate and foundation relations; Rosalyn Victoria Queman, director of the Learning Resource Center, School of Education; and Terry Jo Whitson, associate director of corporate and foundation relations.

Faculty members receiving tenure and promotions from assistant to associate professor include: Christopher J. Abelt, Department of Chemistry; Julia K. Brazelton, School of Business Administration; Lewis Cohen, Department of Fine Arts; Susan V. Donaldson, Department of English; Tomoko Hamada, Department of Anthropology; Henry W. Hart, Department of English; and John S. Strong, School of Business Administration. Tenure also was granted to John Boschen, associate professor, School of Business Administration; and James M. Patton, associate professor, School of Education.

Policy On Sexual Harassment Adopted

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deliberations is sent to the complainant and to the accused.

When the matter has been resolved, the dean or other senior level administrator informs the Chair of the final outcome of the complaint. The Chair advises the complainant and the accused.

The written complaint and the statement of findings and recommendations are maintained by the dean or other senior level administrator involved for a period of five years from the date received. These records may be considered in the event that other formal complaints are filed against the same individual during that period.

Issued by the President on February 4, 1991

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

1983 Nissan 200SX. Runs like a top! AC, electric windows and mirrors, cruise control, voice+display warning system, 94,000 miles. Owner must sell! \$2,700—will consider any reasonable offer. (2/20)

1988 white Acura Integra, air, cruise control, sunroof, AM/FM stereo radio and cassette. Excellent condition. Call after 5 p.m., 887-5402. (2/20)

Townhouse/Skiffes Creek Terrace, 3-BR, 2-1/2 baths, fireplace and all appliances; large eat-in kitchen with bay window; end unit with deck and privacy fence. \$79,500. Call Cindy at 887-0117, leave message. (2/13)

Two orange swivel rockers, round colonial style kitchen table with four high back chairs. Call 565-2035 after 5 p.m. (2/13)

Peugeot 12-speed bicycle, great condition. \$95 or best offer. Call 220-6619. (2/6)

FOR RENT

Furnished room in townhouse five minutes from College. Washer/dryer, microwave, etc. Female, non-smoker. \$250 + utilities. Call after 5 p.m., 887-5402. (2/20)

1-BR with full house privileges in small colonial home on 3/4 acre, less than 2 miles from restored area. Fully equipped kitchen with microwave;

washer/dryer; fireplace; air-conditioned. Prefer female non-smoker. \$250-\$300 (utilities negotiable). Call 229-7963. (2/20)

Outer Banks family vacation home (north of Duck): 5-BR, sleeps 12. Three tiled full baths (two whirlpools). Central AC, heat, microwave, dishwasher, washer/dryer, TV, VCR. No smoking or pets. Excellent ocean view, 150 yd. to beach, tennis (amenity). \$1,050/week. Call 221-3889. (2/20)

Patriot Condo: All appliances, fireplace. 2-1/2 miles from campus. Ideal for grad students or couple. \$450 month rent, or approximately \$550 month owner-financed purchase option. Call 229-4461. (2/13)

Seeking exceptionally nice people to rent 3-BR home in Powhatan Shores. \$625 per month. No pets. Call 564-3011 after 6 p.m. (2/6)

One, two or 3-BR (furnished or unfurnished) and full house privileges. Executive home, gorgeous setting, furnished, storage, everything provided (appliances, dishes, TV, VCR, gas grill, firewood, etc.), 2-car garage. \$195 to \$295 (negotiable) plus share utilities; individuals or families. Call 220-8349 ('85 grad). (2/6)

WANTED

Academic seeks ride to Univ. of Virginia library.

Petition Urges Food Service To Use China

Alexandra Scott, a member of the Campus Conservation Coalition, has drafted a petition to get china service at the Market Place.

Presently Marriott is in negotiations to reintroduce styrofoam after using paper for one year. Although the move to styrofoam does contain a provision for recycling, Scott has raised the issue of environmental hazards in styrofoam recycling and is urging campus support of a move back to reusable china service which would, however, necessitate the installation of a dishwashing system in the Market Place.

Those who would like to sign the petition, which will be presented to Vice President for Student Affairs Sam Sadler, may do so at the CCC table in the lobby of the Campus Center through Friday, Feb. 8 from 4:30 to 7:30 p.m.

In the fall of 1989 Marriott stopped using styrofoam products in the Market Place and began using paper products because of pressure from student environmental groups. During the fall semester of 1990, the Marriott Company was reviewed by a student/faculty committee and asked to reduce their waste output by 30 percent. To achieve this Marriott is considering use of styrofoam and a recycling program.

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, Feb. 8, unless otherwise noted. Postmarks will not be honored.

Fiscal Technician (unclassified)—\$7.76 per hour. Approximately 25 hours per week. #H208. Location: Computer Center

Fiscal Technician Senior (unclassified)—\$9.27 per hour. Approximately 10 hours per week. (Note: the number of hours was incorrectly listed last week.) #H166. Location: Law School.

EMPLOYMENT

Accountant (Grade 9)—Entry salary \$21,079. #H617. Location: CEBAF (Newport News).

Institutional Health Director (Grade 20)—Entry salary \$56,168-\$85,759. #227. Location: Student Health Services. Deadline: March 22.

Assistant Director Development and Alumni Affairs

The Marshall-Wythe School of Law seeks energetic professional to fill new position. Responsibilities include management of the Law School Annual Fund Program; special events planning for law alumni and coordination of alumni relations board; production of law school publications. Candidates should have prior experience with development and/or alumni affairs. Experience with publications helpful. Excellent verbal, written, and interpersonal communication skills a must. Moderate travel. An advanced degree or an equivalent combination of experience and education is required. Salary low to mid-20s. The review of applications will begin on Feb. 14; search will continue until applicant is selected. Send cover letter, resume, and a list of three references to Deborah S. Vick, Associate Dean for Development and Alumni Affairs, The College of William and Mary, Marshall-Wythe School of Law, Williamsburg, VA 23185.

The College of William and Mary is an EO/AA employer.

CALENDAR

Campus

Wednesday, Feb. 6

Women in 20th-Century Europe Film: "Therese," Botetourt Theatre, Swem Library, 7 p.m.

Ondeckoza: Demon Drummers of Japan, PBK, 7 p.m. Suggested donation: \$5.

Basketball vs. George Mason, W&M Hall, women, 5 p.m.; men, 7:30 p.m.

Thursday, Feb. 7

Town & Gown Luncheon: Theodore Gill, former president, San Francisco Theological Seminary. Sponsored jointly with Williamsburg Presbyterian Church. CC ballroom, 12:15 p.m.

Student Pugwash: discussion of Persian Gulf war, CC, room E, 5 p.m.

Black History Month Program: Songs, readings and skits by the "Ebony Expressions" student gospel choir, CC, Little Theatre, 7:30 p.m. Free.

Friday, Feb. 8

Physics Colloquium: "Radiative Muon Capture in Hydrogen" by Dr. Marvin Blecher, Virginia Polytechnic Institute and State Univ., Small 109, 4 p.m. (Coffee: Small 123, 3:30 p.m.)

Psychology colloquium, "Love" by Constance Pilkington, associate professor; Millington 211, 4 p.m. (Refreshments at 3:30 p.m., Millington 232).

Temple Beth El service: Shabbat Evening Service led by Sarah Krakauer with Oneg Shabbat to follow service, 7:30 p.m.

Black History Month Program: Speaker: Barbara Reynolds, "Inquiry" Editor, *USA Today*, CC ballroom, 8 p.m. Free.

Saturday, Feb. 9

George Graham Lecture in Reading: one-day conference sponsored by School of Education, W&M and UVA. Principal address: "Variations in Children's Concepts of Language, Sound Patterns, Grammatical Structure and Spelling" by Dr. Charles Read, professor of linguistics and associate dean, Univ. of Wisconsin at Madison, CC ballroom, 9:45 a.m. Registration \$35.

Men's Gymnastics, Alumni Weekend, W&M Hall, 2 p.m.

Performance: Virginia Repertory Dance Company of James Madison Univ., Adair studio, 4 p.m. (Preceded by master class in advanced modern technique taught by Prof. Kate Trammell of JMU, 1:30 p.m. For additional information, call ext. 12785, 12786 or 12782.)

Sunday, Feb. 10

Wrestling vs. Virginia Tech, W&M Hall, 1 p.m.

Ewell Concert Series Maria Bachmann, violinist, Ewell Recital Hall, 8 p.m. Tickets at door. Admission: \$2, free with W&M student ID.

Monday, Feb. 11

Box office opens for season ticket holders for "Six Characters In Search Of An Author," Feb. 12 for general public. Call ext. 12674 during box office hours: Mon.-Fri., 1 to 6 p.m.; Sat., 1 to 4 p.m.

Italian Cinema: "La Strada," Fellini (1954), Botetourt Theatre, Swem Library, 2 p.m. and 7 p.m. Free.

Tuesday, Feb. 12

Lincoln's Birthday

Art Class for 3rd through 5th graders (co-sponsored by Muscarelle Museum and Williamsburg Regional Library): "Look Ma, No Brush," Muscarelle Museum, 4:30 to 6 p.m. Pre-registration required, fee \$6. Call 221-2703 or 229-7646.

Women's studies lecture: "The 'Problem' of Equality" by Virginia Kerns, associate professor of anthropology, Tucker 120, 7:30 p.m.

Harrison Chair Lecture: "Felix Frankfurter and William O Douglas: Some Reevaluations—The Failure of Felix Frankfurter," by Melvin I. Urofsky, PBK, Dodge Room, 8 p.m.

Wednesday, Feb. 13

Ash Wednesday

VIMS seminar: "Coastal Storms and Dynamic Response," W&M men's Hall, 3 p.m.

Women in 20th-Century Europe Film: "Madchen in Uniform," Botetourt Theatre, Swem Library, 7 p.m.

Men's Basketball vs. American Univ., W&M Hall, 7:30 p.m.

Thursday, February 14

Valentine's Day

Town & Gown Luncheon: "Are We Going To Trash—But Not Waste?" by Jennifer Privitt, JCC recycling and beautification coordinator; and Kurt Rapelje, W&M Recycling Organization. CC ballroom, 12:15 p.m.

Student Pugwash, CC, room E, 5 p.m.

Premiere Theatre: a program of original one-act plays, student-written, acted and directed; Studio Theater, 8:15 p.m. No charge.

Friday, February 15

Psychology colloquium, "Adolescent Sex Offenders" by Michael Ito, director of psychology, Eastern State Hospital; Millington 211, 4 p.m. (Refreshments at 3:30 p.m., Millington 232).

Temple Beth El service: Shabbat Evening Service led by religious school students in grades 4, 5, 6 and 7 with Oneg Shabbat to follow the service, 7:30 p.m.

Black History Month Program: Speaker: Roger Guenveur Smith, "Frederick Douglass Now," CC ballroom, 8 p.m. Free.

Premiere Theatre: a program of original one-act plays, student-written, acted and directed; Studio Theater, 8:15 p.m. No charge.

Saturday, February 16

Temple Beth El service: Shabbat Morning Service: Leaders Sylvia Scholnick and Shomer Zwelling with Torah discussion by Ed Remler.

Men's Tennis vs. U.S. Military Academy, Center Court, Newport News, 1:30 p.m.

Women's Basketball vs. East Carolina Univ., W&M Hall, 2 p.m.

Premiere Theatre: a program of original one-act plays, student-written, acted and directed; Studio Theater, 8:15 p.m. No charge.

Sunday, February 17

Men's Gymnastics vs. Kent State and James Madison, W&M Hall, 12:30 p.m.

Women's Gymnastics vs. North Carolina State, W&M Hall, 12:30 p.m.

Monday, February 18

MOST (Mathematics Organization for Students): guest speaker Robert Cavaliere '76 of Wyatt Co. of Washington, D.C., Small 109, 5 p.m.

Italian Cinema: "Uccellacci E Uccellini" (The Hawks and The Sparrows), Pasolini (1964), Botetourt Theatre, Swem Library, 2 and 7 p.m. Free.

Women's Basketball vs. UNC-Wilmington, W&M Hall, 7:30 p.m.

Tuesday, February 19

IEAHC Colloquium: "A Sort of Republic": The Kahnawake Iroquois and Free Trade in an Age of Imperial Competition" by Gretchen Green, IEAHC Library, 7:30 p.m.

Distinguished public lecture: "Culture's Role in U.S.-Japan Trade Frictions" by Robert J. Smith, Goldwin Smith Professor of Anthropology, Cornell Univ., Rogers 100, 7:30 p.m. For information, call ext. 11060.

Women's studies lecture: "The Inclining Significance of Gender: Politics and Bodies" by Njeri Jackson, political science department, VCU, Tucker 120, 7:30 p.m.

Wednesday, February 20

Women in 20th-Century Europe Film: "Rosa Luxembourg," Botetourt Theatre, Swem Library, 7 p.m.

Wrestling vs. ODU, W&M Hall, 7:30 p.m.

Thursday, February 21

"Third Thursday" discussion on exhibition "Collection Highlights," Muscarelle Museum, 9:30 to 10:30 a.m. Free.

Town & Gown Luncheon: "The GDR: Legacy and Dilemma" by Elsa Diduk, professor of modern languages emerita, CC ballroom, 12:15 p.m.

W&M Flying Club (first meeting), Morton 39, 7 p.m. For information, call 229-7330.

W&M Theatre: "Six Characters In Search Of An Author," PBK, 8:15 p.m.

Friday, February 22

George Washington's Birthday

Temple Beth El service: Shabbat Evening Service and Purim Celebration. Leader: Sylvia Scholnick, Magillah reading by Rob Kaplan, Purim Songfest with David Gussman with Oneg Shabbat to follow.

Black History Month Program: Speaker: Dr. Samuel Proctor, Martin Luther King Jr. Professor Emeritus, Rutgers Univ., CC

ballroom, 8 p.m. Free.

W&M Theatre: "Six Characters In Search Of An Author," PBK, 8:15 p.m.

Saturday, February 23

Men's Tennis vs. Wake Forest, Center Court, Newport News, 1:30 p.m.

Basketball vs. Univ. of Richmond, W&M Hall, women, 5 p.m.; men, 7:30 p.m.

W&M Theatre: "Six Characters In Search Of An Author," PBK, 8:15 p.m.

Sunday, February 24

Temple Beth El service: Religion school Purim Study 7 Celebration.

Men's Tennis vs. Christopher Newport, Center Court, Newport News, 11:00 a.m.

Women's Tennis vs. Univ. of North Carolina, TBA.

12th Annual Anheuser-Busch Colonial Half Marathon and 5K Fun Run, W&M Hall Hall, 1 p.m. Awards, W&M Hall Hall, 3:30 p.m. (For information or registration details, call 229-3362).

W&M Theatre: "Six Characters In Search Of An Author," PBK, 2 p.m.

Music at the Muscarelle, 4 p.m.

Monday, Feb. 25

Italian Cinema: "Sedotta E Abbandonata" (Seduced and Abandoned) Germi (1964), Botetourt Theatre, Swem Library, 2 p.m. and 7 p.m. Free.

Tuesday, Feb. 26

Women's studies film: "Still Killing Us Softly" Tucker 120, 7:30 p.m.

Concert: Capriole with Max van Egmond, bass baritone, Ewell Recital Hall, 8 p.m. Tickets \$25; call 220-1248.

Harrison Chair Lecture: "Felix Frankfurter and William O Douglas: Some Reevaluations;" "William O. Douglas As Common Law Judge," PBK, Dodge Room, 8 p.m. (final in series).

Exhibits

Muscarelle Museum

(Through March 17)

"György Kádár: Survivor of Death, Witness to Life"

(Through Feb. 17)

"Contemporary Abstract Painting: Resnick, Reed, Laufer & Moore"

(On-going)

"Collection Highlights"

Andrews Gallery

(Feb. 11 through March 21)

Ceramics by Barbara Diduk

William White, paintings

Zollinger Museum

(Through Feb. 28)

Civil War papers of Richard S. Thompson, union officer

Wednesday, February 27

Baseball vs. VMI, W&M baseball field, 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, Thursdays, 7:30 p.m. room 104, Williamsburg United Methodist Church.

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

Colonial Williamsburg

Wren Chapel Recital: organ recital of 18th-century music, Wren Chapel, College of W&M, every Saturday in Feb., 11 a.m.

DeWitt Wallace Decorative Arts Gallery

Exhibits: "The Hennage Collection of American Antiques," 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.

Main Gallery, Ascending Gallery and Colin Park Gallery: **Exhibitions:** "Retrospect of A.B. Jackson," Ampofo-Anti and Greg Henry, Hampton Univ. faculty, Feb. 3 through 28. **Program:** "Storytelling: Afro-American Culture," Dylan Pritchell, Feb. 10, 2 p.m..

Jamestown Settlement

Exhibit: "To Lead and To Serve: American Indian Education at Hampton Institute, 1878-1923." Lectures on exhibit, Williamsburg Regional Library, Feb. 8 and March 1, 8 p.m.

For information, call 229-1607.

Hours: Daily 9 a.m.-5 p.m. (During January and February outdoor exhibits are closed.) Admission \$6.50 adults, \$3 children.

20th Century Art Gallery

Pen-and-ink drawings of English country houses and garden landscapes by Will William, architect, and Kent Brinkley, landscape architect with CW, through March 2. **Hours:** 11 a.m. to 5 p.m. Tuesday through Saturday; noon to 5 p.m., Sunday.

Virginia Symphony

Concert: Robert Henderson, guest conductor; Andre-Michel Schub, pianist; Feb. 8 and 9, Chrysler Hall, Norfolk, 8:30 p.m.; Feb. 10, Ogden Hall, Hampton, 3 p.m. Ticket information: 380-0040 (Peninsula), 623-2310 (Southside), 640-8322 (evenings) **Concert:** Luke Douglas Sellers conducting; Guest performer, Maureen McGovern, "The Coloratura Jazz Singer;" Feb. 16, Willett Hall, Portsmouth, 8 p.m. (ticket information for this performance: 393-5144); Feb. 16, Ogden Hall, Hampton, 8 p.m. **Dance Series:** Richmond Ballet, Feb. 23, Chrysler Hall, 8 p.m.

Yorktown Victory Center

Exhibit: "Threads of History," an exhibit of tapestries opened Feb. 1.

For information, call 877-1776.

Sunday, February 10

Black History Month

"Camp Logan," World War I drama based on the Houston mutiny and the hanging of 19 Black soldiers in Texas, will be presented at as a special event for Black History Month, sponsored by Fort Monroe Community Activities office; Fort Monroe Post Theater, 4 p.m. Tickets are \$8 for adults; \$5 for children 12 and under. For more information call SFC Pannell at 727-3363.

Williamsburg Unitarian Universalists

Lecture (one in a series of monthly forums): "The U.S.S.R. in Transition" by Gilbert H. McArthur, associate professor of history. Clara Byrd Baker School, 3131 Ironbound Road, 9:45 a.m. Weekly service will follow at 11 a.m. For further information, call 220-6830.

Tuesday, February 12

Chamber Music Society of Williamsburg

Concert: Cavani String Quartet, WRL, 8 p.m. For information and reservations, call 229-0241.

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

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