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A WEEKLY NEWSPAPER FOR FACULTY, STUDENTS AND STAFF

NEWS

VOLUME XXI, NUMBER 16 • WEDNESDAY, JANUARY 22, 1992

Ambassador Postpones Town & Gown Talk

Due to the impending visit of Russian President Boris Yeltsin, Edward R. Malayan, counselor for bilateral affairs at the Embassy of the Russian Federation, has postponed his scheduled talk at the Town & Gown luncheon Thursday. Malayan will speak Feb. 13 on "The Russian Transition."

The speaker Thursday will be Peter A. Goring, a consultant on American business opportunities in Russia.

For more information, call ext. 12640.

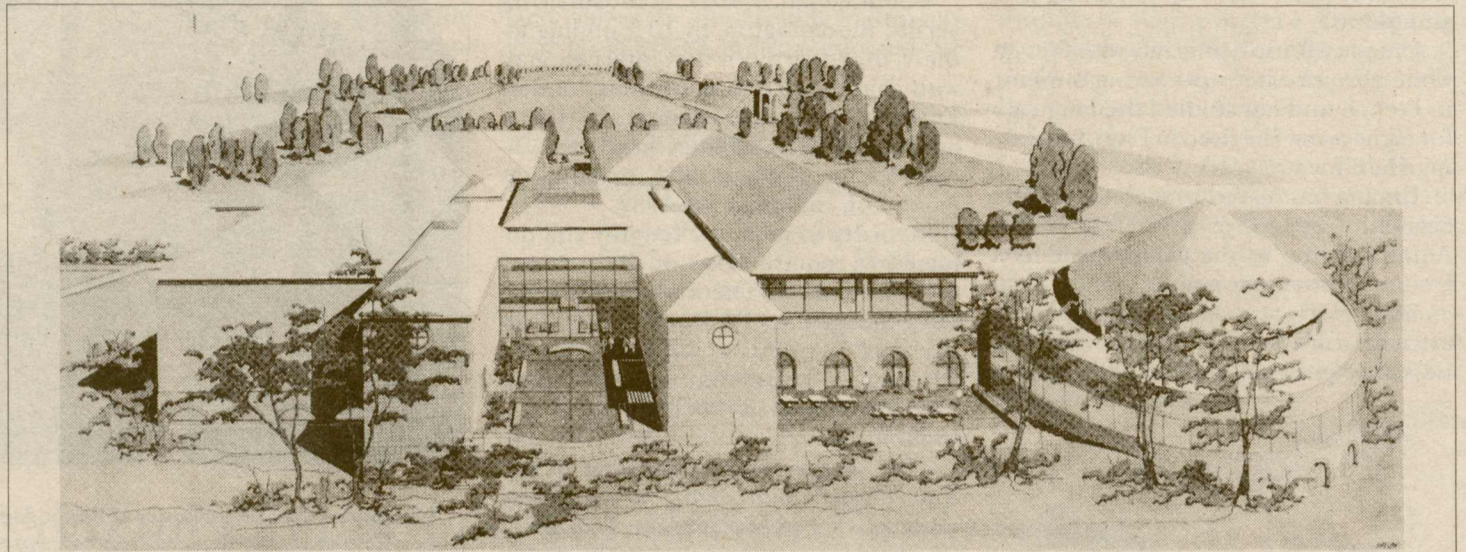
Farewell Reception For Wendy Baker

The Office of Undergraduate Admission cordially invites the faculty and staff to a farewell reception for Wendy Baker from 4 to 6 p.m., Friday, Jan. 31 in the Admission Office lobby of Blow Memorial Hall.

Baker and her family are relocating to Connecticut where her husband, Grant Healy, has accepted a development position at Hotchkiss School.

Application Deadline For Minor Research Grants Jan. 30

Application for minor research grants are due Jan. 30. Students as well as faculty and staff are eligible for these grants which carry a maximum of \$500 for projects. Applications are available in the Grants Office, 201 James Blair, or call ext. 14563 and request one through campus mail.



Work To Begin On University Center

Construction will begin Feb. 3 on the University Center, which came in about \$2 million below cost estimates.

Early estimates placed construction of the building at about \$11 million, but the lowest bid was about \$9.1 million. With the lower construction costs, the total price tag for the center, including design, will be about \$11.1 million.

One dozen contractors offered bids on the project on Dec. 19. College officials were pleased to discover that the bids were far below the projections developed prior to the recession.

"The recession obviously had an impact. It was a very favorable bid market," said Samuel W. Sadler, vice president for student affairs. The low bids meant the College was able to completely finish an area on the lower level which was originally scheduled to be excavated, but not completed. The area will be used in the catering and food service operation.

The lowest bid came from Donohoe Construction Co. of Glen Allen. Once construction starts, Donohoe will have 600 days to complete the project.

The three-story structure is being built at the southern end of Zable Stadium, across from the King Health Center. About half of parking spaces in the lot adjacent to the site will be lost to construction this semester. The main stadium parking lot will be reconfigured later this summer and, with other parking additions in the area, there will be a net gain in the number of spaces.

Other than the temporary reduction in parking spaces, students and faculty should see little impact from the project. Sadler said roads around the site will remain open and construction vehicles will enter the site from behind the stadium.

In addition to the food service and catering areas on the lower level, there

will be a new post office that will offer a larger number of student mail boxes and other customer services. There will also be a games area, an auxiliary bookstore and some retail space.

The University Center's ground floor will house the third major food service facility on campus, with dining space for 450 persons. The Commons and the Marketplace will remain open even after the University Center starts operations in late 1993 or early 1994.

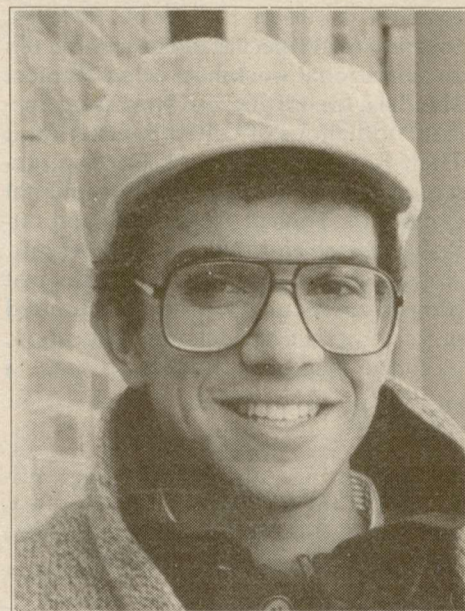
Also on the ground floor will be a 500-seat theatre, meeting rooms, a study room, offices and an enclosed courtyard. There will also be a large main lounge, which Sadler predicts will become "the living room of the campus."

The upper floor will hold a 4,000-square-foot hall (about equal to the space in the Campus Center ballroom), and a 6,000-square-foot hall (about the same as Trinkle Hall).

REMINDERS

*A Collegewide
Farewell Reception
for
President Verkuil
will be held
from 3:30 to 5 p.m.
Monday, Feb. 3 at
The Wendy and
Emery Reves Center
for International
Studies*

Stambler Awarded Rotary Scholarship To Study In Spain



Douglas Stambler

Douglas Stambler, a senior history major, has been selected as a recipient of a Rotary International Ambassadorial Scholarship for the 1992-93 academic year. He is sponsored by the Williamsburg Rotary Club.

Stambler will take graduate courses in history, Spanish, music and art at the University of Salamanca in Spain.

A Connecticut native, Douglas transferred to William and Mary from Michigan State University for the spring 1990 semester. He has remained on the Dean's List since his arrival, and was recently inducted into Phi Alpha Theta, the history honor society.

During his first semester at William and Mary, Stambler co-founded the a cappella singing group, Gentlemen of the College. He served as manager for one and a half years and continues to sing with the group. Stambler also worked as a three-time Orientation Assistant for

freshman and transfer students. He is president of the Hillel Student Organization and teaches Hebrew School at Temple Beth El, leads group singing and prayer services and is an active participant on the Interfaith Council.

Stambler says that he is excited about going to Spain and Europe because he will "finally see the people and places that I've studied and encountered in class." He plans to pursue graduate studies in history in preparation for a career in teaching.

The Rotary International program is aimed at world understanding and peace through international charitable and educational programs.

Rotary scholarships are granted each year to second-semester juniors for study abroad after graduation.

James N. McCord, associate professor

CONTINUED ON PAGE 2.

NEWS

PAGE 6

STUDENTS

PAGE 2

ALUMNI

PAGE 3

Dr. Martin Luther King Jr.
Remembered

Fraternity Gets
National Charter

Alumni Return For
Career Exploration Day
Saturday In Morton Hall

NEWSMAKERS

Business Students Receive Honors

Overseas Internships, Arthur Carter Scholarship Awarded

Junior accounting majors Laura Norton and Josephine Umana are in Europe this semester participating in the KPMG Peat Marwick International Internship Program.

Norton is in Schwabisch Hall in southern Germany, and Umana is in Neuilly-sur-Seine, outside of Paris.

Norton, who has been studying German for three years, is fluent in the language. She transferred to William and Mary from Marshall University and has been an active member of the campus community as a member of Alpha Chi Omega sorority. She enjoys playing golf and tennis.

Umana will use her facility with French while abroad. She is preparing a minor in French and has studied the language for eight years. She lived in French-speaking Haiti for two years.

Umana has served as secretary of the Student Council, as a Society of the Alumni liaison to the College and as a freshman orientation aide.

Both Norton and Umana are interested in careers in international business after graduation. Umana is also in-

terested in working toward an MBA and becoming a CPA.

Kolonoski Wins Carter Scholarship

Melissa Kolonoski, a senior, has been awarded a \$2,500 Arthur Carter scholar-

ship by the American Accounting Association. Kolonoski is an accounting major and this year serves as president of the Wayne F. Gibbs Accounting Society. During the semester break she was an intern with Arthur Andersen & Co. in

Washington, D.C.; after graduation in May she will be working at the accounting firm full-time.

Kolonoski has received numerous awards and is a National Merit Scholarship winner.

Kappa Alpha Psi Fraternity Receives National Charter

Kappa Alpha Psi fraternity at the College, a fraternity that stresses achievement in academics and community service, has received its national charter, establishing Xi Theta chapter.

Founded Jan. 5, 1911, at Indiana University, Bloomington, by 10 founding fathers, the fraternity is now international, with chapters across the country and in Europe. It recently celebrated its 81st anniversary. The chapter here was officially founded in Jan. 1992. A colony has existed on campus since 1989.

In order to meet the lengthy and demanding requirements of the national organization, Xi Theta members originally pledged at Old Dominion University. Neill Wright, a senior, serves as Polemarch, or president, of the chapter. Vice Polemarch is Michael Tomlin, a sophomore.

One of the service programs of the fraternity is "Guide Right," which targets underprivileged African-American males who have no role models. Locally, fraternity members have an active program underway at Matthew Whaley Elementary School. Each Saturday morning fraternity members work individually and in groups with 19 students, helping them with their studies and enhancing their knowledge of black history.

The local chapter is also planning a



Members of Xi Theta chapter of Kappa Alpha Psi pose with their new national charter. With them is Kenneth E. Smith Jr., associate vice president for student affairs, student activities, who provided assistance to the students throughout the application procedure. Pictured from left to right: Daryl Taylor, Michael Tomlin, Neill Wright, Reginald White, Smith and Matt Brandon.

special program Feb. 15 in celebration of African-American History Month.

Charter members of Xi Theta chapter include the following: Troy Mathews, Todd Lee, Reginald White, Erick Elliott,

Derrick Cooke, James Blocker, Matthew Brandon, Daryl Taylor, Adrian Rich, Neill Wright, Robert Green, David Starks, Marcus Jackson, Eric Lambert, Jamal Jones and Michael Tomlin.



Gift To Career Services

Stanley E. Brown, director of Career Services, is shown above accepting a check for \$2,000 from Household International. The presentation was made by Susan Lauck of the Household Finance Corporation of Chesapeake, Va.

The money will be used to support a project that will be of assistance to students, Brown said.

Rotary Scholar

CONTINUED FROM PAGE 1.

of history, is chairman of the Williamsburg Rotary Club committee, which sponsored Stambler's application. Students interested in the program may obtain application forms from Ronald St. Onge, acting associate director of programs abroad and international studies at the Reves Center, ext. 13590; or Joel Schwartz, director, Charles Center for Honors and Interdisciplinary Studies, ext. 12460.

Viola J. Willis

Viola J. Willis, 73, who retired in 1980 after 30 years of service at the College, died Friday, Jan. 17. She was a member of the housekeeping staff and worked in Swem Library for many years.

She was a member of St. John Baptist Church, where she was a member of the Busy Bee Club and former treasurer.

She is survived by her husband, Charlie Willis Sr.; three daughters, Verma Lewis of Seaford, Alberta Taliaferro of Newport News and Shuryl Powell of Grafton; two stepdaughters, Freida Willis and Dorothy Miller, both of Detroit; a stepson, Charlie Willis Jr. of Detroit; a sister, Myrtle Wallace of Williamsburg; 25 grandchildren and 24 great-grandchildren.

Funeral services will be held at 4:15 p.m. today by Dr. Solomon Wesley at St. John Baptist Church. Burial will be in the church cemetery.

Departments

Biology

Professor **Bruce Grant** has been elected by the general membership of the American Genetic Association to the Council, the society's governing board. His three-year term begins this month. The organization publishes the *Journal of Heredity*, and a primary responsibility of the Council is to elect the editorial board. Previously, Grant served a five-year term as an associate editor of the journal.

Kinesiology

Steven M. Haynie, assistant professor of kinesiology, recently attended the meeting of the Virginia Association of Health, Physical Education, Recreation and Dance, VAHPERD, held in Charlottesville, Dec. 6-8. Haynie served on a panel that discussed the topic "The Role of the Faculty Advisor to Major's Clubs."

Psychology

Professor **E. Rae Harcum** has been elected a Fellow of the American Psychological Society.

School of Education

James M. Patton, associate dean and associate professor, and **Joy N. Baytops**, coordinator, Project Mandala, conducted an invitational workshop titled "Project Mandala: Identifying and Nurturing Special Populations of Gifted Learners and Their Families." This workshop was presented at the Council for Exceptional Children's Topical Conference on At-Risk Children and Youth in New Orleans, Nov. 11. Patton also serves as director of projects for Mandala, a federally funded project in gifted and talented education. Patton has been invited to serve a

three-year term on the National Advisory Board of Project Alliance 2000, a multimillion-dollar federally funded special education project at the University of New Mexico, Albuquerque.

Marshall-Wythe School of Law

James Moliterno, associate professor of law, is the author of "An Analysis of Ethics Teaching in Law Schools: Replacing Lost Benefits of the Apprentice System in the Academic Atmosphere," which was published in 60 *University of Cincinnati Law Review* 83.

Recent Grants

Anthropology

Blanton, Dennis B., co-director/research, and **Donald W. Linebaugh**, co-director/administration, "Archaeological Resource Overview of the Ash Lawn-Highland Property," Ash Lawn-Highland, \$3,533.

Blanton and Linebaugh, "Additional Phase III Documentation of the Route 629 Bridge over the Mattaponi River," Virginia Department of Transportation, \$1,250.

Blanton and Linebaugh, "Additional Phase II Archaeological Survey and Testing at the Proposed Buena Vista Flood-wall Project," Telemarc, Inc., \$7,258.

Reinhart, Theodore R., professor, "Archaeology in Virginia," Virginia Foundation for the Humanities and Public Policy, \$3,000.

Biology

Byrd, Mitchell A., professor, "Nongame and Endangered Species Investigations," Virginia Power Company, \$6,000.

Guth, Lloyd, research professor, "Models of Spinal Cord Injury for Drug Evaluation," National Institutes of Health, \$312.

Chemistry

Kranbuehl, David E., professor, "Sen-

sor Monitoring-Control and Model Verification of the RTM Process In-Situ During Fabrication," National Aeronautics and Space Administration, \$56,620.

Physics

Benner, D. Chris, research associate professor, "HALOE—Science Investigation," National Aeronautics and Space Administration, \$102,509.

Kishoni, Doron, research scientist senior, "Digital Signal Processing for Quantitative NDE," National Aeronautics and Space Administration, \$91,000.

Swem Library

Deffenbaugh, James T., assistant uni-

versity librarian, and **Kay J. Domine**, university archivist, "Library Materials Preservation," The Charles E. Culpeper Foundation, Inc., \$30,000.

Student Affairs

Sadler, W. Samuel, vice president for student affairs, "Cultural Awareness Week 1991-92," State Council of Higher Education for Virginia, \$1,000.

Student Financial Aid

Irish, Edward P., director of student financial aid, "National Science Scholars Program for 1991-92," U. S. Department of Education, \$2,472.

NOTES

Colson To Speak

"What Is Truth?" will be the topic of a talk at 7 p.m., Monday, Jan. 27 in Trinkle Hall by Charles W. Colson.

Colson was the special counsel to former President Richard M. Nixon and is now president and founder of Prison Fellowship International.

His visit is being sponsored by Campus Crusade.

Faculty Regalia

There will be a representative from Oak Hall Cap and Gown at the College Bookstore from 10 a.m. to 3 p.m., Wednesday, Feb. 19 to display samples and take orders for custom regalia.

Those interested are encouraged to place orders at that time to ensure proper fitting and delivery before commencement.

Hallelujah!

An ecumenical celebration, "Hallelujah! Praise God All You Peoples," will be held at 5:30 p.m., Thursday, Jan. 23 in the Wren Chapel as part of the Week of Prayer for Christian Unity 1992.

Fox-Genovese Book Topic Of Discussion

All are invited to the Women's Studies Book Discussion at noon on Friday, Jan. 24 in the Charles Center Lounge in the basement of Tucker Hall. The book under discussion will be *Feminism Without Illusion* by Elizabeth Fox-Genovese.

Thursday Seminar

James O. Horton, professor of history and American civilization at George Washington University, will speak on "Shades of Color: The Role and Status of Mulattoes in the Antebellum Era," at the Commonwealth Center for the Study of American Culture seminar at 5 p.m., Thursday, Jan. 23 in the Botetourt Theatre, Swem Library.

Language Houses Hold Open Houses Jan. 26

Open Houses will be held Sunday, Jan. 26 in the French, German, Spanish and Italian language houses located in the Randolph Complex.

Applications for residence in the four houses are being accepted through Feb. 7.

For additional information, call ext. 13634.

Greenhouse Volunteers Plant Sale

The Greenhouse Volunteers will sell plants in the auditorium lobby in Millington Hall from 11 a.m. to 1 p.m. on Thursday and Friday, Jan. 23 and 24.

Unique second-semester species will be included.

Proceeds will be added to a scholarship endowment.

Braxton Opens Women's Studies Lunch Series Jan. 29

The Women's Studies brown bag lunch series will begin Wednesday, Jan. 29, noon to 1:15 p.m. The speaker will be Joann Braxton, Francis L. and Edwin L. Cummings Professor of American Studies and professor of English. Her topic will be "What I Learned From the Study of Autobiography by Black American Women."

All sessions will be held in the Charles Center lounge in the basement of Tucker Hall. Drinks and cookies will be provided. All are invited to attend.

The schedule this semester will also include the following speakers:

Wednesday, Feb. 12, noon-1:15 p.m.: Mary Voight, associate professor of anthropology, "Images of Woman From the Ancient Near East."

Thursday, Feb. 27, 12:30-1:45 p.m.: Martha Houle, assistant professor of modern languages, "17th-Century French Love Maps."

Thursday, March 19, 12:30-1:45 p.m.: Chandos Brown, assistant professor of

history, "Abortion and the State in Early America, 1790-1830."

Wednesday, April 1, noon-1:15 p.m.: George Harris, associate professor of philosophy, "Surrogacy, Patriarchy, and Contracts."

Thursday, April 16, 12:30-1:45 p.m.: Gail McEachron-Hirsch, assistant professor of education, "Race and Gender Issues in Self-Esteem Among School-Aged Children and Youth."

On The Waterfront . . .

Sea Grant Seminar Planned For Fishermen

To aid commercial fishermen in improving their vessel safety and to introduce them to different types of safety equipment on the market, the Sea Grant Marine Advisory Programs of the mid-Atlantic are sponsoring "Fishing Vessel Safety, Equipment and Survival Procedures," a free one-day seminar Friday, Feb. 21 at the Ocean City Convention Center in Ocean City, Md. The seminar is part of the 18th annual East Coast Commercial Fishermen's Trade Exposition and is co-sponsored by the American Telephone and Telegraph Co.

For further information call the Mary-

land Watermen's Association in Annapolis at 301-268-7722. Pre-registration deadline is Feb. 14.

U of R Students Assist Catlett Island Cleanup

Oceanography students from the University of Richmond will learn first-hand about some of the threats to the environments they're studying. The class will clear debris from the Catlett Islands National Estuarine Research Reserve, and will be shuttled to and from the islands aboard boats operated by the Virginia

Institute of Marine Science. The cleanup is sponsored by VIMS through the Chesapeake Bay National Estuarine Research Reserve System in Virginia.

Cleanups are held quarterly at the Catlett Islands in Gloucester County, 19 nautical miles upstream from the mouth of the York River. A cleanup in October netted more than 1,000 pounds of jet-sam, much of which was cast overboard by Virginians who boat. The cleanups are part of a volunteer-driven study of the types and seasonal occurrence of garbage on U.S. beaches.

Alumni On Campus For Career Exploration Day Jan. 25

Students will get some valuable insider information from alumni this Saturday at Career Exploration Day.

An international investment banker from New York, a TV news producer from Philadelphia and an occupational therapist/faculty member are among the 60 alumni from all parts of the country who have volunteered to hold informational sessions with students.

The first round of panel discussions begin in Morton Hall at 11 a.m. Presentations will be repeated at 12:15 and 1:15 p.m. All members of the College community are invited to participate. Twenty three-member panels have been set up this year on career fields from accounting to social services.

Alumni volunteer their time and energies for Career Day and many are return contributors. The program is co-sponsored by the Office of Career Services and the Society of the Alumni.

One of the panelists will be Peter B. Trippi '87, a history major who is a research associate at the National Arts Education Research Center in New York. He says his message will be one of cautious optimism. He will tell students that if they want a career in the visual arts they should not listen to the pessimists. "People will tell you teaching is attractive

but it is very competitive, teachers are staying put; museums are trimming their staffs. This is all true but the recession will end. You have to weigh your options. You may need graduate education but it may be better to go out and work for an arts organization or in a gallery or teach at a small college."

Robert H. Trice '68, a government major, says he is going to stress the need for flexibility at the beginning of a career. He will cite his own example. He started out a banker, then became an academician, a government bureaucrat and, for the last ten years, an international businessman. Trice is vice president, business development, for McDonnell Aircraft Co., St. Louis, Mo. Trice will also discuss the basic skills necessary for success in whatever career a student chooses to pursue.

Samuel Barnham, economics '82, an agent for State Farm Insurance, Durham, N.C., says he wants to tell students that one of the things that was stressed to him but one thing he admits he did not fully

appreciate when he was in school, was the importance of basic reading and writing. "I see memos and write memos every day. Communication is the key no matter what kind of business you go into." Barnham will also tell students that while jobs in sales are usually very lucrative, they are not usually given to employees right out of college. Students can expect to do yeoman service with a company before joining the sales force. Companies spend a lot of money training their sales forces and making sure they have the maturity to handle the rejection that is part of the job, he explains.

Barnham will also suggest to students that unless they are headed for a highly technical or specialized field such as medicine where early preparation is essential, they should take courses that interest them, which will suggest career alternatives.

Steve Thode '79, philosophy major, now news producer for WPVI-TV in Philadelphia, says he will tell students how he

CONTINUED ON PAGE 7.

Abortion Debate Set Tomorrow

January 1992 marks the 19th anniversary of the *Roe v. Wade* decision on abortion. The Debate Society is sponsoring a program that will discuss whether the decision will survive to turn 20.

New insights and solutions to the problem of human abortion will be debated at 7:30 p.m., Thursday, Jan. 23 in the Campus Center ballroom.

The pro-choice position will be put forth by Grace Sparks, executive director of Virginia Planned Parenthood in Richmond.

The pro-life position will be advanced by Boston radio host John Rankin, founder of the Ethics of Choice Institute. His studies at Harvard centered on feminist issues and public policy.

The audience Thursday evening will be encouraged to interact with Sparks and Rankin through a question-and-answer period.

For more information, call Daniel Rodgers, president, Debate Society, ext. 16333.

William Barnes To Give Gallery Talk

William D. Barnes, associate professor of fine arts at the College, will give a gallery talk on the special exhibit "Bernard Chaet: Five Decades of Drawing," at 3 p.m., Sunday, Feb. 2 at the Muscarelle Museum.

The Chaet exhibit, currently on display at the Museum, will be up through Feb. 23. As an artist and professor of art at Yale University School of Art, Chaet has emphasized the basic skills of fine draftsmanship coupled with a personal vision of the essence of the subject. The 36 drawings selected for exhibition span

the artist's career, including both figurative and landscape images composed in a variety of media.

Barnes' work is featured in the fourth faculty show, also at the Museum through Feb. 23. Barnes' paintings, drawings and monotypes have been displayed in numerous national and regional invitational and juried exhibitions including, most recently, at the Bowery Gallery and First Street Gallery in New York City, Augustana College in Illinois and the 1991 Juried Exhibition at the Peninsula Fine Arts Center.

Faculty Club to Host Reception In Botetourt Gallery of Swem

The Faculty Club will hold a reception from 5:30 to 6:45 p.m., Thursday, Feb. 6 in the Botetourt Gallery of Swem Library for faculty, members of the Board of Visitors and the Endowment Association.

The cost for refreshments and hors d'oeuvres is \$5, payable at the door.

The reception is planned as a continuing opportunity for increased interaction between the faculty of the College and members of the Board of Visitors and the Board of the Endowment Association.

Procedures Governing Cases of Alleged Sexual Harassment

These are the internal procedures to be used by any member 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 and/or 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 and 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 two students (one graduate, one undergraduate) 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 in the functioning of the university's procedures. 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 shall 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 10 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 the 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 of sexual harassment regarding the formal complaint and resolution procedures governing cases of alleged sexual harassment where a member of the instructional, administrative or professional faculty is a party.

Any member of the university community who believes that she or he is or has been the victim of sexual harass-

ment, 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 10 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 5 days on the committee member's statement of findings.

Within 10 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 of the investigator 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 investigator's initial report, is then transmitted by the chair of the accused's dean or other appropriate 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 deliberations is sent to the complainant and to the accused.

When the matter has been resolved, the accused's 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.

September 16, 1991

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:

- a. submission to such conduct is made explicitly or implicitly a term or condition of work or academic performance, or,
- b. 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,

- c. 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*.

Committee on Sexual Harassment

In accordance with the Procedures Governing Cases of Alleged Sexual Harassment, the following members have been appointed to serve on the Sexual Harassment Committee.

- Jean Scott, Chairman - Acting Associate Provost
 Carol Disque, *Chair pro tempore* - Dean of Students
 Loretta Early - President of Hourly and Classified Employees Association
 Dorothy P. Coleman - Associate Professor of Philosophy
 Deanna L. Kraus-Zeilman - Clinical Psychologist
 Charles O. Matthews, II - Associate Professor of Education
 Terri Dispenziere - Graduate Student Representative
 Deanne Kesack - Student Association Representative

Adopted by the Board of Visitors on February 1, 1991

Policy and Procedures Affecting Consensual Amorous Relationships

Policy

The appearance of a compromising conflict of interest, or of coercion, favoritism or bias in educational or academic evaluation is prejudicial to the interests of the College of William and Mary, its members, and the public interest which it serves. Amorous relations between faculty members and students with whom they also have an academic evaluative role create such an appearance, even where the relationship is genuinely consensual. Such relationships are particularly susceptible to exploitation. The respect and trust accorded a professor by a student, as well as the power exercised by the professor in an academic or evaluative role, make voluntary consent by

the student suspect. Even when both parties initially have consented, the development of such a relationship renders both the faculty member and the institution vulnerable to possible later allegations of sexual harassment in light of the significant power differential that exists between faculty and students.

Therefore, faculty members are advised against participating in amorous relationships with students enrolled in their classes or with students whom they otherwise evaluate, grade, or supervise. Similarly, faculty members should avoid situations requiring them to evaluate, grade, or supervise students with whom they currently have an amorous relationship. Whenever such a situation arises or is foreseen, the faculty member shall report the

situation promptly and seek advice and counsel from an appropriate administrative superior. That superior shall take effective steps to insure unbiased supervision or evaluation of the student.

For purposes of this policy, "faculty" shall include all full- or part-time college personnel who teach or carry out research, including graduate students and administrators with faculty status. Evaluative situations may include, but are not limited to, supervising instruction; evaluating academic performance; or serving on committees for awards, prizes, or thesis supervision.

Procedures

Members of the university community who believe themselves to be affected adversely by a violation of this

policy may initiate a complaint with the appropriate dean. A complaint alleging that a dean or other academic administrator has violated this policy may be filed with the provost or other appropriate administrative authority. Complaints must be filed within 10 calendar days of the time at which the complainant becomes aware of the adverse effect of an alleged violation of this policy, but not more than four years after the alleged violation.

Failure to comply with the foregoing policy shall be handled in accordance with the provisions for handling allegations of misconduct described in the *Faculty Handbook*, including the procedural guarantees therein outlined.

Adopted by the Board of Visitors, June 28, 1991

Outside and Overload Employment Policies and Procedures

Contract provisions state that additional employment undertaken for remuneration by members of the instructional, administrative and professional faculty on full-time appointments be approved in writing by the President or, as has been the customary delegation, by the Provost. Such work undertaken by faculty on academic year contracts during the summer vacation is not included; but anything done during the academic year, or during the contract year for those on 12-month contracts, which implies more than a single and comparatively small honorarium, should properly be reported.

Approval for outside and overload employment must be sought in advance of the beginning date of the commitment, with enough time allowed so that the petition may be transmitted through the various stages of the process described below. A separate petition must be submitted for each identifiably distinct outside assignment. In the case of assignments with an open duration, **a new petition for approval must be submitted at least annually**. Also, if the nature of the assignment significantly changes or increases after an approval is given, another petition should be submitted.

The form used to seek the approvals required is available in the deans' offices or the Office of the Provost. Endorsement signatures should be sought from the department chair (in Arts & Sciences); from the dean; or, for administrative positions, from the appropriate supervisor(s), before the form is sent to the Office of the Provost for approval. Copies of approved petition forms are sent to the petitioner and to those who have endorsed the request.

Approval of a petition for outside employment is given with the understanding that such an additional com-

mitment will not impair the primary obligation of the faculty member to teaching and research, or to assigned duties in the case of administrators. It is understood also that the work to be undertaken will be **professionally appropriate and not subject to any accusation of conflict of interest**. Any doubt on any of these points should be carefully discussed with department chair and/or deans and supervisor(s) before the petition is submitted. Differences of opinion on the amount, the appropriateness, or the propriety of outside commitments should be referred to the Office of the Provost.

Revised 10/1/91

Judge Jamison Gives Keynote Address

Martin Luther King Achievement Award Given To Local Restaurateur

Birdie Hairston Jamison BBA '79, J.D. '82, currently Judge, General District Court, City of Richmond, was the keynote speaker for the Martin Luther King Jr. memorial program held in the Campus Center ballroom at noon on Monday.

Judge Jamison recalled the accomplishments of Dr. King's life and asked her audience what could be done to further his goals.

"Dr. King adopted a social policy of non-violent protest, walking in the footsteps of Thoreau and Gandhi," said Jamison.

"He provided a springboard for us all. This year how will we celebrate Dr. Martin Luther King Jr.'s birthday? Will we see more economic setbacks and layoffs, or will we see political decision, encouraging the concept of Dr. Martin Luther King Jr.'s dream? Or will we plunge even

further into the violence and crime that is plaguing our country?

"Will 1992 be the year for an upsurge in support for David Duke and what he actually stands for? What has happened to Martin Luther King's dream? Why can't we accept each other as equals?"

"Celebrating Martin Luther King's birthday for one day will not make a change, but we can begin on this day to make change. Again I say, what will you do this year to celebrate Dr. Martin Luther King's birthday? What will you do this month, what will you do this year to make a change?"

Judge Jamison left her audience with a five-point credo that she and her family have adopted: Believe in God, always do your best, love your family and friends, don't do drugs, and stay in school.

The Martin Luther King Achievement Award for community service was presented to Albert R. Johnson, owner of the Sakura Japanese Seafood & Steak Restaurant, at a luncheon following the memorial program.

The presentation was made by W. Sam Sadler, vice president for student affairs. Prior to the presentation, Jean Scott, acting associate provost for academic affairs, spoke of the College's continuing program to develop a diversified student body. She reported on the outreach programs for high school students that are being offered and efforts being made to diversify the faculty. "The number of black faculty is small but it is growing," she said.

In accepting the award, Johnson echoed the theme of Judge Jamison's remarks.

"If Martin Luther King came back today he'd say we have rested too long; it is time to get back up," said Johnson.

"The educational level of black students in Williamsburg-James City County is 30 percent lower than their peers' in the state, yet there are no black faces on the school board." Johnson also called for the support and promotion of black businesses.



Albert R. Johnson Jr.



Rhonda Jones, president of Delta Sigma Theta Sorority Inc., presents a gift to Judge Birdie H. Jamison.

"We don't support our own," he said. "On any Sunday at the First Baptist Church there is \$2 million worth of cars in the parking lot; on Easter Sunday it is \$4 million. There are 17 other black churches in the area but no hotels, no restaurants. We've got a lot of work to do," concluded Johnson.

A native of Pittsburgh, Johnson became involved in the restaurant business at age 16. He moved to Williamsburg at the height of the civil rights movement. He found middle-class housing for blacks very limited, so he developed his own

subdivision in 1967 called Brook Haven. He worked as a restaurant manager for the Colonial Williamsburg Foundation for 15 years and with the Anheuser-Busch Corp. for five years.

He serves on many community service projects, including the Community Partnership for Excellence in Education.

The memorial program, planned by the Campus Ministers United and the Office of Multicultural Affairs, included a musical presentation by the Ebony Expressions Gospel Choir and members of the Catholic Student Association.

Provost Speaks At Convocation

Christopher Wren Association Begins A New Semester

Alumnus Will Molineux, editorial page editor of the *Daily Press*, has volunteered to talk shop for the Christopher Wren Association.

His three-session course, "Responsibility in the News Media," is one of the most popular courses being offered by CWA this semester; over 40 are enrolled.

Howard Scammon, professor of theater emeritus, is going to put his students through their dramatic paces in a new course, "Let's Put On a Play." This six-week course, which began Monday, will go through the production of a play as seen through the eyes of the playwright, director, actor, designer (lighting, setting, costume) and technical director.

Clay Riley, manager of the Williamsburg Theater who implemented the the-

ater format change to fine arts cinema in Jan. 1990, is teaching a course on a "Commonsense Approach" to movies. Participants will see three movies and then discuss them. This course begins March 11 and lasts six weeks.

Twelve courses are being offered in the first half of the semester; 11 will be offered March 9-April 16.

The Association held its opening convocation Wednesday in the Wightman Room of William and Mary Hall and received congratulations from Provost Melvyn D. Schiavelli. Current membership is 177.

"We constantly seek new ways to involve local citizens in the life of the College. The Christopher Wren Association is a good example of what can and should happen as an outgrowth of a healthy

town-gown relationship," said Schiavelli. "Town and gown relationships between the College and Williamsburg have always been the envy of other college towns," he added.

Schiavelli left his audience with some gems from the commencement address at Stanford University this year, delivered by John W. Gardner:

"You can keep the zest until the day you die. ... Be interested. Everyone wants to be interesting, but the vitalizing thing is to be interested. Keep your curiosity, your sense of wonder. Discover new things. Care. Risk. Reach out."

Extra chairs were brought in to accommodate the audience, reflecting the growth of CWA, which began a year and a half ago under the guidance of Ruth and Wayne Kernodle, professors of soci-

ology emeriti, and now has a membership of near 200.

Change has been made in one course this semester: "English Castles: Bones of the Kingdom" will not be offered due to the illness of A. Z. Freeman, professor of history emeritus. A substitute course on Baroque art will be taught by Miles Chappell, professor of fine arts. This course is a three-week lecture course which will be offered from 1:30 to 3:30 p.m. Thursdays, Feb. 13, 20 and 27.

A complete listing of courses and an application form may be obtained by calling the CWA office at ext. 11079.

The CWA office will also give details of the trip to Norfolk Botanical Gardens planned for April 28 and the overnight retreat at Camp Chanco, April 21.

Four Executives Named To School Of Business Sponsors Board

The School of Business Sponsors Inc. (SOBSI) recently named four new members to its board. They are: Bruce C. Gottwald Jr. of Richmond, treasurer of Ethyl Corp.; Alan E. Peterson of Chicago, founder of Peterson Consulting Limited Partnership; Barbara L. Rambo of New York, an executive vice president at Bank of America; and Michael H. Van Vranken of South Salem, N.Y., vice president and assistant general manager for the Technology Group at IBM.

Gottwald began his career in 1981 as a marketing analyst in the plastics group at Ethyl, a diversified chemical manufacturer with a growing insurance subsidiary. In 1984, he became a financial analyst in the corporate finance department and in 1985 served as treasurer analyst

and worked on special projects. In 1989, Gottwald was promoted to treasurer with responsibility for cash management, corporate credit and information resources. He is a 1980 graduate of Virginia Military Institute and earned an MBA from William and Mary's business school in 1984.

Peterson is the founder, chairman and chief executive officer of Peterson Consulting Limited Partnership (Peterson Consulting), a firm of 450 consultants in 18 offices in the U.S. and London, which performs economic fact-finding and analysis; utility and government contract consulting; and other financial, accounting and information management projects in a wide variety of industries. Prior to that he was with Arthur Andersen

& Co. in Chicago for more than 20 years. He holds a bachelor's degree in business administration with highest honors from Northwestern University and a master's degree in accounting from the University of Michigan.

Rambo currently heads the Bank of America's United States Division - Eastern Region, which includes the corporate banking offices in New York and Atlanta. She joined Bank of America International in 1974 and in 1983 became a vice president at the bank's New York corporate office, where she managed the consumer and industrial products section. In 1987, she was appointed senior vice president and in 1990 was promoted to executive vice president. Rambo is a

1974 graduate of William and Mary and in 1979 received an MBA from New York University.

Van Vranken began his career with IBM in 1965 in the corporate accounting department. Over the years he has served in various capacities, among them, site controller, division controller and director of accounting operations. In 1988 he became assistant controller and officer of the IBM Corp. and in 1990 became controller. He has been vice president and assistant general manager of finance and planning for technology products at IBM since 1991. He holds a bachelor's degree in economics and an MBA in finance from Columbia University.

NOTES

William and Mary Recycling

The William and Mary Recycling group has made modifications to its schedule announced last week.

Comprehensive pick-ups will be held on the first Saturday of each month. The next one will be Feb. 1 from 9 a.m. to 1 p.m. in the W&M Hall parking lot. The group previously announced it would not take cardboard and paper but has put these two items back on the list of things it will accept.

An every Saturday pick-up will be held at Crim Dell from 9 a.m. to 1 p.m. but for members of the College community only.

For further information call Mary Nachtrieb at 220-9281.

Writing Center

The Writing Resources Center, located in Tucker 115A, is open Monday through Friday from 9 a.m. to 4 p.m., and 7-9 p.m., Tuesday, Wednesday and Thursday.

Please call ext. 13925 or stop by to make an appointment.

PIRG Interviews

Public Interest Research Groups will hold interviews on campus Feb. 11.

Resumes are due Jan. 29. All majors are invited to participate.

For details call ext. 13240.

Ryan Fletcher Appears On National TV

Ryan Fletcher, lecturer in music, performed on ABC TV's "Good Morning America" show in December. This was his third performance on the popular morning show. He also appeared on ABC's "The Home Show" for which he sang and was interviewed about singing in colonial Virginia. The two appearances were among the 40 performances Fletcher gave between Thanksgiving and Christmas.

Shaver Named To Advisory Panel

Kelly G. Shaver, professor of psychology, recently served as a member of the advisory panel for the research experiences for undergraduates program of the Directorate for Biological, Behavioral and Social Sciences of the National Science Foundation.

Shaver has also been appointed to a three-year term on the program committee of the Eastern Psychological Association. This eight-member committee is responsible for final selections of the over 600 papers/posters submitted for the Association's annual scientific meeting and for choosing the 10 researchers who will give invited addresses.

Unique Birthday Party Nets Funds For New Books

The Earl Gregg Swem Library has received a gift for new books from an unusual source—a birthday party.

Libraries are usually quiet places, but on the last day of exams last semester, the lively sounds of jazz and conversation could be heard within the walls of the library. James L. Axtell, Kenan Professor of History and Humanities, came up with a novel way to celebrate his 50th birthday, which netted Swem Library \$1,650 for the purchase of new books.

Axtell hosted a birthday party at the

library. The invitation read: "Jim's mother has been saying for almost his whole half century that he has enough books, but the College library sorely needs more as it continues to operate with reduced funding. Friends and family are putting together a donation to the library to honor the birthday geezer. If you would like to join us in this celebratory furnishing of Jim's home-away-from home, contributions may be sent to ..."

Guests made donations to the library in lieu of gifts. There were refreshments

and music by a faculty/alumni jazz group, The Katatonics.

University Librarian Nancy Marshall hopes others will follow suit. She was delighted with the birthday bash to boost books. "This is a wonderful idea at any time, but especially now in a time of severe deductions in acquisitions funding."

However, on non-party days the operative word in the library is still "Shh," and no food, please.

Alumni Give Time and Talents To Career Exploration Day

CONTINUED FROM PAGE 3.

got into the communications business. He will stress the versatility of a liberal arts education and the marketability of the skills learned along the way.

Janet Hawkins Watts '73, an art history major now associate professor of occupational therapy at Virginia Commonwealth University—Medical College of Virginia, says she wants to stress to students the wide variety of health careers available. She plans to talk about salary expectations, educational requirements and the settings for occupational therapists and will have brochures to hand out. It is a growing field she says, there are many opportunities and jobs available. Watts is on a panel with two

physicians, Patricia A. Cooper '75 from Norfolk and Thomas W. Epps Jr. '74, a partner, Forest Family Physicians, Forest, Va.

Watts says her liberal arts education has been very valuable to her. She recalls feedback by Professor Kornwolf on oral and written presentations which have had lasting value. Liberal arts majors, she suggests may need to fill in with biology or psychology courses if they plan to go into her field, but with a good record and a healthy GRE score they should do well.

"I was not career oriented when I graduated and I was a little stumped," Watts recalls. She plans to suggest to her audience that they become active in career exploration while still in school.

Investment banking on Wall Street is a demanding career field which has been hard hit by the recession but things are beginning to look better. That's what Alan D. Hilliker '80, vice president of Lehman Brothers in New York City, says he will tell students, although he adds that he is basically not going to be optimistic. He notes, however, that there are several W&M graduates with successful careers in banking and other fields in New York. Hilliker's career in international finance has included overseas assignments in 20 different countries. Hilliker graduated with a double major in economics and English. English, he said has proved very valuable. "So few people write well. It is a basic skill, and if you don't get it down in school you may never learn it."

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

Sofa, lawson style, good condition; 8 feet long, rust-gold tweed. \$75. Call 253-0033. (2/5)

Fuji 10-speed men's bike, needs tune-up, \$65. Student violin in excellent condition, \$75. Steel gun cabinet, 5' tall, double locks, excellent for anti-theft and child safety, like new, \$75. Call 874-3840, 6 to 9 p.m. (2/5)

Immaculate 3-BR, 2-bath home in the Menchville area of Newport News. Terrific first home for the growing family. Full of upgrades and improvements. Seller will pay up to \$1,500 in closing costs. \$80,855. Call 874-3840, 6 to 9 p.m. (2/5)

Lifestyler 3000p by Pro-form (Sears) electronic stair stepper, \$75. Call Terry or Bob, 890-0982, after 6 p.m. (2/5)

Dresser, sofa bed, bed, chairs, table, Oriental rug, coffee table. Call 220-1930. (1/29)

16 oz. Skin-So-Soft oil, \$7.50; briefcase, brown, \$15; Brass standing mirror, \$25; clock radio, GE, \$3; closet organizers, five for \$1; wood, a pick-up load (delivered locally), \$85; Atari, including joystick, lots of games. Call 890-2309 (evenings) or ext. 12356 (days). (1/29)

Gold CW bracelet, \$250 (\$480 value). Call Kathy Chauvin at 229-7685. (1/29)

Bundy clarinet, 2 years old, like new, cork grease, cleaner, music stand included. \$275 (original price \$460). Call ext. 12467. (1/29)

House in Powhatan Secondary, 3-BR brick ranch featuring an addition with huge family room and breakfast room with skylights. Attached deck with

hot tub, 2-car garage. Wood fence on rear of lot. \$164,900. Call 258-9229. (1/29)

1982 Jeep CJ-5, very good condition, 6 cyl., 5-speed, converts to 4-wheel drive with hub lock; 73,000 original miles. \$4,200 negotiable. Call Annette Cogdill, ext. 13109. (1/29)

ROWE furniture sleeper sofa with Serta Perfect Sleeper mattress. Rust with subtle cream pattern. Excellent condition, must see. \$300. Call 229-7715, 6 to 9 p.m., ext. 13128, 3 to 5 p.m. (1/29)

Two Tandy computers, each with DeskMate software: 1,000 TL/2 with one 3.5" drive, mouse, printer, cable and color monitor; 1400 FD laptop with two 3.5" drives, never used. Best offers. Leave message for John at 229-1775. (1/29)

1984 Subaru GL hatchback, 4WD, 4-speed, 134K, many new parts, good condition, reliable all-weather transportation. \$1,000. Call ext. 12581 or 220-8822 (after 5 p.m.) Ask for Joe. (1/29)

FOR RENT

Seeking exceptional individual(s) to rent nice 1-BR house located in the Norge area. \$360 per month. Available immediately. Call 566-4010 after 6 p.m. (2/5)

Midlands townhouse, end unit, 2 BRs, 1-1/2 baths, rear patio with large green area. \$490 month. Call 565-0100. (1/29)

Spacious, 3-BR, 2-bath home in Williamsburg, close to campus, screened porch off den area, ceiling fans throughout, completely carpeted, ceramic tile/wood stove in kitchen/den. Washer/dryer hookup available. Available now. Call 564-8588 for more information. (1/29)

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, Jan. 24, unless otherwise noted. Postmarks will not be honored.

Secretary (Unclassified)—\$6.49 per hour, part time, approximately 20 hours per week. #H021. Location: Mathematics.

Office Services Assistant (Grade 4)—Entry salary \$13,502. #N027. Location: Computer Center.

Secretary Senior (Grade 5)—Entry salary \$14,760. #518. Location: School of Business.

Store Manager A (Grade 5)—Entry salary \$14,760. #N077. Location: VIMS (Vessels).

Executive Secretary (Grade 6)—Entry salary \$16,135 #237. Location: School of Business.

Computer Operator (Grade 6)—Entry salary \$16,135. #386. Location: Computer Center.

Police Officer (Grade 8)—Entry salary \$19,283. #360. Location: Campus Police.

Institutional Traffic and Parking Manager (Grade 10)—Entry salary \$23,044. #110. Location: Auxiliary Services.

Accountant Senior (Grade 11)—Entry salary \$25,191. #249. Location: General Accounting.

Information Director B (Grade 12)—Entry salary \$27,538. #527. Location: University Relations.

Mason Plasterer (Unclassified)—7.76 per hour, part time, approximately 30 hours per week. #H602. Location: Facilities Management. *Deadline Jan. 31.*

Laboratory Specialist (Grade 8)—Entry salary \$19,283. *Restricted appointment with funding subject to renewal June 30.* #049. Location: VIMS (Chemistry and Toxicology). *Deadline Jan. 31.*

The following position is limited to applications from current William and Mary and VIMS employees only:

Office Services Specialist (Unclassified)—\$7.10 per hour, will work on an on-call basis as needed. #H51. Location: Sociology.

Roommate. Comforts of home. Executive living for mature students or single professional. Clean, furnished house with cathedral ceilings, wooded riverfront neighborhood with beach and marina, tennis, big park, lake and more. AC, all appliances, dishes, huge deck, grill. \$295, share expenses with '85 W&M grad. Call 220-8349.

WANTED

Additional pieces to my "Corelle" pattern. If you have the "Trellis Rose" pattern (white, grey border line, reddish colored roses), and would like to sell them, PLEASE call; have exhausted all other possibilities. Call Sue Anker, ext. 12509. (2/5)

Grad student or faculty spouse needed to work afternoons in Williamsburg 10-20 hours a week. \$10/hour. Self starter, independent worker with pleasant phone manner, handle finances. Familiar with WordPerfect. Knowledge of Paradox beneficial. Credo Institute is a non-profit organization which works with students, homeless, abused/abusers. This program brings people together for week-ends to build trust and strengthen spiritual resources. Call Don Harris, 229-8541. (1/29)

Roommate to share 2-BR, 2-bath at Steeplechase. Ground-level unit next to pool, hot tub and exercise room. Quiet, tidy accommodations for right person. Call 229-7715 between 6 and 9 p.m., or ext. 13128 between 3 and 5 p.m. (1/29)

Sitters for faculty member's 5-year-old, various afternoons, second semester. Call 229-0244 or ext. 13912. (1/29)

SERVICES

Kitchen countertops replaced!. 15 years experience. Quality work, reasonable rates. Formica, Nevamar and cultured marble tops (baths only). Call Bob, 890-0982, after 6 p.m. (2/5)

