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WILLIAM & MARY

A WEEKLY NEWSPAPER FOR FACULTY, STUDENTS AND STAFF

NEWS

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**Now On Stage
At The
Va. Shakespeare Festival**
(See calendar, p. 4, for ticket information.)



Christie Abiore as Lady McDuff and Jamieson Baker as her son in "Macbeth."



L-r, James Luce as Launce, Fran Gerke as Valentine and Bob Goddard III as Proteus in "Two Gentlemen of Verona."

**A Collegewide
Farewell Reception for
Fred Fotis
Director of
Residence Life
will be held on
Thursday, July 9,
4:30-5:30 p.m.
Reves Center
for International Studies**

Next W&M News

The next issue of the *William & Mary News* will be Aug. 5.
Deadline for submission of material will be Friday, July 31.

More Than 400 Attend Sessions On Health Care Plan

More than 450 College faculty and staff attended the health insurance information sessions on the main campus June 17 and at the Virginia Institute of Marine Science/School of Marine Science, June 25, sponsored by the College Benefits Office.

The sessions gave employees an opportunity to ask specific questions about the Key Advantage health care plan. College employees have expressed concerns about changes in their benefits and the implementation of the new program.

The plan becomes fully operational Oct. 1. The program is designed to save the state money while offering quality health care to employees.

Carol Ray from the state department of personnel and training and Bob Edwards of Blue Cross and Blue Shield answered questions during the two sessions.

In addition, Del. George Grayson gave a legislative update on the Key Advantage program Monday, July 6. Grayson is a member of the government faculty.

Several new pieces of information regarding Key Advantage include:

*OB/GYN checkups are now covered under Key Advantage. After Oct. 1, Primary Care Physicians can make the referral and employees will receive maximum coverage. These services were not covered under the Key Care, Cost Awareness or Basic plans.

Pregnant women may now go to an OB/GYN without going through their Primary Care Physician for a referral.

*A major concern, especially in rural areas, has been the adequate number of Primary Care Physicians. Approximately 400 new Primary Care Physicians have been added to the network. To find out if your doctor has been added, call the Blue Cross and Blue Shield customer service line at 1-800-552-2682.

An updated list of Primary Care Physicians will be available in early August.

*New health insurance cards are being distributed now. The handbook for Key Advantage should be ready within the next 60 days.

Here are some frequently asked questions about the Key Advantage program:

Q: What happens when my Primary Care Physician is not available?

A: The Blue Cross and Blue Shield contract requires each Primary Care Physician to have a back-up physician to treat patients. An employee will be able to see that back-up physician and receive the same level of coverage. In addition, if all physicians in a group practice are Primary Care Physicians, an employee can see whichever doctor is available.

Q: What are the mental illness and substance abuse benefits?

A: Benefits include 30 days of inpatient hospital care (\$100 deductible per

admission), 30 days of partial hospitalization (\$100 deductible per admission), and up to 50 outpatient visits (\$10 co-payment per visit) with a certified mental health or substance abuse treatment professional.

For more information, see pages 20-22 of the SourceBook, and Key Advantage Newsletter 4 and 5. Copies of these publications have been distributed, and additional copies are available through the College Benefits Office or the state Department of Personnel and Training.

Q: Does my Primary Care Physician need to refer me to a mental health professional?

A: No. However, your Primary Care Physician may call the referral number on your behalf if you choose.

Q: When is the next Benefits Fair for College employees?

A: The annual Benefits Fair will be held 11 a.m. to 3 p.m., Tuesday, Aug. 18 in Trinkle Hall. Benefits representatives from various programs will be available. More information about the Benefits Fair will be in the next *William & Mary News*.

Q: What should I do if I have more questions about Key Advantage?

A: Contact Rita Metcalfe at 13158 or Brenda Johnson at 13151 in the College Benefits Office.



Happy Anniversary Alumni

President Tim Sullivan '66, with the help of Jeanne Lull Hopke '80, president of the Williamsburg Alumni Chapter, and Joe Montgomery '74, president of the Society of The Alumni, slice into the giant birthday cake that was part of the Society's 150th anniversary celebration on Saturday, July 4. More than 700 alumni, spouses, children and friends joined in the family picnic celebration on the Alumni House lawn. Festivities included music by the Williamsburg Jazz Ensemble, face painting, a magic show, games and balloon sculptures for the children. The Society was officially founded on July 4, 1842, following a resolution offered by President Thomas R. Dew.

Visitors Hold Phone Meeting June 30

The Board of Visitors, in a brief telephone meeting June 30, approved 18 faculty and administrative appointments for 1992-93, completing the largest faculty recruiting year in the College's history.

A total of 35 new faculty have been appointed to tenure-eligible positions for the fall terms, filling new positions and vacancies created by the Governor's early retirement program. That number represents the largest number of faculty hired for a single year in the College's

history, according to Provost Melvyn D. Schiavelli.

Of those 35, Schiavelli said, 24 are women or members of minority groups. He reported that of the 90 people hired during the year, 60 are female or minority group members, and noted that the College was able to make competitive salary offers to attract highly qualified people.

President Timothy J. Sullivan reported

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ARTS PAGE 3

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**Search For Affirmative
Action Officer To Be
Reopened In Fall**

**Muscarella Museum Wins
Only IMS Art Award
In State**



**Alumni College
Enjoys 7th Session**

Changes Made In President's Staff

Two vacancies in the office of the president have been filled and a change made in the administrative reporting lines of the Office of University Relations.

Virginia Laycock McLaughlin, associate professor of education and former associate dean, has been appointed as-



Virginia Laycock McLaughlin

Joyce A. Laughlin has been named coordinator of special events in the President's Office. A 1973 graduate of Pennsylvania State University, she formerly held the position of assistant to the president for public relations. In her new capacity, she will manage official functions in support of the development



Joyce A. Laughlin

assistant to the president. She will be working on planning and educational policy issues. A 1971 Phi Beta Kappa graduate of William and Mary, she earned a doctorate from Memphis State University in curriculum and instruction and special education, and now teaches courses in teaching students with learning and behavior problems and in special education. She fills a position formerly held by Reginald Clark, who joined the staff of the American Automobile Association in May.

and constituency relations programs.

Sullivan also announced that the Office of University Relations has been detached from the Office of University Advancement, and that William N. Walker, director of university relations, will report to the president. Sullivan said the change reflects his view that university relations should operate as a separate entity because it serves the communications needs of the entire College community.

35 New Faculty Appointed For Fall Term

CONTINUED FROM PAGE 1.

on several issues, including the General Obligation Bond issue project that would provide new capital projects if it is approved by the voters in November. He said the admissions situation appears encouraging for the incoming class, and described briefly his work with the Governor's Commission on Intercollegiate Athletics.

The Board has granted an easement to the State Department of Transportation for a new right-turn lane from Monticello Ave. onto Ironbound Rd.

The following new faculty appointments were made to tenure-eligible positions:

Anthony A. Anemone Jr., associate professor of modern languages and literatures; B.A., Columbia University (1976), M.A. (1979), Ph.D. (1985), University of California at Berkeley; assistant professor, Colby College (1985-92); visiting assistant professor, Princeton University (Spring 1989).

Gianfranco Ciardo, assistant professor of computer science; B.S., Università di Torino (1982), Ph.D., Duke University (1989); technician, Software Productivity Consortium (1988-92).

Victoria Ann Foster, assistant professor of education; B.A. (1974), M.A. (1979), The University of Alabama; Ed.D., North Carolina State University, (1989); clinical vice president, Lutheran Family Services in the Carolinas (1989-92).

Lawrence M. Leemis, associate professor of mathematics with tenure; B.S. (1978), M.S. (1980), Ph.D. (1984), Purdue University; assistant professor (1984-90), associate professor (1990-92), University of Oklahoma School of Industrial Engineering.

Jacquelyn Y. McLendon, associate professor of English; B.A., Temple University (1979), M.A. (1981), Ph.D. (1986), Case Western Reserve University; assistant professor, Amherst College, (1989-92); assistant professor, Hofstra University (1986-89).

Mark Robert Patterson, associate professor of marine science. A.B., Harvard College (1979), A.M. (1982), Ph.D. (1985), Harvard University; assistant professor, University of California, Davis, (1986 to present), visiting instructor, Northeastern University (1985-86).

Lynn Ellen Pelco, assistant professor of education; B.S. (1981), M.S. (1983), Ph.D. (1986), Pennsylvania State University; assistant professor, Penn State University College of Medicine (1990-92), lecturer, The Flinders University of South Australia (1988-90), assistant professor, Bucknell University (1986-87).

Laurie Sanderson, assistant professor of biology; A.B., University of Hawaii (1981), A.M. (1984), Ph.D. (1987), Harvard University; lecturer, University of the West Indies (1990-91), lecturer, University of California, Davis, (1987-88).

Iyla Spitkovsky, associate professor of mathematics; M.S. (1975), Ph.D. (1978), D.Sc. (1987), Odessa University; visiting professor, College of William and Mary (1990-92), leading scientific researcher (1988-89), senior scientific researcher (1986-88), Ukrainian Academy of Sciences.

Nancy Nelson Spivey, associate professor of education; B.A. (1963), Ph.D. (1983), University of Texas at Austin, M.A., Southern Methodist University, (1977); associate professor (1991-92), assistant professor (1986-91), Carnegie Mellon University, assistant professor, Texas Woman's University (1984-86).

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
Marilyn Carlin, desktop publishing
Publications Office, production

June 23, 1992

Appointment of a Search Committee

I am writing to announce the formation of a search committee for the Dean of the Marshall-Wythe School of Law. The members of the search committee are as follows:

Joseph B. Cartee, President, Student Bar Association
Neal E. Devins, Associate Professor of Law
John E. Donaldson, Ball Professor of Law
Judith Ewell, Newton Family Professor of History
Paul A. LeBel, James Gould Cutler Professor of Law
Linda A. Malone, Marshall-Wythe School of Law Foundation
Professor of Law, Chair
Paul Marcus, R. Hugh and Nolie Haynes Professor of Law
Margaret P. Spencer, Associate Professor of Law
Raymond Stoner, President, Law School Foundation
Dennis L. Taylor, Dean, School of Marine Science
Mary Jo White, President, William and Mary Law School Alumni Association

Each of the individuals appointed to the committee was included among those individuals recommended for service on the search committee by faculty members, students and alumni of the law school.

The charge to the committee is that the national search for a dean to succeed Timothy J. Sullivan should be intensive in its scope and attention. This charge, however, does not preclude consideration of candidates from within William and Mary. I have asked the members of the committee to search for a dean who will provide strong educational and administrative leadership and direction to the School, continuing to move it forward to a position of preeminence in legal education, within the overall mission of and as an integral part of the College of William and Mary.

In conducting its search, the committee will pay scrupulous attention to the guidelines relevant to the fact that William and Mary is an equal opportunity affirmative action employer.

Finally, I have asked the search committee to submit by Jan. 18, 1993, to the Provost and the President, the names of no less than three and no more than five candidates, unranked as to the committee's preference, any one of whom in the committee's judgement, would be acceptable as dean. The successful candidate should be in a position to undertake responsibilities as dean on July 1, 1993.

President Sullivan and I are prepared to support the search committee as it begins its important work in any way that we appropriately can.

Melvyn D. Schiavelli
Provost

To the College Community

In April and May, many of you met with the three candidates for the position of associate provost for affirmative action who visited the campus. Although each of the candidates had outstanding strengths, none of them seemed to be quite the right fit for William and Mary at this time. For that reason, the search has been closed for now and will be reopened in the fall.

The decision to continue the search reflects the College's commitment to affirmative action. We have made excellent progress in diversifying our faculty this year, adding three African-Americans, four Asians and one Hispanic to the faculty ranks. Thirty-one of the 54 new instructional faculty are women. The expectation of the William and Mary community that our new affirmative action officer will take us to higher levels of success makes it imperative that we identify a person with the education, commitment and character to be a real leader.

The search committee, which began its work last spring, has agreed to continue in the fall and to focus early attention on identifying candidates who should be recruited. We have learned from our experience this spring that it will be a challenge to find individuals who have the experience, sensitivity and background we seek. I urge each of you to give a member of the committee names of individuals whom you believe might be appropriate. If all of us seek actively to assist the search committee in doing its important work, I know that we will succeed.

Until we conclude our search, Ms. Violet Chalkley will continue to manage the Office of Affirmative Action and will report to Acting Associate Provost Jean Scott. Please contact either of them if they can help you in any way.

Timothy J. Sullivan
President

HACE Meets Tuesday, July 14

The Hourly and Classified Employees Association (HACE) will hold its July general meeting at 1 p.m., Tuesday, July 14 in the classroom off the Botetourt Gallery on the ground floor of Swem Library.

The program will feature Don Welsh, coordinator of reference services. His presentation, "Swem: The Electronic Library," will include a demonstration of the library's new computerized electronic reference services.

This meeting is open to all members of the College community. There will be a \$1 admission fee for non-members.

Annual membership dues for HACE are \$5. For membership information, call Jackie Smith, membership chair, in the Personnel Office, ext. 13157.

College Archaeologists Unearth Site Of Colonial Gallows

TV crews and newspaper reporters responded with enthusiasm to a press conference June 30 to detail the archaeological dig near Capitol Landing Road by the Center for Archaeological Research which had uncovered the remains of a colonial gallows.

It was a hot and humid day, but despite the heat, reporters paid rapt attention to project director Joe B. Jones who detailed how the dig was planned and how the different patterns and colorations in the earth were solid clues for the trained eye. Previous research had suggested that this was the gallows' location, and excavations begun in early June confirmed this hypothesis. Recent research on the history of the gallows at Williamsburg has been conducted independently by Daniel A. Hearn of Connecticut, who corresponded with historians at the Colonial Williamsburg Foundation.

Dennis Blanton, Center co-director, opened the session with sketches of the dig site and a drawing of the execution of the pirate Blackbeard's quartermaster on Jan. 28, 1718/9. Prisoners to be executed were brought from the jail just

a mile away on a cart. Although the idea of a public execution is gruesome by modern standards, in colonial times, an execution would draw a large crowd of citizens.

The project sponsor was Virginia Natural Gas, which has bored beneath the site to lay a new gas pipeline for customers in the Tidewater area.

The Archaeological Center is preparing a report for VNG, which will submit it to the Federal Energy Regulatory Commission and the Virginia Department of Historic Resources for review.

Ken Kipps, a Colonial Williamsburg Foundation representative, was in the audience at the press conference. Archaeologists at CW and the Center frequently share research, and Kipps said that the work the Center had done would be useful to CW in its deliberations about construction of a Colonial Gallows. The site off Capitol Landing Road has been covered with soil. This is the best way to preserve the site, says Blanton.

Also excavated at the site was a palisade but the gallows site received the lion's share of the reporters attention; Center historical researcher Charles M.



Left to right, Don Linebaugh, Dennis Blanton and Joe Jones respond to the press.

Downing said the palisade was constructed by the settlers in 1633-34 and extended along a narrow six-mile stretch between College and Queens creeks. It

was designed to discourage Indian incursions following a massacre of colonists by the Indians in 1622.

Moyler Is Cited For Volunteerism



Esterine Moyler

"It is with genuine appreciation that I commend your benevolent efforts and encourage your continuous involvement in volunteerism."

These congratulatory words from Governor L. Douglas Wilder are contained on a certificate to Esterine Moyler, a member of the Campus Post Office staff, as one of the 1992 nominees for the Governor's award for volunteering excellence.

Moyler, who has been working at the College since 1966, has credentials which well qualified her for her nomination. She has been a candidate for City

Council, chair of the Williamsburg Democratic Party, secretary of the First District Black Caucus, delegate to several National Democratic Conventions, deputy registrar for Williamsburg, a member of the Electoral Board, a worker in several presidential elections and in Democratic governors' campaigns, assistant secretary of the NAACP and delegate to several NAACP conventions.

Her involvement in community affairs also includes: president of the Highland Park Civic Association, the board of the United Way, Big Brothers/Big Sisters, the Salvation Army, the Williamsburg Community Action Agency and the Social Service Board and Citizens for Community Progress. She is a member of Mt. Ararat Baptist Church, which she has served as president of the Usher Board, president of Nurses' Aides and as a member of the Household of Ruth.

A graduate of Bruton Heights High School, Esterine did further study at the College.

She said she was thrilled when she received the letter from Richmond. The Rev. J. B. Tabb shared the letter with the congregation of Mt. Ararat Church on Sunday.

"If I don't stay busy I don't know what to do," says Esterine, who admits that sometimes she is tempted to take on a task during her lunch hour.

"I enjoy what I do," she says, and adds "I get along with people very well."

Only Art Museum Award In Virginia

Muscarelle Wins Fifth IMS Grant

The Muscarelle Museum of Art has been awarded a federal Institute of Museum Services grant for the 1992-1993 fiscal year. This is the only IMS grant awarded to an art museum in Virginia this year.

This year's award marks the fifth such grant received by the museum from the IMS in seven years.

Director Mark Johnson says he is particularly pleased to receive another IMS grant because it reflects the Muscarelle Museum's "continued level of accomplishment."

IMS grants, he explained, are given on the basis of proven performance not just need. The IMS looks at nine different categories including professionalism of management, quality of collections, scope of educational programs, security and several other aspects of museum operations.

One of the areas of particular concern to the IMS, said Johnson, is the

care and conservation of art collections, which has been given high priority at the Muscarelle.

"We are delighted to have been singled out to receive the only award given to an art museum in the state this year. The fact that we have received five grants from this agency is welcomed affirmation that the policies and goals of the museum are on target and recognized by our peers."

The IMS, a federal agency that operates from the Department of Education, this year received applications from 1,428 museums from around the country, representing a wide range of operations including zoos, aquariums and children museums. Over \$21 million in awards were made to 443 museums. Individual grants amount to 10 percent of the museum's operating budget to a maximum of \$75,000. The Muscarelle Museum will receive \$67,000.



Alumni College Enjoys Seventh Season

This year's Alumni College was held June 18-21 with the theme "Explorers and Their Frontiers: 500 Years of Discovery." Now enjoying its seventh year, Alumni College, which has grown increasingly popular with alumni, family and friends of the College, registered a record attendance this year. A distinguished panel of speakers addressed people and events that have shaped the course of history, from the discovery of America by Columbus to modern-day explorers of varying frontiers of sea, land and air.

Above, the Mariners Museum in Newport News was the site of an Alumni College field trip. Attendees were treated to a lecture from an especially colorful docent, dressed as a seafarer during the age of exploration. Among other things, the group learned how seafarers knew where to go without the aid of maps.

Teacher Assistants Needed For Summer Program

The Summer Enrichment Program for Gifted Learners, sponsored by the William and Mary School of Education, is hiring teacher assistants for classes in a variety of subjects for students from preschool through grade 8. Classes run weekdays from July 13 through July 23 at Matthew Whaley school. Teaching experience or knowledge of education or gifted education helpful but not necessary. Pay is \$4.50 per hour. Contact Jane Bailey or Kris Peterson at exts. 12351 or 12362.

Kirsner Named To Alumni Post

Matthew B. Kirsner '92 has joined the Society of the Alumni as assistant direc-

tor of alumni affairs for special events. A former New York resident, Kirsner replaced Jon Lever, who recently was promoted to manage the alumni chapters office.

Kirsner will be responsible for coordinating the regional celebrations of William and Mary's Campaign for the Fourth Century. He will be working closely with chapter leaders and other alumni in planning the 13 events scheduled before the end of the campaign in 1993. Eighteen celebrations have already been held across the country since 1989.

During the past two summers, Kirsner worked as an intern with the New York City Council President's Office, specializing in senior citizen concerns and regional transportation issues. While a student, Kirsner was a lifeguard and swim instructor for the James City-Williamsburg Recreation Center.



Matthew B. Kirsner

