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# WILLIAM & MARY

A NEWSPAPER FOR FACULTY, STUDENTS AND STAFF

## NEWS

VOLUME XXIII, NUMBER 8 • WEDNESDAY, NOVEMBER 17, 1993

### Ebony Expressions Thanksgiving Concert

The Ebony Expressions will present their annual Thanksgiving concert Thursday, Nov. 18 in the Ewell Recital Hall at 7 p.m. Admission is 50 cents and a can of food or \$1.

### Thanksgiving Holiday Dining Schedule

Campus dining facilities have announced the following schedule over the Thanksgiving break:

Pizza Hut will close after dinner on Monday, Nov. 22.

The Dining Commons will close after lunch on Tuesday, Nov. 23.

The Marketplace will close after dinner on Tuesday, Nov. 23.

The Dining Commons and Marketplace will reopen for breakfast on Monday, Nov. 29.

### Town & Gown Luncheon

There will be no Town & Gown luncheon next week due to the Thanksgiving holiday.

The speaker for the luncheon on Thursday, Dec. 2, is Judith Ewell, professor of Latin American history. Her topic will be "Clinton's Latin American Policy: A New Direction?"

The final luncheon for 1993 will be held on Thursday, Dec. 9. The Botetourt Chamber Singers will sing in the Wren Chapel at noon. The program will be followed by lunch in the Campus Center ballroom.

Reservations for the luncheons may be made by calling ext. 12640 before noon on the Tuesday preceding the program. This is an automated message line.

Luncheons are held in the Campus Center ballroom at 12:15 p.m. Cost of the luncheon is \$6.

### Correction

Two telephone numbers were incorrect in the Inclement Weather Policy in the Nov. 10 issue of the News.

The correct number for the Provost's Office is 221-1993.

For information on the status of the college during inclement weather, call 221-1SNO (221-1766).

## "Moving Into the 21st Century" Topic Of National Black Student Leadership Development Conference

"Moving Into the 21st Century: Shaping Leaders of a New Generation," is the theme for the 8th National Black Student Leadership Development Conference, Jan. 20-22.

Eight hundred students from colleges and universities throughout the nation will take part in a series of workshops to explore the challenges facing black leaders, organized by the Office of Multicultural Affairs.

Sessions cover topics such as "Black Male-Female Relationships," "The Relevance of Greek-Lettered Organizations with an African-American Heritage," and "Black Students on White Campuses."

Other workshops will examine mentoring programs, the role of religion in the life of the black collegian

and the relationship between public speaking and leadership.

Speakers expected for the conference include Lani Guinier, a faculty member at the University of Pennsylvania Law School and former assistant counsel for the NAACP Legal Defense and Educational Fund from 1981 to 1988; Patricia Russell-McCloud, an attorney and professional orator; Elaine R. Jones, director counsel for the NAACP Legal De-

fense and Education Foundation; Marlon Smith, president and CEO of Success by Choice; and Randall Robinson, executive director of TransAfrica.

A cultural extravaganza featuring Phyllis Hyman, a lecturer/demonstrator, will be held in William and Mary Hall at 8 p.m. Friday, Jan. 21. Ms. Hyman's performance is open to students for \$5 with

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### Interview Schedule Set For Law School Dean Candidates

Interviews are underway for the five finalists to become the new dean at Marshall-Wythe School of Law.

Each finalist spends two days on campus, meeting with faculty, staff and students of the law school and College. The schedule for the five is:

- Thomas G. Krattenmaker, professor of law at Georgetown University Law Center, Nov. 7 to 9. Krattenmaker has also been associate dean at Georgetown.

- Richard A. Williamson, Nov. 16 to 18. Williamson is chancellor professor of law and former associate, vice, and acting dean at Marshall-Wythe.

- Daniel J. Lathrope, Nov. 28 to 30. Lathrope is professor of law and former associate, academic, and acting dean at the University of California, Hastings, College of Law.

- Harry N. Scheiber, Dec. 1 to 3. Scheiber is the Stephen Riesenfeld Professor of Law, and former associate dean at the University of California, Berkeley, School of Law.

- Michael H. Hoeflich, Dec. 5 to 7. Hoeflich is dean of the Syracuse University College of Law.



### Ambassador of Italy Visits Town & Gown

Boris Bianchieri, Italy's ambassador to the United States, discussed a wide range of topics during a Town and Gown luncheon lecture Nov. 11. Bianchieri was welcomed to campus by President Timothy J. Sullivan.

Among his observations was the recognition that the euphoria that accompanied the fall of the Berlin Wall has been replaced with a wave of impatience across Europe and in the United States. Although a major focus for concern—the Soviet Union—no longer exists, the international community now has to come to grips with its limits in dealing with smaller, yet volatile regions, like the former Yugoslavia.

After a reception at the Wendy and Emery Reves Center for International Studies and a tour of campus, Bianchieri visited CEBAF.

### Pay Raises Allocated To Exceptional College Employees

College employees, including those at the Virginia Institute of Marine Science, who received ratings of exceptional on their recent evaluations will find out soon whether they will receive a two-step raise, three-step raise or 3 percent bonus.

The College's department of personnel services has just completed a complicated pay-raise procedure for exceptional

employees, and those employees should be notified of their raises soon after Thanksgiving, according to Gretna Y. Smith, director of personnel services.

State funding this year did not allow for every exceptional employee to receive the highest salary increase.

Following is a description of the pay-raise procedure used for exceptional employees: Smith and Samuel E. Jones,

William and Mary's vice president of planning and budget, first divided campus departments into "competitive groups." Large departments on campus, such as facilities management, were subdivided into more than one group, and small departments, such as personnel, were combined. The names of all em-

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## NEWSMAKERS

# Earl Gregg Swem Library To Benefit From \$500,000 Gift

The Gladys and Franklin Clark Foundation of Williamsburg has established a \$500,000 library endowment for the College as part of the Campaign for the Fourth Century.

Over the next five years, the Gladys and Franklin Clark Library Endowment will provide Earl Gregg Swem Library with \$100,000 each year to be equally divided between an expendable fund used to support student workers and an unrestricted endowment for the most pressing needs of the library.

"I am very much interested in libraries. I have a degree in library science and have used the library at the College on many occasions. My wife and I had

decided to do this together before she passed away last year. I am glad to do it," said Clark.

Nancy Marshall, dean of university libraries, said, "This gift truly reflects Mr. Clark's insight and sensitivity to the diverse needs of the library. Unrestricted funds are always very welcome due to the changing needs of the library. It allows us to make the decision of where the need is greatest."

Clark received both bachelor's and master's degrees in history from the University of Rochester. He also received a master's degree in library science in 1932 from Columbia University in New

York.

Clark worked for the Civil Service Commission in Washington, D.C., where he met his late wife, Gladys Iseman Clark. After serving in World War II, Clark worked for the government as a bibliographer, reference librarian and technical editor. He also edited a four-volume history of aircraft automatic weapons for the Navy.

Mrs. Clark, fluent in nine languages, worked during the war as a translator for the State Department under the direction of Nelson Rockefeller. In 1945, she left to begin her own Language Service Bureau in Washington, D.C. She also

was responsible for the preservation and restoration of many of Washington, D.C.'s historic buildings.

After retiring as a federal employee, Clark joined his wife in ownership and management of the Language Service Bureau. The Clarks moved to Williamsburg in 1973, but continued to operate the business until their 1984 retirement.

Gladys Clark established the Gladys Iseman Clark Endowment Fund in 1979 at the College. The endowment continues to provide tuition aid to gifted music students with financial needs. They are both long-time members of the President's Council.

## Giese Given State Teaching Award

Ronald Giese, professor at the School of Education, has received the Virginia Association of Science Teachers (VAST) President's Award for Distinguished Service. The award is the highest honor given by the Association in recognition "of unusual talent, skill, and dedication toward advancing the ideals of science education in the Commonwealth of Virginia."

The award was given Saturday, Nov. 13.

Giese shared the award with Julia Cothron, director of the Mathematics and Sciences Center in Richmond, and Dick Rezba, professor of science education at Virginia Commonwealth University.

The three have designed a series of workshops in science education that show high school and middle school teachers how to conduct and analyze experiments. Their book is now in its second printing.

In announcing the award, VAST President George T. Dewey said the group "is deeply grateful for the intensity and dedication of your efforts to your profession."

## University Center Nears Completion

The University Center is nearly complete and should be open for business early next semester, said Samuel Sadler, vice president for student affairs.

"We had hoped to have the building open and dedicated by the middle of November. But with a construction project of this complexity, it is better to take your time and do it right, rather than rush to meet a completion date," said Sadler.

A week of opening activities is being planned for the beginning of the spring semester.

The 95,000-square foot, three-story structure has been built at the southern end of Walter J. Zable Stadium at Cary

Field. The \$12.5 million structure offers a variety of meeting, eating and shopping spaces.

The upper level boasts two ballrooms, one offering 4,000 square feet and the other 6,000 square feet.

The middle level has a food court with a dining area for 450 people, which will offer a larger variety of menu items than is now available at the Campus Center and the Commons.

A two-story, 450-seat auditorium for classes, lectures or performances; 6,000 student mailboxes, a convenience store and an auxiliary bookstore are also in the final stages of construction.

## Two Honored By Hulon Willis Assn.

Two College employees, Esterine Moyler and Lathaniel "Duck" Parker, were recently recognized by the Hulon Willis Association for their dedication to William and Mary.

Moyler, a postal assistant, and Parker, a retired institutional chauffeur, were awarded certificates "of appreciation and recognition in support of African American students at the College."

The awards, given during a Home-

coming meeting of the association, were the first in what is expected to be an annual event. Debbie Parker, '77, secretary of the association, made the presentations.

While Moyler was able to attend the association meeting and get her award in person, Parker had returned from retirement for the weekend to help transport alumni to and from special events. He received his award later.

## Margaret L. Hamilton, Retired Government Professor

Margaret L. Hamilton, professor of government emerita and a long-time member of the College faculty, died Nov. 10.

Miss Hamilton joined the faculty of the College in 1953 as an instructor, and served for 33 years, retiring as a professor in 1986. She was chair of the department from 1973 to 1976 and served on numerous committees including those on educational policy, faculty affairs and foreign studies.

She taught a number of courses in international relations during her career. Miss Hamilton was especially interested in the politics and external affairs of France and made several trips to that country for study and research.

She published several important articles on both British and French politics. Her seminars on French politics and the European Left were of special importance because they were based on years of reflection and research.

Miss Hamilton's interest in international studies began far from Williamsburg. In 1942, she joined the U.S. Navy as part of the first contingent of Women Accepted for Volunteer Emergency Service, or WAVES, to be commissioned. She served in the Navy until the end of World War II as a communications officer, retiring as a lieutenant.

After completing a graduate program, she worked for *Time* magazine on a foreign affairs project, returning to Washington to serve in Navy Intelligence, and then for the Department of State as a foreign affairs officer.

In addition to earning a bachelor's degree in history at the University of Michigan, she earned her master's and doctorate at Columbia University.

Miss Hamilton was a student at the University of Paris under a Fulbright Fellowship and was also awarded a Ford Foundation Fellowship. In 1962-63, she was an adviser to the Council of World Affairs in San Francisco.

A memorial service was held Tuesday, Nov. 16, in the chapel of the Sir Christopher Wren Building, with the Rev. J. Pickett Miles officiating. Memorials may be sent to the College to be used for university scholarships.



*New HACE Officers*

Hourly and Classified Employees officers were installed recently for the 1993-94 year. The new officers are (from left): Ruth Graff, president; Rebecca Raines, recording secretary; Rita Metcalfe, vice president; Joyce Jackson, treasurer; and Kathleen Morgan, corresponding secretary.

## John Toomey Quartet To Perform Nov. 20; Van Buren Woodwind Quintet Nov. 29

Two concerts offering a wide range of instrumental music have been scheduled for the last two weeks of November in Ewell Recital Hall.

### The John Toomey Quartet

The John Toomey Quartet will bring its mix of swing, hard bop and modern jazz to the College at 8 p.m. Nov. 20 as part of the Ewell Concert Series.

Calling themselves a "hard swinging eclectic ensemble," pianist John Toomey, bassist James Masters, drummer Howard Curtis and saxophonist Eddie Williams have worked together for years to develop their own sound.

Individually, the members have performed with such artists as Chuck Mangione, Clark Terry, Eartha Kitt and Lionel Hampton. All of the group members, except Williams, teach jazz on the College's adjunct faculty.

Tickets are \$2 for the public and free

with a William and Mary student ID. Tickets are available at the door only.

### The Van Buren Woodwind Quintet

The Van Buren Woodwind Quintet will hold a free public concert of chamber music at 4:15 p.m. on Monday, Nov. 29, in Ewell Recital Hall. No tickets are needed.

The program includes works by Vincent Persichetti, Maurice Ravel and Anton Reicha. Members of the group are Frances Lapp Averitt, flute; David Cottrell, horn; Stephen Johnston, clarinet; Danny Phipps, bassoon; and Gene Montooth, oboe.

The group is named after Anna Lee Van Buren of Newport News, in whose memory the band/orchestra room in Ewell Hall is named.

The Van Buren Woodwind Quartet is in residence at Shenandoah Conservatory at Shenandoah University.

## NOTES

### Linda Tuck Passes Exam

Linda S. Tuck, manager of payroll operations, recently passed the American Payroll Association certification exam. As a certified payroll professional (CPP), Tuck has demonstrated a mastery of payroll basics, federal taxation and legislation, payroll accounting, record keeping and systems and payroll management.

### Swem Library Exhibit

The Earl Gregg Swem Library has mounted a small exhibit titled "Early Indians of Virginia" in honor of Native American month. The exhibit will be up through Nov. 30 in the lobby of the library.

Included in the exhibit are Theodore DeBry's engraving of a John White drawing done in the 1580s, John Smith's 1612 map of Virginia and other early accounts of Virginia Indians, all from the collections of the manuscripts and rare books department. Featured will be some artifacts (projectile points) from a private collection, which were found near the Appomattox River in Piedmont Virginia.

The Treaty of Middle Plantation, 1677, and a deed dated 1740, given by the Nottoway Indians for land in Isle of Wight County, will also be shown. The deed, signed by the chief men of the Nottoway tribe, is from the Blow Family papers. Thomas Jefferson, who did the first scientific archaeological dig in Virginia, included a table of Virginia Indians in his *Notes on the State of Virginia*, which will be exhibited.

### Music at the Muscarelle

The Gallery Players will perform at the Muscarelle Museum of Art on Sunday, Nov. 21 at 4 p.m., as part of the Music at the Muscarelle series. The Players, composed of students, members of the music faculty and guest artists under the direction of Burton Kester, will perform the wind music of George Phillip Telemann.

The series is free and open to the public.

The museum is continuing its "Sunday Tours" of special exhibitions or permanent collections. On Sunday, Dec. 5, at 3 p.m., Dolores Tallon, docent, will conduct a tour focusing on artists' travels as reflected in their work. The tour theme is "Art on the Go."

Participants are not required to make prior arrangements to be a part of the tour. Following the tour, light refreshments are served as participants enjoy an informal discussion of the art works.

### Ceramics Studio Pottery Sale

A wide assortment of original pottery, handmade by students and faculty of the College ceramics studio, will be on sale in the Campus Center lobby, Wednesday and Thursday, Nov. 17 and 18, noon to 7 p.m.

Proceeds from the sale will support visits by demonstrating artists and other educational pursuits.

All sales will be cash only.

### Swem Library Hours Thanksgiving Break

Tuesday, Nov. 23	8 a.m.-5 p.m.
Wednesday, Nov. 24	8 a.m.-5 p.m.
Thursday-Friday, Nov. 25-26	Closed
Saturday, Nov. 27	9 a.m.-5 p.m.
Sunday, Nov. 28	1 p.m.-midnight

## College Receives FIPSE Grant To Develop International Network Of History Departments

William and Mary was one of 23 colleges and universities across the country selected recently to receive federal grant money to promote U.S.-European academic collaboration.

The College will be given \$70,000 in the form of a U.S. Department of Education FIPSE grant (Funds for the Improvement of Post-Secondary Education) to form a network of history departments here and abroad studying the Atlantic World during the Age of Expansion (16th-19th centuries).

The College will work on the project with faculty and students from University of North Carolina at Chapel Hill and the University of Leicester in the United Kingdom, and with more than a half dozen European universities participating in Leicester's ERASMUS network in history. ERASMUS, the European Action Scheme for the Mobility of University Students, encourages greater student and staff mobility and to create a European University Network.

Representatives from North Carolina, Leicester and several other universities plan to be on the William and Mary campus for preliminary visits between Nov. 29 and Dec. 3.

According to Craig N. Canning, associate director of international studies at the Wendy and Emery Reves Center for International Studies, some research and teaching among the project partners has

taken place since the 1980s.

"The FIPSE grant will enable us to make substantial progress in facilitating academic exchange focused in the study of history," Canning said. "To bring students and faculty from Europe to work together on issues of common concern is an exciting prospect," Canning said.

William and Mary has long collaborated with its European counterparts. In 1946, the College launched its first exchange program by establishing ties with the University of Exeter in England. Study abroad opportunities are available today throughout the world. In Europe, the College has programs in France, Germany, Spain, Italy, England and Scotland.

During the first year of the two-year history program, the focus will be on course planning and curriculum development. Meetings will be held in Williamsburg, Leicester and Lisbon to organize a joint curriculum and to make arrangements for such things as credit transfer, fee waivers and accommodations. In the second year, six U.S. and six European students, as well as several faculty members, will participate in the exchange program.

The FIPSE program is a pilot grants program designed to foster new types of trans-Atlantic academic collaboration and student exchange. The program awarded \$1.7 million in grants last month to 23 consortia.

### Board of Visitors To Meet Nov. 18-19

The William and Mary Board of Visitors will meet Thursday and Friday, Nov. 18 and 19, in the Board Room on the third floor of Blow Memorial Hall.

On Nov. 18, board members will have lunch with students from 12:30 to 1:30 p.m. in the Commons Dining Hall. Committee meetings will convene at 2 p.m. in Blow Memorial Hall and continue until 6 p.m.

On Nov. 19, committee meetings will reconvene at 8 a.m., with the board breaking for lunch at noon. The full board

will convene at 1 p.m. and is expected to complete its business by 3 p.m.

Two special presentations are scheduled during the afternoon board meeting. Colonial Williamsburg Foundation President Robert Wilburn is expected to join College President Timothy J. Sullivan for a briefing on joint initiatives between the two institutions. Also planned is a presentation by Spencer L. Timm, chairman of the Endowment Association's Board of Trustees.

## Departments and Schools

### Anthropology

Kathleen Bragdon was a featured speaker during the Mashantucket Pequot History Conference in Mystic, Conn. Her talk, "Language and Cultural Identity in Southern New England," traced the existence and, in some cases, extinction of the differing languages spoken by tribes inhabiting areas now part of Massachusetts, Connecticut and Rhode Island.

### English

Esther Lanigan has been awarded a Paul Mellon Research Fellowship at the Huntington Library in San Marino, Calif., for the spring of 1994. She will work on two book-length projects: American women intellectuals from 1860 to 1960, as well as couples who were engaged in literary/artistic projects during this period.

### Psychology

Joseph Galano, associate professor, recently completed his tenure as a member of the Task Force on The Prevention of Mental Illness convened by the National Mental Health Association. The task force issued a report, "Prevention and Mental Health Promotion in the States: Opportunities and Challenges," which was released to the National Institute of Mental Health.

### Alumni Hosting Career Exploration Receptions

For students exploring careers, internships or searching for jobs on the east coast, alumni from chapters of The Society of the Alumni are hosting career exploration receptions in Atlanta, Baltimore-Annapolis, Boston, New York, Philadelphia, Richmond, South Hampton Roads and Washington, D.C., over winter break.

Interested students, regardless of academic status, can sign up for these receptions with the receptionist in Career Services, Blow Hall 123, before Dec. 3.

Information regarding location and other details will be sent to the winter break addresses of individuals who have registered to participate.

### School of Business

Wanda A. Wallace, John N. Dalton Professor of Business Administration, was reappointed a member of the Financial Accounting Standards Advisory Council. The council advises the Financial Accounting Standards Board, which sets generally accepted professional principles.

### Counseling Center

Philip W. Meilman and Desi Shipp Hacker recently published "Use of the Mental Health On-Call System on a University Campus," in *Journal of American College Health*.

Meilman has also published: "Alcohol-Induced Sexual Behavior on Campus," in *Journal of American College Health* and "Chronic Pain: Treatment Considerations," in the book *Back Rehabilitation in Physical Therapy*.

He is also co-author of the monograph

"Alcohol and Drugs on American College Campuses: Use, Consequences, and Perceptions of the Campus Environment," vol.1: 1989-91.

### Earl Gregg Swem Library

James R. Rettig, assistant dean of university libraries for reference and information services, spoke recently at the Wabash Valley Library Network 6th Annual Reference Update in Lafayette, Indiana. His talk was titled "Janus Gazes at Reference."

Rettig was a panelist for a program titled "Paradigms Lost, Paradigms Regained: Images of Reference," as part of the North Carolina Library Association Biennial Conference held in Winston-Salem in October. Also in October, he spoke at the Ohio Educational Library/Media Association and Ohio Library Council Concurrent Conference in Cleveland on "Video, Values and Learning."

## CommonHealth Offers Holiday Challenges

CommonHealth is once again offering the "Maintain Don't Gain" challenge for the holiday season. This contest challenges you to gain no more than two pounds from Thanksgiving to New Year's day.

Each participant will receive a CommonHealth coffee mug (new color this year) and become eligible for a drawing for a \$50 cash prize.

Initial weigh-in must be reported to Margo Wright, ext. 12776, by Nov. 24, the first day of the contest. Final weigh-in will be Jan. 3. All weights will be reported on the honor system.

Get your co-workers together and avoid the holiday bulge!

In addition, to help with the holiday stress that can lead to overeating, CommonHealth will present a new program, the "Healthy Holiday Challenge." Participants will have a log with 30 suggested activities (printed in the CommonHealth newsletter). Complete at least 20 (each activity may be repeated up to three times for credit) to receive a brand new CommonHealth incentive. This contest runs simultaneously with the "Maintain Don't Gain" challenge.

Watch for the CommonHealth Challenge newsletter for sign-up form and additional information. For questions, call the CommonHealth office at ext. 12776.

## Personal Use Computer Purchases

The materiel management office has information available on discounted prices for faculty, staff or students interested in procuring personal computer equipment. If you are interested, contact Gloria L. Henry in the materiel management department, ext. 13956.

# 1993-94 Faculty Committees

Persons whose names are underlined are new committee members.

## Academic Calendar Advisory

R. Heather Macdonald, *Chair*  
Shirley C. Aceto  
Betsy O. Crosswell  
David Dessler  
Waldemar Eger  
Connie D. Galloway  
James M. Patton  
Thomas F. Sheppard  
Cynthia J. Bagley, *Ex Officio*  
J. William Savely, *Ex Officio*  
Jean A. Scott, *Ex Officio*  
*Students:*  
Matthew B. Siano  
Jamie B. Solak  
Kia B. Winfrey

## Admissions Policy Advisory

Jon S. Kerner, *Chair*  
Jack D. Edwards  
Ann Henderson  
W. Gary Hollis  
William T. Geary  
Teresa V. Longo  
R. Heather Macdonald  
Paul K. Stockmeyer  
James H. Stronge  
Virginia A. Carey, *Ex Officio*  
Edward P. Irish, *Ex Officio*  
Ann M. Moore, *Ex Officio*  
Jean A. Scott, *Ex Officio*  
*Students:*  
Jennifer R. Commander  
Kevin M. McDonald  
Lisa M. Norrett  
Blair E. Woosley

## Affirmative Action Advisory

(4 members to be announced)  
Rebecca M. Dickhut  
Karen D. Locke  
Roger R. Ries  
Elmer J. Schaefer  
Michael A. Powell, *Ex Officio*  
*Students:*  
Kenya J. Hannans  
Kirt E. Moody  
Demetria C. Scott  
Gerald C. Wells

## Athletic Policy Advisory

John W. Conlee, *Chair*  
Edward P. Crapol  
Henry W. Hart  
Donald R. Lashinger  
Donald R. Rahtz  
Ronald H. Rosenberg  
Kathleen F. Slevin  
John Randolph, *Ex Officio*  
Barbara W. Blosser, *Ex Officio*  
*Students:*  
K. Zachery Brittle  
Andrew D. Munro  
Lance G. Rounds

## Board of Student Affairs

Robert R. Ghisolfi, *Chair*  
Paula Blank  
Kathleen J. Bragdon  
Tun-Jen Cheng  
Mark M. Gettys  
Beatrice M. Guenther  
William H. Hawthorne  
Lu Ann Homza  
Robert E. Kaplan  
Bruce J. Neilson  
Roger R. Ries  
W. Samuel Sadler  
J. William Savely  
Mark T. Sher  
Kenneth E. Smith, *Ex Officio*  
*Students:*  
Joseph G. Conroy  
Lisa P. Goddard  
Nancy C. Griffith  
Katie L. Haden  
Philip J. Havers  
Ruth T. Jones  
Laura A. Livaccari  
Andrew W. Matishen  
Laurent C. Mezin  
Christine E. Moseley  
Shannon Smith  
Gregory Sterno  
Benjamin W. Taylor

## Campus Radioisotopes

Eric L. Bradley, *Chair*  
Herbert O. Funsten  
Margaret S. Saha  
*Student:*  
Marco J. Brown

## Career Services Advisory

Ellen F. Rosen, *Chair*  
Samuel H. Baker  
Victoria A. Foster  
Beatrice Guenther  
Robert E. Kaplan  
Donald J. Welsh  
Stanley E. Brown, *Ex Officio*  
Randolph A. Coleman, *Ex Officio*  
Byrd G. Latham, *Ex Officio*  
Sally M. Watson, *Ex Officio*  
*Students:*  
Drew T. Allen  
Michele Bauer  
Jacqueline F. Clark  
Ann Holcomb

## Commencement

W. Samuel Sadler, *Chair*  
Bradner W. Coursen  
Kevin E. Geoffroy  
Henry E. McLane  
Richard H. Prosl  
Jesse S. Tarleton  
Patricia M. Wesp  
James S. Kelly, *Ex Officio*  
Connie D. Galloway, *Ex Officio*  
William N. Walker, *Ex Officio*  
*Students:*  
Mark Capron  
Lisa P. Goddard  
Michael A. Molloy  
Peter E. Snyder  
Michael J. Wittkamp

## Concerts

Katherine K. Preston, *Chair*  
Jerry H. Bledsoe  
Miles L. Chappell  
Alan E. Fuchs  
Shirley G. Roby  
Kenneth E. Smith, *Ex Officio*  
*Students:*  
Anna E. Dinwiddie  
Charles T. Griffith  
Thomas D. Perry  
Jennifer D. Sharp

## Faculty Compensation Board

Gary A. Smith, *Chair*  
David P. Aday  
Joanne B. Funigiello  
Leonard W. Haas  
Henry W. Hart  
Eric R. Jensen  
John F. Lavach  
Frederic I. Lederer  
*Alternates:*  
Robert J. Hanny  
John W. Lee  
Maurice P. Lynch  
Terry L. Meyers  
William R. Stewart  
W. Larry Ventis

## Faculty Hearing

(Chair to be elected by committee)  
Tom A. Collins  
William D. DuPaul  
S. Stuart Flanagan  
Phillip J. Funigiello  
David H. Jones  
Robert J. Solomon  
*Alternates:*  
Neal E. Devins  
William G. Flood  
Ronald N. Giese  
Franz L. Gross  
Robert P. Maccubbin  
Gene H. Silberhorn

## Faculty Liaison to the Board of Visitors

Lynda L. Butler, *Chair*  
James W. Beers  
Eugene M. Burreson  
Miles L. Chappell  
Roy L. Pearson  
Deborah G. Ventis  
Robert E. Welsh

## Faculty Marshalls

Richard H. Prosl, *Chief Marshall*  
David P. Aday  
Robert J. Byrne  
John M. Charles  
Susan V. Donaldson  
John E. Donaldson  
Kevin E. Geoffroy  
Virginia Kerns  
R. Heather Macdonald  
Ronald R. St. Onge  
Jesse S. Tarleton  
Deborah G. Ventis  
John H. Willis

## Faculty Research

Robert B. Archibald, *Chair*  
Peter A. Alces  
John F. Boschen  
Judith Ewell  
George D. Greenia  
James F. Harris  
Marlene K. Jack  
Henry Krakauer  
David E. Kranbuehl  
John F. Lavach  
Glenn D. Shean  
Eugene R. Tracy  
Albert Y. Kuo, *Ex Officio*  
Lawrence B. Pullay, *Ex Officio*  
Robert J. Scholnick, *Ex Officio*

## Food Service Advisory

Carol S. Disque, *Chair*  
Mary M. deRegnier  
J. Charles Humphries  
Kenneth E. Smith  
Walter P. Wenska  
Charles A. Dombek, *Ex Officio*  
*Students:*  
Anna E. Dinwiddie  
Maria A. Mayo  
Amanda A. Perkins

## Honorary Degrees Advisory

Nancy H. Marshall, *Chair*  
Eugene M. Burreson  
J. Ward Jones  
William F. Losito  
Paul Marcus  
Roy L. Pearson  
*Students:*  
Lisa P. Goddard  
Katherine J. Przybylski  
Peter A. Snyder

## Information Technology Advisory

Robert E. Noonan, *Chair*  
George M. Bass  
David A. Evans  
I. Trotter Hardy  
Bernie L. Heyman  
Virginia A. Jones  
Janine Scancarelli  
William R. Stewart  
Paul H. Whiteley  
Franklin E. Robeson, *Ex Officio*  
*Students:*  
Scott L. Bakran  
Marco J. Brown

## Judicial Appeals Board

M. Joy Archer  
Barbara W. Blosser  
Robert S. Dutro  
Connie D. Galloway  
W. Gary Hollis  
Michael A. Powell  
Thomas J. Ward  
Stuart L. Williams  
*Students:*  
Karolyn D. Adler  
Chad M. Anthony  
Mary O. Gwynn  
Lop Shun Wong

## Judicial Council

(Chair to be elected by committee)  
Cynthia B. Burwell  
John M. Charles  
Jack D. Edwards  
Norman J. Fashing  
Robert P. Hunt  
Robert C. Knowlton  
Deborah D. Morse  
Jennifer L. Taylor  
Allison Wilddridge  
*Students:*  
Ashley A. Booth  
K. Zachery Brittle  
Vikas Chawla  
Catherine B. Chen  
Sharon L. Diamond  
Mark D. Dix  
Denzel J. Hankinson  
Philip J. Havers  
Rebecca A. Hoglund  
Ducie Le  
Jefferey G. Lutz  
Amanda A. Perkins  
Shannon Smith  
Richard J. Thornett

## Landscape, Environment and Energy

Martin C. Mathes, *Chair*  
Mary D. Anderson  
William D. Barnes  
Bruce K. Goodwin  
William H. Hawthorne  
Howard I. Kator

William J. Kossler  
Victor A. Liguori  
John L. McKnight  
Sylvia Shirley  
Roy A. Williams, *Ex Officio*  
*Students:*  
Jacqueline F. Clark  
Gordon N. Fidura  
Ronald W. Fuchs  
Marcus S. Snow

## Library Policy Advisory

William L. Bynum, *Chair*  
Lynda L. Butler  
Peter L. Derks  
Victoria A. Foster  
Carl H. Hobbs  
Arthur Knight  
Charles H. Koch, Jr.  
Henry E. Mallue  
Gary W. Rice  
Hans O. Tiefel  
John W. Willis, Jr.  
Charlotte Brown, *Ex Officio*  
James S. Heller, *Ex Officio*  
Nancy H. Marshall, *Ex Officio*  
Charles A. McFadden, *Ex Officio*  
Roselyn Queman, *Ex Officio*  
James T. Deffenbaugh, *Observer*  
Kay J. Domine, *Observer*  
John D. Haskell, *Observer*  
Bernie L. Heyman, *Observer*  
James R. Rettig, *Observer*  
*Students:*  
Monique Kowitz  
Clifford W. Mayhall  
Alan D. Mitchell  
Laura Rochmisi

## Muscarella Acquisitions Advisory

Mark M. Johnson, *Chair*  
Jayne W. Barnard  
William D. Barnes  
Chandos Brown  
Paul E. Helfrich  
James D. Kornwolf  
Nancy H. Marshall  
Alan J. Ward  
Louise L. Kale, *Ex Officio*

## Muscarella Museum Exhibitions Advisory

Mark M. Johnson, *Chair*  
W. Barry Adams  
Craig N. Canning  
Miles L. Chappell  
Lewis Cohen  
Henry E. Coleman  
Dale E. Hoak  
Donald R. Lashinger  
Joel D. Schwartz  
Gene M. Silberhorn  
Kenneth E. Smith  
Lisa W. Leek, *Ex Officio*  
Ann C. Madonia, *Ex Officio*  
*Students:*  
S. Brooke Garnett  
Jessica W. Johnston  
W. Elizabeth Pearson

## Personnel Policy

Gillian T. Cell, *Chair*  
William F. Davis  
Martin E. Garrett  
Bruce S. Grant  
Howard I. Kator  
John W. Lee  
David J. Lutzer  
Henry E. Mallue  
Paul Marcus  
Louis P. Messier  
Alfred N. Page  
Gary A. Smith  
Dennis L. Taylor  
James M. Yankovich

## Prizes and Awards

John E. Donaldson, *Chair*  
Sharon T. Broadwater  
Dorothy P. Coleman  
Gary C. DeFotis  
Maryse Fauvel  
David H. Feldman  
Ronald N. Giese  
William J. Kossler  
John F. Kottas  
Jon A. Lucy  
W. Samuel Sadler, *Ex Officio*  
*Students:*  
Christian O'Connor  
Nicole M. Schock  
Kevin J. Turner

## Procedural Review

Martin A. Garrett, *Chair*  
William F. Davis  
Bruce S. Grant  
Howard I. Kator  
John W. Lee  
Henry E. Mallue  
Louis P. Messier  
Gary A. Smith  
*Alternates:*  
Prabhu Aggarwal  
M. Joy Archer  
Herbert M. Austin  
William L. Bynum  
Robert W. Hanny  
James F. Harris  
Stephen K. Knudson  
James E. Moliterno

## Protection of Human Subjects

Stanton F. Hoegerman, *Chair*  
Judith S. Dubas  
Michael A. Faia  
Daniel F. Gutwein  
Franco Triolo  
Carl W. Vermuelen  
Thomas J. Ward  
Neill P. Watson  
Paul H. Whitely  
Corinne Garland, *Community Representative*  
Stella Neiman, *Community Representative*  
Wayne Price, *Community Representative*

## Publications Council

(Chair to be elected by committee)  
Richard S. Lowry  
Ray L. Betzner  
Samuel E. Jones  
Alemante Selassie  
Albert Louer, *Community Representative*  
Kenneth E. Smith, *Ex Officio*  
*Students:*  
Jason F. Flemmons  
Christopher L. Ibsen  
Fred B. Jacobs  
Jennifer L. Page  
Demetria C. Scott

## Research on Animals

Morris H. Roberts, *Chair*  
Herbert Friedman  
Roberto Refinetti  
C. Richard Terman  
David Barley, *Community Representative*  
Al Poulson, *Community Representative*

## Residency Status Appeals Board

Frederic I. Lederer, *Chair*  
James M. Olver  
Nancy N. Spivey  
Ned Waxman  
James S. Heller, *Consultant Member*  
J. William Savely, *Ex Officio*

## Sexual Harassment

Michael A. Powell, *Chair*  
Dorothy P. Coleman  
R. Kelly Crace  
Loretta M. Early  
Mary S. Landrum  
Carol S. Disque, *Ex Officio*  
*Students:*  
Heather K. Fleniken  
Holly R. Smith

## Student Financial Aid

Ann E. Henderson, *Chair*  
Jerry H. Bledsoe  
Kristen Brustad  
Paul Marcus  
Nancy H. Marshall  
Robert J. Diaz  
Satoshi Ito  
Harlan E. Schone  
Mary M. Voigt  
Carroll F. Hardy, *Ex Officio*  
Edward P. Irish, *Ex Officio*  
Byrd G. Latham, *Ex Officio*  
Susan G. Rivera, *Ex Officio*  
Faye F. Shealy, *Ex Officio*  
*Students:*  
Christopher P. Buzzelli  
Walter H. Preston  
Nicole M. Schock  
Sonja N. Stephenson

## Transportation Advisory Council

Edwin H. Rhyne, *Chair*  
M. Joy Archer  
Arthur W. Brautigam  
John M. Charles  
Charles A. Dombek  
John W. Lee  
John H. McCray  
H. Cam Walker  
Roy A. Williams  
Mark M. Gettys, *Ex Officio*  
*Students:*  
Heather L. Maples  
Christina J. Milanovich  
James S. Pope  
J. Kyle Short  
Holly R. Smith

## Transportation Appeals Board

Waldemar Eger, *Chair*  
Wagih Dafashy  
James S. Heller  
Raymond W. McCoy  
Rinaldo Morales-Alamo  
Edwin H. Rhyne  
George A. Zink  
*Students:*  
Garrett Brown  
Scott D. Helsel  
Heather L. Maples  
Christina J. Milanovich  
Samuel A. Ozeck

## Undergraduate Assessment Steering

Gary A. Krepes, *Chair*  
George M. Bass  
Lawrence C. Becker  
Judith Ewell  
Mark C. Fowler  
Herbert Friedman  
William T. Geary  
Virginia A. Kerns  
David J. Lutzer  
R. Heather Macdonald  
Stewart A. Ware  
Randolph A. Coleman, *Ex Officio*  
Carol S. Disque, *Ex Officio*  
Alfred N. Page, *Ex Officio*  
W. Samuel Sadler, *Ex Officio*  
Joel D. Schwartz, *Ex Officio*  
Robert E. Welsh, *Ex Officio*  
James M. Yankovich, *Ex Officio*  
*Students:*  
Richard W. Gates  
Lisa P. Goddard

## University Advancement Advisory

Henry E. Mallue, *Chair*  
Henry Aceto  
Robert J. Diaz  
Mary M. deRegnier  
Connie D. Galloway  
Charles R. Johnson  
James C. Livingston  
James N. McCord  
James M. Yankovich  
*Students:*  
Scott A. Lohmann  
Cheryl R. Stein

## University Policy Advisory

Gillian T. Cell, *Co-Chair*  
William F. Merck, *Co-Chair*  
James W. Beers  
Eugene M. Burreson  
Lynda L. Butler  
Miles L. Chappell  
David J. Lutzer  
Paul Marcus  
Nancy H. Marshall  
John McGlennon  
Alfred N. Page  
Roy L. Pearson  
W. Samuel Sadler  
Dennis Slon  
Dennis L. Taylor  
Deborah G. Ventis  
Robert E. Welsh  
James M. Yankovich  
W. Barry Adams, *Observer*  
Mary M. deRegnier, *Observer*  
Samuel E. Jones, *Observer*  
Michael A. Powell, *Observer*  
John Randolph, *Observer*  
Franklin E. Robeson, *Observer*  
Jean A. Scott, *Observer*  
William N. Walker, *Observer*  
*Students:*  
Richard W. Gates  
Lisa P. Goddard  
Ashley E. Miller  
David H. Niebuh  
J. Kyle Short  
Peter A. Snyder

# 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 con-

dition 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*.

Adopted by the Board of Visitors on February 1, 1991.

## Procedures Governing Cases of Alleged Sexual Harassment

These are the internal procedures to be used by 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 com-

plainant, 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 harassment, as defined by university policy, and who elects to seek a remedy through formal university procedures must file a written statement with the Chair of the Sexual Harassment Committee within 30 days after the end of the semester of 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

## Ukrop, Wilburn Appointed To SOBSI Board

The School of Business Sponsors Inc. (SOBSI) recently named two new board members: Ukrop's Supermarkets Inc. President James E. Ukrop '60, and Colonial Williamsburg Foundation President and Chief Executive Officer Robert C. Wilburn.

Ukrop has been president of Ukrop's Supermarkets Inc. since 1975. He has built the family-owned and operated

business into the most successful grocery store chain in the Richmond metropolitan area. The company operates more than 20 stores.

Ukrop has a B.A. in business from William and Mary and served two terms on the College Board of Visitors. He and his wife, Bobbie, currently head the National Leadership Committee for the Alumni Center. He has also served on

the Endowment Association Board.

Wilburn joined the Colonial Williamsburg Foundation in 1992, after eight years as president of the Carnegie Institute in Pittsburgh. He is a graduate of the U.S. Air Force Academy and holds a master's and doctoral degree from Princeton.

The next meeting of the SOBSI board is Dec. 3.

## Black Leadership Conference Deadline Dec. 1

CONTINUED FROM PAGE 1.

a William and Mary ID.

Facilitators for the sessions include Julia Hare of The Black ThinkTANK; David P. James, president of the International Mentoring Association; Greer Wilson; Ishmael Conway; Harriett Schiffer; and Barbara Reynolds, inquiry editor of *USA Today*.

The closing banquet speaker is the

Rev. Al Sharpton, the New York City activist and civil rights advocate.

The conference also gives students and corporate leaders an opportunity to meet each other at a career fair, a popular part of previous conferences. Last year's conference offered students a chance to get to know executives from the CIA, IBM, MTV, Prudential Insurance, Canon, James River Corp., General Electric and Coca-Cola, Inc.

Sessions will be held at the Colonial Williamsburg Hotel and Conference Center.

The deadline for registration is Dec. 1. For registration information, call ext. 12300. Conference sessions, except for luncheon and dinner speakers, will be open to William and Mary students with an ID on a first-come, first-served basis. Registration is at the Office of Multicultural Affairs in James Blair 209.

## Raises Should Show Up In Dec. 16 Checks

CONTINUED FROM PAGE 1.

employees with the exceptional rating were then gathered together after being turned into the personnel department.

Next, copies of the performance evaluations of exceptional employees were sent to the senior administrator of each competitive group on campus. The group administrators were asked to rank the employees.

"Based on the number of employees who received exceptional ratings, the College decided to provide three-step increases (or 3 percent bonuses for employees at the top of the salary scale) to 10 percent of each competitive group,"

explained Smith. "The College is going above the funding allocated by the state by 2 percent."

The General Assembly this year provided only enough money for 8 percent of employees to be given three-step increases, and 92 percent to be given two-step increases. Smith noted that most College employees in the exceptional category who do not receive three-step salary increases will get a two-step increase. Some employees, due to individual circumstances, will receive less than two steps.

All salary increases are expected to be reflected in the Dec. 16 paychecks.

## Fund Raisers For Kidsburg Scheduled

Create-A Playground is sponsoring two events in December to raise funds for "Kidsburg," the children's playground to be built at Mid-County Park on Ironbound Rd.

The first, an aerob-a-thon, will be held on Thursday, Dec. 2, from 6:30 to 8:30 p.m. at C.L.A.S.S., 5 Marclay Rd., near the Williamsburg-Jamestown Airport. Participants should bring exercise gear and lots of energy to work out with some of the area's best aerobic instructors. Donations to Kidsburg will be accepted at the door. Call 259-0006 for more information.

"Breakfast with Santa" will be held on Saturday, Dec. 11 at 10 a.m. at Wilma's Waffle, Pancake and Steak House, in the Comfort Inn, 5611 Richmond Rd.

A pancake buffet will be served for \$8 per person. Children under two will be served free of charge. Colonial One-Hour Photo will take pictures of children with Santa for \$5.

Proceeds from the breakfast and photos will benefit the playground fund. For information on this event, call 253-2261.

## 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

Sonoma Woods/Denbigh. By owner. Assume or refinance. 2 BRs, 1-1/2 baths, central air, two ceiling fans, newly painted and carpeted. Available immediately. \$49,500. Call ext. 12509 or 881-9003 for appointment. (12/1)

1986 Toyota Celica GT, sky blue. Power steering, sunroof, and windows/doorlocks, cruise control, 5-speed. 140K miles. Moving, must sell. First \$3,000 takes it. Call 253-0920. (12/15)

1988 Honda Civic, 2-door, 4-speed, AM-FM cassette, well maintained. \$1,800, firm. Call 842-4090. (12/1)

1977 Datsun 280Z, 2-seater, inline 6-cyl., 4-speed. 97,000 original miles. Wrecked in front/repairable or for parts, drive train, rear body, emblems, tires, interior all very good condition. \$585. Also, 1969 Nova 350 V8, Eldebrock performer intake, cam, lifters, headers, holly carb, tach, elec. fan, trunk-mount battery, racing seat, shift kit in A/T, 411 posi rear, M/T tires, Crager wheels, new bumpers and emblems. Street/strip car. VGC. \$2,800. Call Jim at 693-5262 or Cheryl, ext. 11225. (12/1)

1981 Oldsmobile Omega, 127,000 mi., engine well maintained, Pioneer tape player/radio with 4 speakers, very good tires. \$550. Call ext. 13889. (12/1)

1988 F150 XLT Lariat, mint condition, less than 22,000 miles. AC, PS, PB, AM/FM, 5-speed, cruise control, dual tanks, sliding rear window, full size bed, bed liner, trailer ball, floor mats. Blue book value \$9,300, asking \$9,000. Call 642-7306 (O) or 642-5101 (H). (12/1)

Utility trailer, heavy duty, easy tow, made from Datsun pickup. Great for hauling firewood, etc. \$450. Call Jim at 693-5262 or Cheryl, ext. 11225. (12/1)

14/0 Penn Senator deep sea fishing reel, 130 lb., dacron line, custom 80 lb. rod, \$275. Call Jim at 693-5262 or Cheryl, ext. 11225.

Airline ticket, Norfolk to Los Angeles. Departure date Dec. 18. Call ext. 11780 (days) or 874-1276 (evenings). (11/17)

Boys bikes, one 12" with training wheels, \$25, one 16" "Dirt bike" style, \$35. Jenny Lind style crib

and mattress, \$60. Jenny Lind style high chair, \$25. Playpen, \$10. Call Diana, ext. 11104 or 565-6337 (after 6 p.m.) (12/1)

IBM Selectric, model 72 with dustcover, several typing ball prints and tiffany stand, \$250. Pro-Form T-50 treadmill, 10 functions, including heart/pulse monitor, \$195. Diamond and sapphire tennis bracelet, 4 ct. t.w., \$595. Call 253-2272. (12/1)

Laptop computer: MS/DOS, dual 720K 3.5" disk drives, 640K RAM, 8 MHz, battery pack, power cord, carrying case, \$450. Printer: dot matrix, 240 cps, near-letter quality, all cables, \$100. \$500 for both. Call 229-5619. (11/17)

Bozak stereo speakers, classic wood veneer, 29-3/4" h x 24" w x 20" d., 2 for \$200. Excellent sounding and looking. Would enhance your living room or bedroom (we need more room for baby.) Email jdmull@cs.wm.edu or call 229-2252. (12/15)

Electric guitar and amp: Fender squire stratocaster with locking trem and case, plus Crate 60W amp. Essentially brand new. \$400 firm for both. Call 253-1423. (12/1)

C&H professional mat cutter, model CHN4060A, needs minor reconditioning, \$250. Citation P215/75R15 Kelly steel-belted radial tire, like new, used only as a spare, \$30. City Heat rollerblades, men's size 10, like new; cost \$65, will sell for \$30. Call ext. 12787. (11/17)

Six-drawer dresser/mirror, \$150. Sofa, good condition, \$150; antique love seat, no cover, \$100; andirons, \$30; end table, \$20; shelves, \$15; cabinet, \$15, single mattress/spring, \$50, wool oriental rug, 6'x8', \$100. Call 565-3085. (12/15)

### FOR RENT

Available immediately, clean large 2-BR apartment near campus, Colonial Williamsburg. \$50 deposit, \$455/month. Call 229-0358 or 259-0713. (12/1)

Beginning in Jan., fully furnished and equipped, 2-BR, 2-bath condo on Jamestown Rd. Washer/dryer, dishwasher, microwave. Deck. Prefer no pets, no children. Telephone and cable installed. Will negotiate rent with right person. Call ext. 13938 or 253-8041. (12/1)

Queens Lake, 3-BR ranch, 2-1/2 baths, den, eat-in kitchen. New heat pump, AC, appliances. Five acres of woods, marsh and gardens overlooking Queens Creek. Complete privacy, club membership. \$950/month. Call Mary Womack, Century 21, Don Leftwich, 229-2300. (12/1)

Five-year-old home with 3 BRs, garage, wooded lot, new carpet, large deck, lots of storage space. Two miles to W&M. \$875 per month. Call 229-2853. (11/17)

### WANTED

Responsible, mature person to care for one infant in our home or yours. Approximately 40 hours per week, beginning Jan. through June. No

## School of Education Applications

Transfer students with second-semester sophomore status or higher, who are planning to concentrate in an arts and sciences field, are eligible to apply to elementary or secondary education certification programs in the School of Education. Interested students may pick up applications in Jones 305 from Dec. 1 to Jan. 28.

Completed applications must be returned no later than Friday, Jan. 29 at noon. Transfer students must also provide a transcript of course work taken at their previous institution(s) and a copy of their "evaluation of transfer credit" form.

All applicants will be required to interview with a faculty member between Feb. 4 and Feb. 18, and will be notified of decision by March 5.

summers. Please call 220-2514. (12/15)

Room to rent by British graduate student in Williamsburg area for 2-3 weeks from Nov. 17. Non-smoker. Contact Dominic Taylor, c/ Prof. Chris MacGowan, ext. 13931. (12/1)

A place to sleep Tuesday and Thursday evenings for a quiet, commuting female grad student. Call 244-0342. (11/17)

### SERVICES

Having a party? Need help setting up food/decorations and keeping the food flowing during the party? I'm available. Let me give you a hand so you can enjoy yourself. Call early for Christmas dates. Call ext. 12356 or 890-2309. (12/15)

Making It Work: I can haul furniture, paint, cut the yard, trim the hedges, clean out the gutters, rake leaves and move trash. Reasonable rates. Call Percy at 258-0834 after 12:30 p.m. (11/17)

Desktop publishing (flyers, brochures, etc.) secretarial services, data entry, grant proposal preparation available. 13 years+ experience. Call 890-2309 or ext. 12356. (11/17)

### FREE

Perfect companion: adorable neutered female black lab mix, to good home. One year old, 60 lbs., well cared for. Needs lots of attention, gives lots of love. Call 229-5981 to meet her. (11/17)

## EMPLOYMENT

The following positions at the College are open to all qualified individuals. Those wishing to apply must submit a Commonwealth of Virginia application form (and resume if they wish), which includes applicant's social security number, to the Office of Personnel Services, Thiemes House, 303 Richmond Road, by no later than 5 p.m. on the deadline date.

Informational interviews will be held in the Office of Personnel Services from 9 a.m. to noon on Thursday of each week.

The College will make a reasonable effort to accommodate persons with disabilities in the application, testing and/or interview process.

If possible, please contact Debby Rorrer, ext. 13155, at least three days in advance of the need for accommodation.

Deadline for applying for the following positions is 5 p.m., Friday, Nov. 19, unless otherwise noted. Postmarks will not be honored.

The following are regular part-time positions which do not carry benefits.

**Laboratory Technician Senior** (unclassified)—\$7.38 per hour, part time, approximately 30 hours per week. *Restricted appointment with funding expiring June 30.* #H009. Location: VIMS (Fisheries Science).

The following are regular full-time positions which do carry benefits.

**Fiscal Assistant** (Grade 5)—Entry salary \$15,357. #N038. Location: William and Mary Hall. *Deadline Nov. 26.*

**Grants Administrator** (Grade 10)—Entry salary \$23,505. #540. Location: VIMS (Sponsored Research).

**Architectural Consultant** (Grade 14)—Entry salary \$33,568. *Restricted appointment with funding expiring June 30.* #031. Location: Facilities Management.

# CALENDAR

## Campus

### Wednesday-Thursday, Nov. 17-18

**Pottery sale**, CC lobby, noon to 7 p.m. Pottery is hand made by students and faculty of the College ceramics studio. Proceeds support visits by demonstrating artists and other educational pursuits. Cash sales only.

### Wednesday, Nov. 17

**Mid-week prayer service** sponsored by Campus Ministries United (CaMU), Wren Chapel, noon.

**Black Faculty and Staff Forum general meeting**, CC, room E, noon to 1 p.m. Call ext. 13116.

**Harrison Lecture Series**, "From Jamestown to Yorktown: Britain and America 1607 to 1781—'The World Turned Upside Down': How Britain Blew It," William A. Speck, James Pinckney Harrison Professor of History, Washington 201, 7:30 p.m.

### Thursday-Friday, Nov. 18-19

**Fourth Annual Resource Collaborating Teaching Symposium**, sponsored by School of Education, Omni Hotel, Newport News. Call ext. 12318.

### Thursday-Saturday, Nov. 18-20

**W&M Theatre**: "Night Sky" by Susan Yankowitz, PBK, 8 p.m. Single admission, \$5.

### Thursday, Nov. 18

**William and Mary-Eastern State surplus equipment auction**, Eastern State building 22, beginning at 9 a.m. Pre-auction showing, 8 a.m. For information, call ext. 12052.

**Town & Gown Luncheon**: "Arab Christians, Byzantium and the West: A Historical Survey," Abdul-Karim Rafeq, William and Annie Bickers Professorship in Arab Middle Eastern Studies, CC ballroom, 12:15 p.m.

**Ebony Expressions annual Thanksgiving concert**, Ewell Recital Hall, 7 p.m. Admission 50 cents and a can of food, or \$1.

**Men's and women's basketball**: exhibition games vs. "Moscow Dynamo," W&M Hall, 5 p.m. (women); 7:30 p.m. (men).

**Russian Club film**: "Cranes Are Flying," Reves 1st floor lounge, 8 p.m.

### Friday, Nov. 19

**Workshop with playwright Susan Yankowitz**, PBK, 3 p.m. Sponsored by W&M Theatre and women's studies.

**Physics Colloquium**: "Neutrinos: Their Place in the Standard Model and the Universe," Terry Goldman, Los Alamos National Laboratory, Small 109, 4 p.m. Coffee, Small 123, 3:30 p.m.

**Exhibition Reception** for "Contemporary Inuit Drawings: The Gift Collection of Frederick and Lucy S. Herman," Muscarelle Museum, 5:30 p.m.

### Saturday, Nov. 20

**Football**: W&M vs. Richmond, Zable Stadium, 1 p.m.

**David Brian Bullock Memorial Scholarship 5K Run**, one-mile fun run/walk, 1:30 p.m. Race-day registration, Rec Sports Center, 1 p.m. or register in advance by calling 253-2485, 877-5659 or 229-7373. Registration \$10 (children \$6) until Nov. 15, after Nov. 15 and race day, \$12 (children \$8).

**Discussion with playwright Susan Yankowitz**, PBK, 2 p.m. Sponsored by W&M Theatre and women's studies.

**Ewell Concert Series**: The John Toomey Jazz Quartet, Ewell Recital Hall, 8 p.m. Admission at door, \$2; W&M students with valid IDs admitted free.

### Sunday, Nov. 21

**W&M Theatre**: "Night Sky" by Susan Yankowitz, PBK, 2 p.m. Single admission, \$5.

**Gallery Talk**: "Contemporary Inuit Drawings," Judith M. Nasby, Muscarelle Museum, 3 p.m.

**Music at the Muscarelle**: Gallery Players present wind music of George Phillip Telemann, directed by Burton Kester, Muscarelle Museum, 4 p.m.

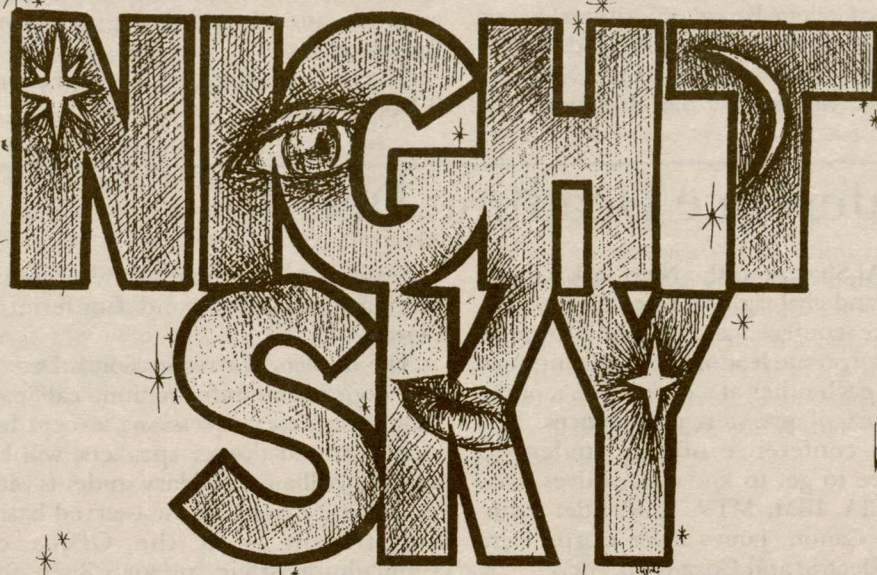
### Monday, Nov. 22

**ROTC Fall Awards ceremony**, Trinkle Hall, 3 p.m. Call ext. 13600 or 13601.

**Concert Series**: Wynton Marsalis, trumpet with the Wynton Marsalis Septet, PBK, 8 p.m. Tickets available in Campus Center 203.

### Wednesday, Nov. 24

## William & Mary Theatre presents



by Susan Yankowitz

November 18, 19, 20, 8 p.m. • November 21, 2 p.m.

Phi Beta Kappa Memorial Hall

Box office 221-2674 • Single admission \$5

**First day of CommonHealth "Maintain Don't Gain" challenge and deadline for initial weigh-in.** Call Margo Wright, ext. 12776.

**Mid-week prayer service** sponsored by Campus Ministries United (CaMU), Wren Chapel, noon.

### Wednesday-Sunday, Nov. 24-28

#### Thanksgiving Break

### Saturday, Nov. 27

**Tercentenary Cup Series** (final event): Women's basketball vs. Harvard, W&M Hall, 2 p.m.

### Monday, Nov. 29

**Deadline for contributions to HACE Christmas projects.** Call ext. 13108, 12617, 11258 or 11257.

**Concert**: The Van Buren Quintet, Ewell Recital Hall, 4:15 p.m. Free.

**Men's basketball** vs. Loyola, W&M Hall, 7:30 p.m.

**Concert**: William & Mary Concert Band, PBK, 8 p.m.

### Tuesday, Nov. 30, Wednesday-Friday, Dec. 1-3

**W&M Theatre Second Season**: Fall Directors' Workshop, student-directed one-act plays, PBK Studio Theatre, 8 p.m. Admission free. Seating limited. Call ext. 12660.

### Tuesday, Nov. 30

**Virginia Alliance for the Public Service Meeting**. By invitation, registration required. Luncheon address: "Intergovernmental Relations in the Clinton Administration," Henry G. Cisneros, U.S. Secretary of Housing and Urban Development, Trinkle Hall, noon. Call ext. 12368.

### Wednesday, Dec. 1

**Mid-week prayer service** sponsored by Campus Ministries United (CaMU), Wren Chapel, noon.

**Men's basketball** vs. UVA, W&M Hall, 7:30 p.m.

### Thursday, Friday, Saturday, Dec. 2, 3, 4

**Concert**: William & Mary Choir and Chorus, PBK, 8 p.m. For information, call ext. 11085. Also, Saturday, Dec. 4 at 2 p.m.

### Thursday, Dec. 2

**Town & Gown luncheon**: "Clinton's Latin American Policy: A New Direction?" Judith Ewell, professor of Latin American history, CC ballroom, 12:15 p.m.

**Physics Colloquium**: "Interactions of Highly-Charged Ions with Surfaces," J. Burgdörfer, University of Tennessee and ORNL, Small 109, 4 p.m. Coffee, Small 123, 3:30 p.m.

### Sunday, Dec. 5

**Art workshop**: "Watercolor," noon to 3 p.m. Cost \$8, materials provided. To register,

call ext. 12703.

**Sunday Tour**: "Art on the Go," artists' travels reflected in their work, conducted by Dolores Tallon, docent, Muscarelle Museum, 3 p.m. Light refreshments served following the tour.

### Tuesday, Dec 7

**Institute of Early American History and Culture colloquium**: "American Utopia: Eighteenth-Century Foundations of American Political Thought," James Oakes, Northwestern University, Institute Library, 7:30 p.m.

### Wednesday, Dec. 8

**Mid-week prayer service** sponsored by Campus Ministries United (CaMU), Wren Chapel, noon.

### Thursday, Dec. 9

**Town & Gown luncheon**: Botetourt Chamber Singers, Wren Chapel, noon; luncheon following, CC ballroom.

### Saturday, Dec. 11

**Yule Log ceremony**, Wren Building courtyard, 6 p.m. Hot cider, cookies, carols and words of good cheer from faculty, administration and students.

### Wednesday, Dec. 15

**Black Faculty and Staff Forum general meeting**, CC, room E, noon to 1 p.m. For information, call ext. 13116.

### Tuesday, Dec. 21

**Men's basketball** vs. UNC Greensboro, W&M Hall, 7:30 p.m.

## Exhibits

### Muscarelle Museum

Nov. 20 through Jan. 2

"Contemporary Inuit Drawings: The Gift Collection of Frederick and Lucy S. Herman"

### Zollinger Museum

Through Nov. 30

"300 Years of Distinction—The College of William and Mary 1693-1993"

### Swem Library

Through Nov. 30

"Early Indians of Virginia"

### Through Jan. 10

Archival Exhibition: "History of the Library"

### Ash Lawn-Highland

Through Dec. 31

"Monroe and Jefferson: A Society to Our Taste." For information, call 1-293-9539.

## Community

### At Richard Bland College

Alumnus Van Hampton will direct the Richard Bland Players in "The Last Meeting of the Knights of the White Magnolia" in the Barn Theatre on campus, Thursday-Saturday, Nov. 18-21, at 8 p.m. and Sunday, Nov. 22, at 2 p.m. Tickets are available at the RBC box office, 1-862-6280 or 862-6122.

### 1-Mile, 5K Fun Run/Walk Nov. 21

The annual 1-mile fun run/walk and 5K run, benefiting the David Brian Bullock Memorial Scholarship Fund, will be held Sunday, Nov. 21. Registration begins at 1 p.m. at the William and Mary Rec Sports Center, followed by the 1-mile run/walk at 1:30 p.m. and 5K run at 2 p.m.

### Teleconference On Education Issues

The Virginia Tidewater Consortium for Higher Education is sponsoring a live teleconference on Wednesday, Dec. 1, from 3 to 4 p.m. at the ODU Peninsula Center. The teleconference, which will offer an insightful glance on the current legal climate for classroom teachers, will deal with such liability areas as equity, copyright, harassment and more. To reserve space, call 1-683-3183.

### Williamsburg Symphonia, Choral

#### Guild Present 'Messiah' Dec. 4 and 6

G.F. Handel's "Messiah" will be presented twice by the Williamsburg Symphonia and the Williamsburg Choral Guild. Both performances will be held in Bruton High School's auditorium. The first, "Holiday Matinee," will be Saturday afternoon, Dec. 4, at 3 p.m. The second, part of the Symphonia's regular subscription series, is Monday evening, Dec. 6, at 8:15 p.m.

### Christmas In Colonial Williamsburg

The observance of Christmas traditions begins in Colonial Williamsburg on Dec. 1.

The season arrived early at the Abby Aldrich Rockefeller Folk Art Center. "Christmas at the Folk Art Center," a favorite with visitors since the museum opened in 1957, opened Nov. 6. The exhibit continues through Jan. 9.

Other events scheduled in the Historic area are tours to view the decorations, musical events, 18th-century dancing, colonial comedies, candlelight evening visits with 18th-century families and unbounded feasts.

The Grand Illumination will be held Sunday, Dec. 5.

A complete schedule of events is available by calling 221-8950.

## William and Mary News Publication Schedule

The next issue of the *News* will be published Dec. 1.

Deadline for submission of items is 5 p.m. on Friday preceding publication.



## 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.

Ray Betzner, editor

Marilyn Carlin, desktop publishing

Publications Office, production

News deadline: Fridays, 5 p.m.