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A NEWSPAPER FOR FACULTY, STUDENTS AND STAFF

NEWS

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Students Face Tuition Hikes Of 4 To 18 Percent To Make Up For Budget Shortfall

College Grapples With Proposed State Budget Reduction

Gov. L. Douglas Wilder's budget proposal for the 1994-96 biennium includes a net reduction in general fund support of 2.7 percent in fiscal year 1995 and 8.5 percent in 1996 for William and Mary.

The burden for making up part of this reduction would be shifted to students. According to calculations by the State Council of Higher Education in Virginia (SCHEV), Virginia students could face tuition and fee increases of 5 percent in the first year and 4 percent in the second year, while non-state students could find their bills rising 8 percent in each year.

The law schools in the state were singled out for additional tuition increases. Under the proposal, tuition at the Marshall-Wythe School of Law, would increase by 10 percent for in-state students and 18 percent for non-Virginia students in each year.

Final decisions on next year's tuition will be made by the College Board of Visitors during its spring meeting.

If the governor's budget plan is adopted as proposed, it would drop state funding of the College's academic program to only 38 percent by 1996, said Samuel E. Jones, vice president for budget and planning. That figure compares with 70 percent in-state support in 1982 and 60 percent as late as 1990.

The reductions are part of a series of recommendations to be taken up next week by the state General Assembly and Gov.-elect George Allen. President Timothy J. Sullivan said the College is "not well served by this package" and noted changes could come as the budget process continues.

"We will work with the governor-elect and the General Assembly to protect and enhance the character and quality of the College and its programs in a time of continued fiscal stress," said Sullivan.

"More than ever, our strategic planning process will be critical for determining how we approach our future."

Overall, the governor's plan would cut \$72.9 million from Virginia's public colleges and universities during the two-year period, Jones said. "A portion of these funds are then returned to higher education to meet systemwide needs. As a result, the impact of the proposed budget varies widely among the state's colleges and universities."

The University of Virginia, for example, would experience net losses of 3 percent and 8.5 percent, while Radford University would see increases of 6.6 percent and 5.6 percent, and James Madison University would get increases of 6.3 percent and 3.4 percent.

Under the recommendations, Richard Bland College would experience increases of 13.1 percent and 2.2 percent during the biennium.

Other elements of the governor's proposal include:

- Eliminating state support for research and public service centers at all institutions. For the College of William and Mary, this action affects: the Bureau of Business Research; the Commonwealth Center for the Study of American Culture; the Institute of Bill of Rights Law; and the Institute of Early American History and Culture. Reductions are also proposed for the Virginia Institute of Marine Sciences.

- Increasing state aid to students by \$21.1 million, or 22 percent.

- Requiring that institutions submit plans for the restructuring of their programs to SCHEV. The governor recommends withholding 1.5 percent of each institution's operating budget pending SCHEV approval of these plans. The first restructuring plans would have to be submitted SCHEV by June 15. While spe-

cific criteria for evaluating these submissions have not been developed, the goals of the restructuring would include increased effectiveness of course offerings, minimizing administrative and instructional costs, and preparing for enroll-

ment increases.

- Pay raises for staff and faculty of 2.25 percent per year, effective Dec. 1. Provisions for an average bonus of 1.72 percent in the first year are also included.

Stewart H. Gamage '72 Appointed Vice President For Public Affairs

Stewart H. Gamage, an adviser to two former Virginia governors and a former member of the Board of Visitors, has been appointed vice president for public affairs at the College. Her appointment was approved by the Board of Visitors on Jan. 10.

A 1972 graduate of the College, Ms. Gamage will be responsible for government relations at the local, state, and federal levels and for the College's communications programs.

President Timothy J. Sullivan said Ms. Gamage's appointment comes at a critical time in the College's development.

Continuing reductions in state support to Virginia's colleges and universities in general—and William and Mary in particular—have resulted in the loss of millions of dollars in recent years. The proposed budget for the 1994-96 biennium would reduce the state's commitment by another \$3.2 million.

"The Board's action in appointing Stewart Gamage to this new position brings to William and Mary a woman of exceptional achievement who knows the College and is blessed with the skills necessary to make a critical difference," Sullivan said.

The appointment is effective March 1.

Ms. Gamage was a member of the College's Board of Visitors from 1985 to 1990, and served as vice rector of the board during the last year of her term. She previously served for five years on the Board of Directors of the Society of the Alumni.

Ms. Gamage comes to William and Mary from APCO Associates Inc., one of



Stewart H. Gamage

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Strategic Planning Committee Drafts Financial And Budgetary Principles

The Strategic Planning Committee has agreed upon a set of financial and budgetary principles, following up on its earlier adoption of general planning principles, according to Provost Gillian Cell.

Cell said the two sets of principles are intended as preliminary guidelines for the College's planning process for the next decade. The financial and budgetary principles, she said, "are designed to

make sure the committee is careful and realistic in its recommendations, and that resources are identified for each recommendation."

The committee has discussed the College's administrative organization, communications, technology, faculty issues, and student life, and is compiling a list of data needs and questions for further exploration, Cell said.

"Now that the two sets of principles have been distributed for comment, we will schedule an open meeting in the near future for the College community to discuss them," she said.

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Margaret Thatcher To Be Installed As 21st Chancellor

College Gears Up For Charter Day '94

Exercises commemorating the 301st anniversary of the granting of the Royal Charter and the investiture of Margaret, the Lady Thatcher, O.M., P.C., F.R.S., as the 21st Chancellor of the College will be held on Saturday, Feb. 5, at 10 a.m. in William and Mary Hall.

Lady Thatcher, prime minister of Great Britain from 1979 to 1990, succeeded former Chief Justice Warren Burger as College Chancellor on July 1, 1993. She will deliver the keynote address at Saturday's formal installation ceremony.

Her appointment to the largely cer-

emonial position marks the first time a woman has served as William and Mary's chancellor and the first time a British subject has held the post since the American Revolution.

Tickets for Charter Day are free of charge and required for admission. To order them, complete the reservation form on page 6 and return it to the Charter Day Committee by Jan. 21. Due to limited seating, tickets will be mailed on a first-come, first-served basis on or before Feb. 1. 1994 degree candidates are invited to

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News Publication Schedule

The next issue of the *William & Mary News* will be published Jan. 26. Deadline for submission of material is 5 p.m. on Friday, Jan. 21.

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Former Apple Computer Chairman To Receive Business School Award

Summer Program Issues Call For Student Associates

College And Japan Foster Ties Via Satellite

Sculley To Receive Business Medallion

John Sculley, chief executive officer and chairman of Spectrum Information Technology Inc., will receive the T.C. and Elizabeth Clarke School of Business Medallion in a ceremony at the College on Friday, Jan. 28.

Sculley, former CEO and chairman of Apple Computer Inc., succeeded founder Steven Jobs as chairman of Apple, transforming the young computer firm into a major player in the industry.

Based in Manhasset, N.Y., Spectrum Information Technology, Inc. is a small wireless communications firm working at the forefront of the so-called "information highway" and the convergence of computers, communications, publishing, and entertainment.

The T.C. and Elizabeth Clarke School of Business Medallion is the school's most prestigious award. Since its establishment in 1975, the Medallion has been presented annually to an individual whose distinguished career as a contributor to the profession of management represents the highest standards of professionalism and integrity.



John Sculley

In 1989, the Medallion was named in honor of T.C. and Elizabeth Clarke in recognition of their exemplary generosity and support to the School of Business and the College. School of Business faculty select the award recipient.

Former Robb, Baliles Adviser To Manage College's Relationship With Richmond

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Washington's largest public affairs firms, where she is chief operating officer and senior consultant.

In her new position, Ms. Gamage will be responsible for managing the College's relationship with Virginia's executive agencies and with the General Assembly, and for building a program at the federal level through the Virginia Congressional Delegation. She will also oversee the communications programs conducted by the Office of University Relations.

Ms. Gamage spent seven years as director of the Virginia Liaison Office,

managing Virginia's federal-state relations for Governors Charles S. Robb and Gerald L. Baliles. She joined APCO Associates in 1992 after serving for three years as policy director and committee liaison for the Majority Leader of the House of Representatives. Her previous experience included two years as associate deputy for intergovernmental affairs in the White House.

Ms. Gamage received a B.A. degree in fine arts from the College, and completed a master's degree in public administration at the Washington Public Affairs Center of the University of Southern California.



Eugene Tracy, associate professor of physics (r), presents senior Scott Hirsch (l) with a \$300 check for winning the 1994 Don Edward Harrison Jr. Award for Excellence in Physics.

Hirsch Awarded Physics Distinction

The 1994 Don Edward Harrison Jr. Award for Excellence in Physics has been awarded to Scott M. Hirsch.

The award, in the amount of \$300, recognizes the highest demonstrated achievement in physics, including both academic performance and the quality of the senior research project. It is made in memory of Don Edward Harrison Jr., class of 1949, who made pioneering contributions to the study of computer models of molecular interactions.

Hirsch, who graduated in December,

won highest honors for his senior research project that studied the design and construction of an apparatus to test light transmission uniformity in multiple fiber optic bundles. These bundles are a major component of the scintillator light readout system for an electromagnetic shower calorimeter for the CEBAF Hall B CLAS detector.

Hirsch majored in both physics and mathematics and intends to pursue graduate studies in acoustics at Penn State.

Jackson Named Assistant Dean At Law School

Lizabeth A. S. Jackson, who has served as law school registrar since 1990, has been named assistant dean for admissions at the Marshall-Wythe School of Law. She will continue to serve as registrar while assuming new duties in the office of Associate Dean Faye F. Shealy.

Jackson is a cum laude graduate of Kansas State University. She has a master of arts degree in theater and is currently working on another graduate degree (in education) at William and Mary. Prior to becoming law school registrar, Jackson served as the "Clerk of the Court" in the law school's Legal Skills program.

Departments & Schools

Chemistry

Gary C. DeFotis, Garrett-Robb-Guy Professor of Chemistry, presented two papers at the 38th annual Conference on Magnetism and Magnetic Materials held in Minneapolis, Nov. 15-18. "Heat Capacity and Magnetic Properties of the Spin Glass $\text{CoCl}_2 \cdot x\text{H}_2\text{O}$ " was co-authored by former undergraduate students Sarat Chandralapaty and Wayne Brubaker and by current undergraduate Craig Cinquina, along with J.A. Lukin and S. A. Friedberg of Carnegie-Mellon University. "Ferromagnetism of Single Crystal $\text{Fe}[\text{S}_2\text{CN}(\text{C}_2\text{D}_5)_2]_2\text{Cl}$ " was co-authored by former undergraduates Wayne Brubaker and Sarat Chandralapaty and current undergraduates Kate Beers and Greg Coffey.

Geology

Professors Gerald Johnson, Patrick Burkhart and former students, Todd Beach and Scott Harris hosted the 11th Annual Friends of the Pleistocene Conference and field trip at the College on Oct. 15 to 17. The focus of the meeting was the formation of unique sinkholes and travertine deposits on the York-James Peninsula and along the south bank of the James River.

Government

Professor Alan J. Ward has written "A Constitutional Background to the Northern Ireland Crisis," the introductory chapter for Dermot Keogh and Michael Haltzel's book, *Northern Ireland and the Politics of Reconciliation*.

Modern Languages & Literatures

Ann Marie Stock, assistant professor, attended the International Festival of Latin American Cinema in Havana,

where she was invited to speak on the topic of "Cinema and Literature in Latin America."

Sociology

Gary Kreps, professor of sociology, has published the monograph, *Organizing, Role Enactment, and Disaster: A Structural Theory* (Newark: University of Delaware Press; London and Toronto: Associated University Presses), with colleagues Susan Lovegren Bosworth, Jennifer A. Mooney, Stephen T. Russell, and Kristin A. Meyers. This book concludes over 12 years of archival research on natural disasters. Kreps and his colleagues use basic sociological concepts to account for the stability and change of social structure during crisis events. He is currently working on another volume, *Disaster and the Social Order*, that attempts to synthesize findings from archival research with burgeoning studies on the sociology of risk.

Theatre & Speech

Professor Tamara L. Burk has recently had her baccalaureate speech "Respect" accepted for publication in a public speaking textbook. Burk was voted by the William and Mary Class of 1993 as the Faculty Baccalaureate Speaker.

Burk also recently presented a paper titled "Women, Bodies and Food for Thought: A Thematic Analysis of Journal Entries" at the National Speech Communication Association Convention in Miami Beach.

School of Business

Visiting Professor Jeffrey Krug presented a paper titled "An Assessment of Mergers and Acquisitions: An Expanded Examination of Costs and Benefits" at the annual meeting of The Institute of

Behavioral and Applied Management.

Assistant Professor Karen Locke's paper, "Appealing Work: An Investigation of How Ethnographic Texts Convince," co-authored with Karen Golden-Briddle at Emory University, appears in the November issue of *Organizational Science*.

Professor Robert Fulmer is guest editor of a special edition of *The Journal of Management Development*. The theme for the issue is "Anticipatory Learning: Learning of the 21st Century." Fulmer also co-authored an article in the journal with Peter M. Senge, director of the Organizational Learning Center at MIT and author of *The Fifth Discipline*. The article is titled "Simulations, Systems Thinking and Anticipatory Learning."

William Geary, director of undergraduate studies, and Professors Lawrence Ring and Robert Solomon recently completed a six-day physician education program for Sentara Health Systems on the business skills needed to operate large health-care organizations. Thirty-five physician-managers from Sentara, including all major medical department heads, members of the medical board and the president of the medical staff, attended the program.

Professor Ronald Sims has had his paper, "A Framework for Individual Management Development in the Public Sector," accepted for publication in *Public Personnel Management*. Another paper, "The Americans and Disabilities Act and Its Implication for Experientially-Oriented Training," has been accepted for presentation at the 1994 Association for Business Simulation and Experiential Learning Conference in March.

James E. Smith Jr., director of the accounting program, authored or co-authored the 1994 editions of the following books: *West's Internal Revenue Code of 1986 and Treasury Regulations: Annotated and Selected*, *West's Federal Taxation: Individual Income Taxes*, and *West's Federal Taxation: Corporations, Partnerships, Estates and Trusts* (all by West Publishing Company: St. Paul, Minn.). In addition, he participated in a three-day conference in Washington, sponsored by Deloitte and Touche, to explore the effects of the Revenue Reconciliation Act of 1993 on tax planning and to develop tax cases that will be made available for use by the academic community.

Wanda A. Wallace, the John N. Dalton Professor of Business Administration, presented her working paper (co-authored with Karen S. Cravens of The University of Tulsa), "Assessing Board of Directors as a Component of Entities' Control Structure," to the doctoral students and faculty at Virginia Commonwealth University on Nov. 12.

School of Education

Professor Kevin E. Geoffroy, with Leslie Kaplan, has published "Counselors as Consultants During a National Crisis," in the September issue of *The School Counselor*. The article suggests a counseling role of an administrator and consultant to the school system in times of a national emergency.

James M. Patton, associate dean and associate professor, along with Sebrinia J. Sims, published "A Schematic Guide to the Assessment and Identification of African American Learners with Gifts and Talents" for The National Research Cen-

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NOTES

"Into the Woods" Opens January 20

The Sinfonicon Light Opera Company will present Stephen Sondheim's "Into the Woods" Jan. 20, 21 and 22 at 8 p.m. and Jan. 22 at 2 p.m. in Phi Beta Kappa Memorial Hall. Tickets are available for \$6 in the PBK box office.

"Into the Woods" incorporates many of Grimm's fairy tales, intertwining them through the genius of Lapine's story and Sondheim's music, providing a show appropriate for both young and old alike.

RA Positions Available For 1994-95

All students interested in applying for a resident assistant position for the 1994-95 academic year should attend an informational meeting on Thursday, Jan. 20 at 7:30 p.m. in Washington 201. Professional staff will explain the new selection process and answer questions. Applications will be distributed at the meeting and will be available in James Blair 206 from 8 a.m. to 5 p.m., weekdays until Jan. 27.

CommonHealth Update

The CommonHealth Challenge, a wellness program for William and Mary employees, begins Jan. 17.

The fitness class schedule for Spring 1994 follows:

Low Impact/Step Aerobics Combo Class, Adair Gym, Monday, Wednesday, and Friday, 12:15-1:00 p.m.; Monday and Wednesday, 5:15-6:15 p.m.

Water Aerobics, Adair Pool, Tuesday and Thursday, 5:15-6:00 p.m.

Register in class for only \$10 per semester or mail registration to Margo Wright, CommonHealth, Adair 112. If you have not previously attended CommonHealth fitness classes or are not a member of CommonHealth, you must contact the office, ext. 12776, before participating.

Also, in order to be included in the drawing on Jan. 20, call ext. 12776 with your results from "Maintain Don't Gain" by Jan. 19.

New Community Chorus Seeks Singers

The Yorktown Chorale will begin rehearsals of the Easter portions of Handel's Messiah at 7:30 p.m., Tuesday, Jan. 18. There are no auditions.

The chorale is an outgrowth of the community chorus formed for the Yorktown tercentenary celebration. For additional information, contact director Linus Ellis at 221-0517.

Grant Application Deadline

Application forms for the Minor Research Grants (open to students and university staff as well as faculty) are available from the grants office, James Blair 201, or call Anne Womack at ext. 13967 to receive one in campus mail. Deadline is Jan. 27.

Descendant Of PBK Founder Gives Rosettes To College

By Peggy Shaw
University Relations

Shelton H. Short III, descendant of two distinguished alumni of the College of William and Mary, has given 100 green and gold rosette lapel pins to William and Mary in honor of the 300th anniversary of the College's founding. Green and gold are William and Mary's colors, as well as the colors of Short's ancestral plantation home, Wheatland, in Mecklenburg County, Va.

Short, who served as the William O. Goode Scholar at William and Mary's Marshall-Wythe School of Law in 1987-1988, counts among his ancestors the diplomat William Short, a secretary to Thomas Jefferson, and William Osborne Goode, a member of the U.S. Congress in the mid-19th century.

William Short of Surry County, Va., was a founding member of Phi Beta Kappa national honor society at William and Mary, a graduate of the class of 1779, and a private secretary to Thomas Jefferson in France during the late 1770s and early 1800s. Among his achievements were reporting to Jefferson on political developments in France, and arranging for a commercial treaty between Prussia and the United States.

Another of Shelton Short's ancestors, William Osborne Goode of Wheatland plantation, studied law at the College of William and Mary in the early 1800s, and served as a delegate to the Virginia Constitutional Convention of 1830, speaker of the House of Delegates in the 1840s and a member of the U.S. Con-



President Timothy J. Sullivan accepted the rosette pins on behalf of William and Mary in December. From left to right are: Sullivan; Martha Hamilton-Phillips, executive director, Tercentenary Observances; Jean Short; and Shelton Short.

gress, where he became chairman of the Committee of the District of Columbia. Goode was also a scholar at William and Mary's law school.

In designing the hand-crafted rosette pins to honor his ancestral home and the College of William and Mary, Short said he chose "the colors of gold for Wheatland's gold-leaf tobacco and green for the old plantation's thousands of evergreens." Wheatland is located near Skipwith, Va.

"We would like to thank Dr. Short for his generosity to the College, and for his timely contribution to William and Mary's 300th anniversary," Martha Hamilton-Phillips, executive director of the College's tercentenary celebration, said in accepting the rosettes last month. "We greatly appreciate his kindness and the creative effort the rosettes entailed."

Added President Timothy J. Sullivan: "I cannot think of a more appropriate gift."

Videoconference Links School of Business and Japanese University

Students from the School of Business and Tokyo's Aoyama Gakuin University held class together via video conferencing on Friday, Dec. 17.

During the trial session, which was held in English, William and Mary MBA and executive MBA students, led by Professor Lawrence Ring, interacted simultaneously with Japanese students, under the direction of Aoyama Gakuin University Professor Yoko Ishikura, as if in a single classroom.

The class was held at 6 p.m. at William and Mary, which corresponded to 8 a.m., Saturday morning in Tokyo.

"The trial runs of the video conference case discussion went exceptionally well," said Ring. "We demonstrated the tremendous opportunities of video conference technology's effective application in an academic environment. The cross cultural interaction that we saw between American and Japanese students was important, and I was pleased with the depth of the discussion on both sides. Both groups reached similar conclusions, but had very different points of view."

According to Ring, the video conference technology could be particularly effective on a project basis involving small groups of students. In such a setting,

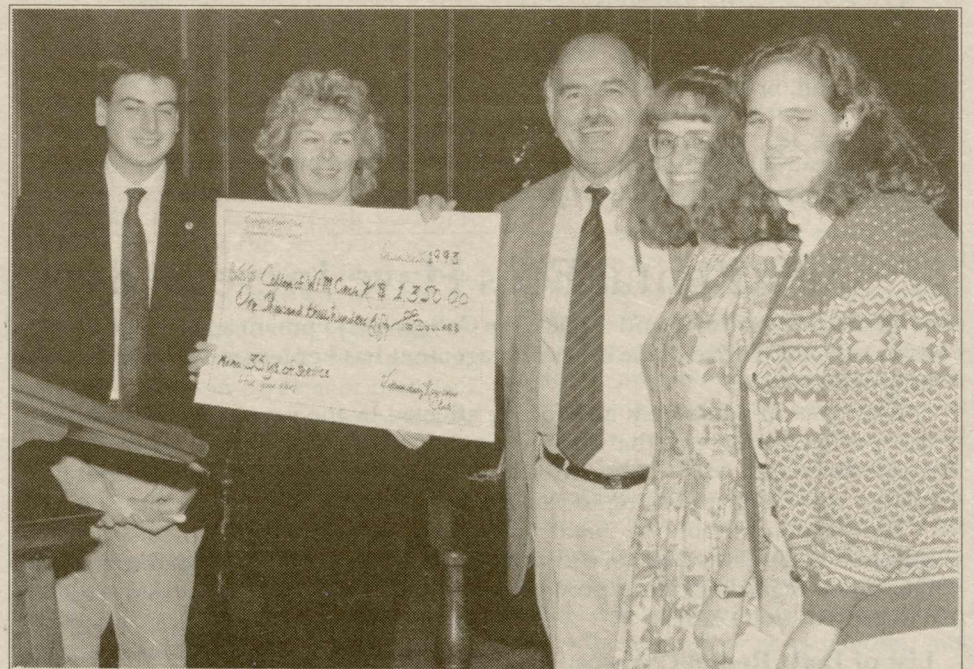
students would have an opportunity for one-on-one interaction.

"I found that we were able to have a real dialogue with the Japanese students and we quickly established a comfort zone for free-flowing exchange," said Bruce Williams, a member of the executive MBA class. "This was a part of the information highway that we've all been hearing about."

Video conferencing technology has been widely used in corporate settings,

but has seen limited use in academe to date.

"This was the first trans-Pacific case discussion that I know of in the United States," said Jim Olver, one of the William and Mary professors involved in the planning of the event. Olver taught a marketing course at Aoyama Gakuin University last spring along with assistant professor Todd Mooradian under an arrangement developed by Al Page, dean of the School of Business.



Kiwanis Gives Birthday Present To Circle K

Vickie Slight and Shel Molter of the Kiwanis Club of Williamsburg present a simulated check of \$1350 to three members of Circle K to mark its 35th anniversary of service to the College. The presentation was made at the induction of 28 new Circle K members in the Great Hall in November. (L-R) Paul Smith, president of Circle K; Slight; Molter, who is president of the Kiwanis Club; Jennifer Pettit, executive vice president of Circle K; and Jenny Shapiro, first vice president.

Scholarships Available For History Graduates

Applications are available in the financial aid office for the 1994 Richard C. Maguire Scholarship for Post Graduate Study in History.

The Rock Island Arsenal Historical Society awards the \$1,000 scholarship to a student who has been accepted into an accredited college or university post

graduate course of study in history. Applicants must be U.S. citizens and intend to complete and earn a master's degree or higher.

The application deadline is April 15, and notification of the award to the winner and the first and the first and second runners up will be made no later than May 15.

W&M Magazine Wins CASE Award

A special commemorative Tercentenary issue of the *William and Mary Magazine* has won an award for excellence from District III of the Council for the Advancement of Support of Education. District III encompasses schools in 13 southeastern states.

Published by the Society of the Alumni, the 64-page four-color Summer 1993 issue titled "Celebrating Our Proud Heritage" won a Special Merit Award in the category of alumni magazines.

Winning entries will be exhibited at the CASE District III Conference in Nashville in February and housed permanently in the District III Archive at Georgia State University in Atlanta.

School Of Business Names Five New Members To Advisory Board

The School of Business named five new members to its advisory board in December.

All national and international leaders in commerce, the five include: Dan Akerson, chairman and CEO of General Instrument Corporation (GI) and general partner of Forstmann Little and Co.; Ed Campbell, president of J I Case Company; Jay Chai, chairman and CEO of

ITOCU International, Inc.; Doug Sankey, head of International Corporate Finance-Latin America, at the Banque Nationale de Paris in New York City; and H. Thomas Watkins III, divisional vice president and sector general manager, low volume/alternate site in the Diagnostics Division of Abbott Laboratories in Abbott Park, Ill.

Swem Offers Training In Library Services

The College community will have several opportunities at the beginning of the semester to get acquainted with Swem Library and its services.

On Friday, Jan. 14 from 9 to 10 a.m. the library will hold an orientation session for FirstSearch, an on-line computerized reference system available through Internet. Included in this database are a combination of millions of bibliographic records from catalogs throughout the world, and more than 30 additional bibliographic and full-text databases in a variety of subject areas (e.g. Medline, ERIC).

From 10:30 to 11:30 a.m. the library will hold an orientation session for William and Mary Info. This service combines an electronic campus bulletin board and a connection via the Internet to remote databases and information systems all over the world.

Both sessions will be taught in the Microcomputer lab on the first floor of Swem Library (room 125). Call Katherine McKenzie at ext. 13069 if you plan to attend.

To teach the effective use of LION, the libraries' computerized catalog, Swem library will hold training sessions on Tuesday, Jan. 25 at 7:30 and Wednesday, Feb. 2 at 3 p.m. All LION sessions will be held in the classroom on the ground floor of the library and will last approximately 30 minutes.

Finally, on Jan. 26 and again Feb. 1 and Feb. 3, library staff will also conduct 30-minute tours of the library to help students learn about its services and where to obtain them. Tours begin in the Swem lobby at 3 p.m.

Commonwealth Center Sets Spring Seminars

The Commonwealth Center for the Study of American Culture will sponsor presentations by the following guest lecturers during the 1994 spring semester. The seminars are scheduled for 5 p.m. in the Botetourt Theatre in Swem library on the following Thursdays. Specific topics will be announced well in advance of each seminar.

Thursday, January 27

George Bey, professor of anthropology, Millsaps College

Thursday, February 10

William Dowling, professor of English, Rutgers University

Thursday, March 3

Charles R. Wilson, professor of history and southern studies, University of Mississippi

Thursday, March 17

John Szwed, professor of anthropology, Yale University

Thursday, March 31

James Leva, Carol Elizabeth Jones, and Carrie Norris, professional musicians composers and recording artists of traditional American music

User Rental Fees Have Increased

In order to maintain and replace the College's equipment and foliage plant inventory, the Office of Facilities Management has implemented an increase in rental charges.

The types of equipment and foliage affected by the rental fee increase are listed below. Please note that effective Sept. 1, 1993, these charges are made on a per day rental basis. Labor to relocate these items remains as a separate charge and billed according to existing hourly rates.

Reservations should be made in writing, with the appropriate account number and forwarded to the work service desk, facilities management. Questions regarding these procedures or fees should be addressed to Jan Thompson, ext. 12281.

List of Daily Rental Charges:

Table, metal folding, 30"x36"x72", \$1 each; Table, metal folding 30"x36"x84", \$1 each; Table, round metal folding, 30"x48", \$2 each; Chair, metal folding, 50 cents each.

State and U.S. flag set, \$2; Band risers set \$4; Podium, \$2 each; Acoustic shell, \$4 each.

Stage, portable metal folding, 24"x12"x16', \$8 each; Stage, flat wood, 8"x5"x10', \$1 per flat.

Hand truck, \$1.50 each; Refrigerator hand truck, \$1.50 each; Flat dolly, \$1 each; File Cabinet mover, \$1 each; piano dolly, \$1.50; Piano board 6"x9", \$1.50 each; Piano harness, \$1.50 each.

Coat rack with hangers, \$1 each; Coat rack with hooks, \$1.50 each; Mirror, floor length, \$1 each.

Tent, green and gold 12"x12', \$35 each; Tent, green and gold 15"x15', \$35 each.

Ficus trees, \$5 each; Palms, \$5 each, Ferns, \$1 each; Decorative containers, 50 cents each.

These charges are per event up to 5 days.

Inclement Weather Policy

The policy regarding university operations in the event of seriously inclement weather conditions (usually heavy snow or ice) is as follows:

1. The university will remain open under most reasonably foreseeable weather conditions, especially during periods when classes are in session.
2. If weather conditions are such as to make it impossible to maintain a reasonable level of academic activity, the university will be closed. Such announcements will cancel all classes and work obligations for everyone except those personnel identified as essential to maintenance, security and health services.
3. The person charged by the President to make such decisions regarding weather is the Provost. Telephone 221-1993 (office).
4. The decision to close the university in full or in part will be given as soon as possible during the morning (if weather develops overnight) to the Campus Police and to the following radio stations:

Williamsburg - WCWM 90.7 FM; WMBG 740 AM

Hampton - WWDE 101.3 FM

Virginia Beach - WCMS 100.5 FM and 1050 AM; WGH 1310 AM; WMYK 93.7 FM; WNVZ 104.5 FM

Norfolk - WHRO 89.5 AM; WFOG 92.9 FM; WNIS 1350 AM; WNOR 98.7 FM; WTAR 790 AM; WLTJ 95.7 FM; WOWI 102.9 AM; WMXN 105.3 FM

Richmond - WRVA 1140 AM; WDCK 96.5 FM; WRNL 910 AM; WREJ 1540 AM; WRVQ 94.5 FM

Among television stations reporting closing will be:

Norfolk - WAVY Channel 10; WVEC Channel 13; WTKR Channel 3

Richmond - WWBT Channel 12; WTVR Channel 6; WRIC Channel 8

Information on closings may also be obtained by calling 221-ISNO or 221-1766.

5. This policy is understood as affecting the Williamsburg campus only. Micro-climate variations and differences in academic functions may occasionally require closure of one or two, but not all three campuses. Such distinctions, if necessary, will be given to the police and the above named radio and television stations and offices.

The following detailed regulations are taken directly from the Commonwealth's "inclement weather policy" and refer to classified employees only, unless otherwise noted.

All-Day Closings

- A. Employees absent due to an authorized closing for an entire shift will be paid for such absence. To qualify for such payment, employees must work the scheduled work day before and the scheduled work day after such closing, or work either of such days and be on approved leave with or without pay for the other such work day. Employees absent both of such work days may apply accumulated leave as appropriate to the day of closing if they are otherwise eligible for such leave.
- B. Employees identified by the university as being required to work during such authorized closings shall be referred to as "essential personnel" with respect to this policy. "Essential personnel" will be credited with compensatory leave for the hours worked during such closing provided they are in occupational classes of positions which are eligible for overtime (non-exempt).
- C. "Essential personnel" required to work in excess of the hours in their normally scheduled shift will be paid overtime for such excess time worked unless compensatory time for those hours can be taken during the same work week.

Partial Shift Closings

- A. When inclement weather conditions result in authorized changes in the work schedule, such as late openings or early closings, employees will be paid for such authorized absences. To qualify for such payment, employees must work all or part of the work schedule not affected by the authorized change.
- B. "Essential personnel" required to work during such periods of authorized closing will be credited with compensatory leave for hours worked during such periods.
- C. "Essential personnel" required to work additional time will be compensated as provided in C above (All Day Closings).

Closings on Employee's Rest Day

Employees whose scheduled "rest day" falls on a day when their work area is closed will not be credited with compensatory leave.

Transportation Difficulties

When inclement weather conditions create transportation difficulties that result in late arrival of employees to work, such lost time need not be applied to leave balances, nor should the employees otherwise experience loss of pay, if in the judgment of the agency head such lost time was justifiable in view of weather conditions.

Hourly Employees

It should be noted that hourly employees may only be compensated for actual hours worked.

Gillian T. Cell
Provost

Policy Statement on Sexual Harassment

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

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

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

mance, 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

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-

plaint, 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 complainant. 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.

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.

Students who believe that they have

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

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

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Host of Activities Scheduled To Complement Charter Day '94

CONTINUED FROM PAGE 1.

participate in the ceremony's academic procession as a class. These processional tickets and student symposia tickets can be picked up on Jan. 25, 26, and 27 from the hours of 2 p.m. until 7 p.m. in James Blair 118. All **non-processing students** will be admitted to the Charter Day ceremony by showing their ID; no ticket will be required.

The College has organized a full slate of activities surrounding Charter Day 1994.

In response to the popularity of faculty symposia during Homecoming and Charter Day '93, the Thomas Jefferson Program in Public Policy is organizing four seminars on Friday, Feb. 4 to foster

closer intellectual interaction among members of the College community.

Topics that will be explored during the symposia include the Clinton Administration, the savings and loan crisis, environmental policy, and assessing the world role of the United States and the United Nations.

In addition to the academic sessions, two new exhibitions will open for viewing beginning Friday at the Joseph and Margaret Muscarelle Museum of Art and the Zollinger Museum in the Earl Gregg Swem Library.

"American Drawing Biennial IV" will feature selected original representational and abstract works of art from the largest juried drawing competition in the country. The museum received nearly

350 entries from 42 states and chose 68 pieces for the exhibition.

Ann Madonia, curator of collections at the Muscarelle Museum, who will lead the tour on Friday, says this showing represents well the works of contemporary artists on "the cutting edge."

Another exhibition at the Zollinger Museum in Swem Library will feature rare books and manuscripts that alumni and other donors have contributed to the College in recent years.

Highlights of the display, which continues through April 30, include items from alumni Linda Lavin and Glenn Close, correspondence by Charles Lindbergh and President John F. Kennedy, Civil War letters, private press books

and pamphlets.

Since space is limited at all faculty symposia and museum exhibitions, reservations must be made by Jan. 21 through the Office of Advancement Events to secure tickets (see registration form below).

Tickets are also required for an *acappella* concert at Phi Beta Kappa Memorial Hall on Thursday, Feb. 3. Hosted by the Student Advancement Association, the concert, billed as "Voices for the Future," will feature William and Mary student groups. Proceeds from the performance will benefit student scholarships.

Please call ext. 12051 for more ticket information.

CHARTER DAY 1994 REGISTRATION FORM

After completing this form please return via campus mail to Charter Day, James Blair 112, or fax to Charter Day at ext. 11313.

Name _____ Class Year _____

Address _____

City _____ State _____ Zip _____

Please check accordingly:

Staff response Friend of the College response

Student IDs will replace entrance tickets. Faculty should respond through previous mailing.

Indicate number of tickets desired for each event listed below:

Friday, Feb. 4

Please indicate the number of persons attending each session.

___ 2:15 p.m.-3:30 p.m. Session I, University Center, James Room
OR

___ 2:15 p.m.-3:30 p.m. Session II, University Center, York Room

___ 3:45 p.m.-5:00 p.m. Session III, University Center, James Room
OR

___ 3:45 p.m.-5:00 p.m. Session IV, University Center, York Room

___ 4:00 p.m.-4:45 p.m. Session V, Muscarelle Museum
OR

___ 4:00 p.m.-5:30 p.m. Session VI, Swem Library, Zollinger Museum

Friday, Feb. 4

___ 1994 Charter Day Exercises, 10 a.m., William and Mary Hall

Please reply by Jan. 21. Due to limited seating, reservations will be honored on a first-come, first-served basis. Confirmations and tickets will be mailed prior to Feb. 1. If you have not received your tickets by Feb. 3, please call the Advancements Events office at ext. 12636 to make other arrangements.

Faculty Symposia and Exhibition Friday, February 4

(Reservations required, see form at left)

Please join faculty, staff, and students at campus symposia, organized by the Thomas Jefferson Program in Public Policy. Select a session that interests you from the following:

2:15 p.m. - 3:30 p.m. **Session I**

"The Clinton Administration—The One-Year Report Card," University Center, the James Room

OR

2:15 p.m. - 3:30 p.m. **Session II**

"Have We Heard the Last of the Savings and Loan Crisis?" University Center, the York Room

3:45 p.m. - 5:00 p.m. **Session III**

"Piecemeal Environmental Policy Making—Is There a Better Way?" University Center, the James Room

OR

3:45 p.m. - 5:00 p.m. **Session IV**

"Peace-making or Peace-keeping: Whose Job—U.N. or U.S.?" University Center, the York Room

Museum Exhibitions

(Reservations required, see form at left)

4:00 p.m. - 4:45 p.m. **Session V**

Curator's Exhibition Tour: "American Drawing Biennial IV," The Margaret and Joseph Muscarelle Museum of Art. The exhibition features selected works from the largest juried drawing competition in the country.

4:00 p.m. to 5:30 p.m. **Session VI**

Exhibition Opening Reception Earl Gregg Swem Library, "Recent Acquisitions in Special Collections." The exhibition, which runs through April 30, is located in the Zollinger Museum of the Earl Gregg Swem Library. Zollinger Museum hours are Monday - Friday 8 a.m. to 5 p.m., and Saturdays 9 a.m. to 1 p.m.

4th Annual Keio Summer Program Seeks Student Associates

The fourth annual Keio Summer Program at the College of William and Mary, sponsored by the Wendy and Emery Reves Center for International Studies, the American Studies Program, and the East Asian Studies Program, will be held on campus from July 25 to Aug. 10. The program's executive director, Dale Cockrell, Bottoms Professor of Music, is currently recruiting student associates.

The Keio Summer Program is an intensive English language/American culture seminar for 40 Japanese students from Keio University, one of the most prestigious private universities in Japan.

Founded in 1991 by Tomoko Hamada, associate professor of anthropology, and her colleague at Keio University, Yuji Suzuki, the Keio program fosters cross-cultural awareness and friendship between Americans and Japanese and is structured to allow maximum interaction among students and professors of the two schools. This year's program, titled "Understanding Multiculturalism: Diversity and Dialogue in American Society," intends to develop in students a better understanding of the complexities of American society by introducing representative cultures, histories and people, and learning how race, gender and ethnicity have helped shape con-

temporary America.

Keio students will live in the Reves dormitory, eat meals at the Campus Center and attend daily lectures and English classes. They will take field trips to American companies, historic sites and cultural centers and will engage in one day of community service in Williamsburg. A full program of entertainment has been scheduled on campus, including cookouts, scavenger hunts, square dances and a gospel quartet.

From six to eight William and Mary undergraduates will be selected to serve as student associates for the program. Each associate will receive a scholarship of \$600, plus room and board. Their responsibilities will include participating in all program activities (including meals and lectures), encouraging Keio student interaction with the people and culture of Williamsburg and leading English-language discussion groups each day.

The associates must make a 24-hour commitment from July 25 to Aug. 10. Cockrell is seeking to recruit student associates who demonstrate a strong interest in cross-cultural experience, leadership training, teaching and international friendship. Though it is **not** a prerequisite, students interested in East Asian and Japanese studies are encouraged to apply.

Applications for associate positions, now available at the Reves Center and with professors in Japan/East Asian-related fields, are due in the Reves Center's "Keio" mailbox by Friday, Feb. 18. Interested students are invited to a "Keio Information Session" on at 6 p.m., Tuesday, Feb. 2, in the Campus Center. A selection committee of Cockrell; Larry Marceau, professor of Japanese; Mariko Nakade-Marceau, professor of Japanese; Gretchen Schoel, program director; and Tim Barnard, assistant director, will announce results in mid-March.

For further details call Tim Barnard, 221-8188 (off-campus), or Gretchen Schoel, 565-1346.

Muscarelle Museum To Continue Sunday Tours

This winter the Muscarelle Museum will continue its "Sunday Tours." On selected Sundays, Museum docents will lead a tour of the special exhibitions or permanent collections. Light refreshments will be provided as participants enjoy an informal discussion of the art works in the museum.

Docents will conduct tours on topics of their choice on Feb. 6, March 6 and April 10, beginning at 3 p.m.

For information, call ext. 12703.

School of Education Applications Available

Undergraduate 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 now until Jan. 28.

Completed applications must be returned no later than Friday, Jan. 28 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 decisions by March 5.

New Financial and Budget Principles To Guide College's Planning

CONTINUED FROM PAGE 1.

As a companion to the College's strategic plan, the following set of financial principles will guide resource allocation decisions for the next decade. These principles are intended to support the primary mission of the College as presented in its strategic plan, allow flexibility in meeting both short- and long-term program needs, and preserve the financial integrity of the College and its operations. They include:

1. Base and incremental resource allocations (both dollars and personnel) will reflect the primary mission of the College and its clearly defined priorities within that mission.
2. Resource allocations and decisions regarding financial operations will support the long-term financial and physical health of the institution. As a result, the College will:
 - Operate educational and general programs in a balanced position with sufficient flexibility to respond to situations of increasing or decreasing revenue.
 - Operate auxiliary enterprise activities so as to have a positive aggregate contribution to fund balances.
 - Maintain, and over time increase, minimum fund balances of unrestricted private funds held by the Board of Visitors and the Endowment Association.
 - Maintain the value of the College's physical plant and other assets.
3. New programs, functions, or services will be added only when a source of on-going base support is identified. It is required that units proposing new programs, functions, or services provide their recommendations regarding the source of funding support. On-going base support may result from the reprogramming of existing base funds or identification of new revenue sources. In all cases, consideration of base support must include not only the financial resources required to support the proposed program, function, or service, but also space and other support needs.
4. Evaluation of the availability of incremental revenue will recognize that no significant increase in enrollment is anticipated over the next decade, nor is any change in the mix of in-state/out-of-state students anticipated.
5. The existing physical plant will be adequately maintained in conjunction with a plan to reduce deferred maintenance over time. New construction and major renovation projects will be considered based on College priorities and funding availability. Analysis of programmatic need will include internal review of space utilization.
6. The College will limit its use of debt to support operating or capital needs. Pri-

ority in use of debt will be given to 1) residence hall renovations, and 2) bridge funding for those projects that have commitments covering their total cost.

7. The College will consider reductions in the level or quality of programs or services as one means to ensure financial stability and flexibility. These reductions should consider the centrality of the program or service to the College's mission, and to state or federal policies.

The College will conduct a critical review of its organizational structure and delivery systems in order to identify, and eliminate or reduce, programs not central to the institution's mission. Incentives for productivity enhancement may be developed to support this effort.

8. Reductions in the size and scope of auxiliary enterprise activities will occur. Those auxiliary enterprise activities that are not directly supportive of the College's mission and priorities, or do not provide a significant contribution to the College's financial position will be discontinued.

Cost savings in auxiliary enterprise operations are encouraged. In most cases, these activities are supported in whole or in part with student fees. Reduced pressure on the fee structure provides the institution with increased flexibility in setting tuition rates.

9. The College will, over time, reduce the portion of its operating budget devoted to on-going activities in order to establish financial stability, assure that expenditures do not exceed revenues, and pro-

vide maximum flexibility to address revenue shortfalls or program opportunities within educational and general programs. This action should occur regardless of state budget reduction activity.

10. The College is committed to a resource allocation process (reduction or enhancement) that targets specific areas consistent with the College's mission and priorities. Across-the-board actions do not permit the College to maintain and improve program quality when resources are limited.

As a result, the College will fund fewer programs, activities, and services well rather than funding a multitude of programs poorly.

11. To the extent possible, the College should, in the long-run, avoid over reliance on any single source of revenue, particularly those over which it has limited control.

12. Increased private fund support is critical to the long-term health of the College. As a result, fund-raising activities consistent with the institution's mission and priorities must continue to be emphasized.

13. The College will pursue grant and contract funding when consistent with its mission and priorities. Requirements for matching funds or in-kind services must be identified and approved prior to proposal submission.

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

Duplex for sale, Denbigh area within 1 mile of interstate. One 2-BR and one 3-BR, updated plumbing, electrical, heating and air-conditioning. Large detached garage (possible additional apartment). Assume 8-1/2 percent loan, owner financing available with reasonable down payment. Call 874-8960. (1/26)

Time share in Orlando, Fla.—paid \$9,000, sell for \$5,300. Call 874-8960. (1/26)

1992 Ford Escort LX, burgundy, 4-door, A/T, AC, PS/PB, AM/FM cassette, cruise control, 28,000 miles. \$8,000. Call Laurie, ext. 14814. (1/26)

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. (1/12)

Laptop computer: IBM compatible, MS/DOS, dual 720K, 3.5" disk drives, 640 user RAM, 8 MHz, battery pack, power cord, padded carrying case, \$450. Call 229-5619. (2/5)

Tandy 1000 HX computer, two 3-1/2" disk drives, DMP-130 NLQ matrix printer, 6' printer cable, Personal Deskmate 2 and Homeword Plus software, MS-DOS 3.2. Practically new, rarely used. Great for student. \$650. Call 229-9856. (1/12)

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. (1/12)

Double-bed mattress, box spring and frame, \$50. Heavy duty washing machine, \$75. Photographic enlarger, \$25. Apple IIE with Appleworks word processor, \$75. Panasonic KX dot-matrix printer, \$30. Acoustic guitar, \$25. Men's 1/2 ct. diamond ring with appraisal, \$700. Call ext. 10669. (1/26)

Bunk beds, like new, sturdy, solid pine, bookcase headboards, detachable from each other, with bed boards and mattresses. \$225. Call 253-1312. (2/5)

Girl's French provincial furniture: single bed, dresser, mirror, desk and hutch. All hardwood. \$220. Call 875-8960. (1/26)

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. (1/12)

V-neck, long-sleeved, white lace, beaded wedding gown, size 10. Call 693-3640, day or night. (1/26)

Wedding gown: white chantilly lace with scooped neckline, accented with seed pearls, long bishop sleeves, scalloped cathedral train, size 14. Cathedral-length veil, trimmed with chantilly lace, accented with pearls, falls from Juliet cap, \$93. Call 229-3592. (1/26)

FOR RENT

Beautifully furnished 3-room apartment on W.

Queens Dr. Call 229-4494, let phone ring. Call 565-1746. 2/5)

Apartment one block from campus, two rooms, excellent condition. Available immediately for lease until Aug., renewal possible. \$375/month + utilities. Partial furnishing possible. Call Ann Reed at ext. 13902 or 229-4079. (1/26)

3-BR, 2-bath furnished home, one mile from campus, off Jamestown Rd. Available Jan. 1 to June 1. Fireplace, washer/dryer/dishwasher, gas heat. Quiet neighborhood. No pets, no smokers. \$600/month + utilities. Call 229-6296. (1/26)

4-BR, 2-bath house near Williamsburg Crossing Shopping Center. Nice established neighborhood. Short-term lease possible. \$650/month + utilities. Available Dec. 1. Call 703-763-3375 and ask for Mary. For information only, call Feffie Barnhill, ext. 13389. (1/12)

Almost new furnished home with 4 BRs, wooded lot, deck plus screened porch, large 2-car garage. About 3 miles from campus, quiet neighborhood, walking distance to James City County park. \$950/

month. Available Jan. 1994. Call 221-8291. (1/12)

Nice furnished bedroom with kitchen privileges on West Queens Dr. Call 229-4494 (let phone ring a number of times) or 565-2249. (1/12)

Professional seeking responsible, good-natured person to share upscale home in riverfront community with recreational facilities, including beach and marina. Nicely furnished, all kitchen supplies, appliances, TV, VCR, fireplace, some storage, large deck and yard, gas grill. Bedroom furnished or unfurnished. Share with W&M alumnus and part-time grad student. \$335/month. Call 879-9024 or 220-0892 and leave message. (1/12)

WANTED

Occasional housesitter for house and dogs: 1/2 hour from campus. Professor seeks highly responsible person, comfortable with friendly dog-caring, for once-in-awhile long weekends and other short-term situations. References appreciated and gladly exchanged. Terms can be arranged to mutual satisfaction. Call 898-7414; leave message if necessary. (2/5)

Caregiver in my home near Queens Lake for 4-month-old and 5-year-old, 3-4 days a week, 8-10 a.m. and 3-5:30 p.m., Monday-Friday. Can be one

or two people. Salary negotiable. Must have own transportation. Call ext. 11184 or 253-0439 after 5 p.m. (1/26)

Assistant professor of mathematics seeking temporary housing for spring. Call Hugo Woerdeleman, 301-652-7228. (1/12)

SERVICES

Child care available, part-time or full-time, Monday-Friday. Home environment, age-appropriate activities, limited group size, listed with CCC. Call 221-8215. (1/26)

Tutoring: Spanish and Portuguese. Also translations in both languages. Word processing, all jobs. Call 253-0559. (1/26)

Making it work: I can haul furniture, paint, cut the yard, trim hedges, clean gutters, rake leaves and move trash. Reasonable rates. Call Percy, 258-0834 after 12:30 p.m. (1/26)

Original stained glass creations. Commissioned windows for churches, commercial or residential. Custom orders of contemporary or traditional design. Rebecca Patten, stained glass artist. By appointment. Call 898-0669. (1/12)

EMPLOYMENT

holidays. #H541. Location: Campus Police.

Office Services Assistant (unclassified)—\$6.75 per hour, part-time, approximately 30 hours per week. #H063. Location: Law School.

Secretary (unclassified)—\$6.75 per hour, part-time, approximately 20 hours per week. #H021. Location: Mathematics.

Warehouse Worker (unclassified)—\$6.75 per

hour, part-time. Will work on an as-needed basis. Hours of work will include occasional weekends and evenings. Two positions are available. #H358. Location: College Bookstore.

Office Services Specialist (unclassified)—\$7.38 per hour, part-time, approximately 20 hours per week. Hours of work will be Monday-Thursday, 6 to 10 p.m.; and Sunday: 12:30 p.m. to 4:30 p.m. #H087. Location: Swem Library.

Vice President for Development

The College invites applications and nominations for the position of vice president for development.

The vice president for development reports directly to the president of the College and is responsible for providing both leadership and management for the development program. In consultation with the president, the vice president creates and implements a comprehensive fund raising plan designed to address specific needs of the university as determined in its strategic plan.

The successful candidate will be a consummate development professional with extensive experience in the field of higher education. The commitment, ability and skills to work collaboratively with the president, vice presidents, deans and faculty, as well as to solicit high level major gifts, are of paramount importance.

Salary is negotiable and commensurate with experience and qualifications. The search will continue until the position is filled. On behalf of the search committee, applications and nominations should be addressed to: Steven T. Ast, AST/BRYANT, 51 Locust Ave., Suite 304, New Canaan, CT 06840.

The College of William and Mary is an equal opportunity, affirmative action employer and strongly encourages applications from members of historically underrepresented groups.

CALENDAR

Campus

Friday, Jan. 14

Orientation sessions for Swem Library services: FirstSearch, 9 to 10 a.m.; William & Mary Info, 10:30 to 11:30, Swem Library, microcomputer lab (room 125). Call ext. 13069 to register.

Exhibition opening reception: "American Drawing Biennial IV," Muscarelle Museum, 5:30 p.m.

Saturday, Jan. 15

Men's basketball vs. UNC-Wilmington, William & Mary Hall, 7:30 p.m.

Sunday, Jan. 16

Gallery Talk: "American Drawing Biennial IV, Peter Plagens, Muscarelle Museum, 2 p.m.

Wednesday, Jan. 19

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

Men's basketball vs. East Carolina, William & Mary Hall, 7:30 p.m.

Thursday-Saturday, Jan. 20-22

8th National Black Student Leadership Development Conference, Williamsburg Lodge. Call ext. 12300.

Thursday-Saturday, Jan. 20-22

Sinfonicon Light Opera Company: "Into the Woods," PBK, 8 p.m. Also, Saturday matinee, 2 p.m. Tickets \$6, at the box office the night of performance. For reservations, call 220-2359.

Thursday, Jan. 20

Women's basketball vs. East Carolina University, William & Mary Hall, 7:30 p.m.

Friday, Jan. 21

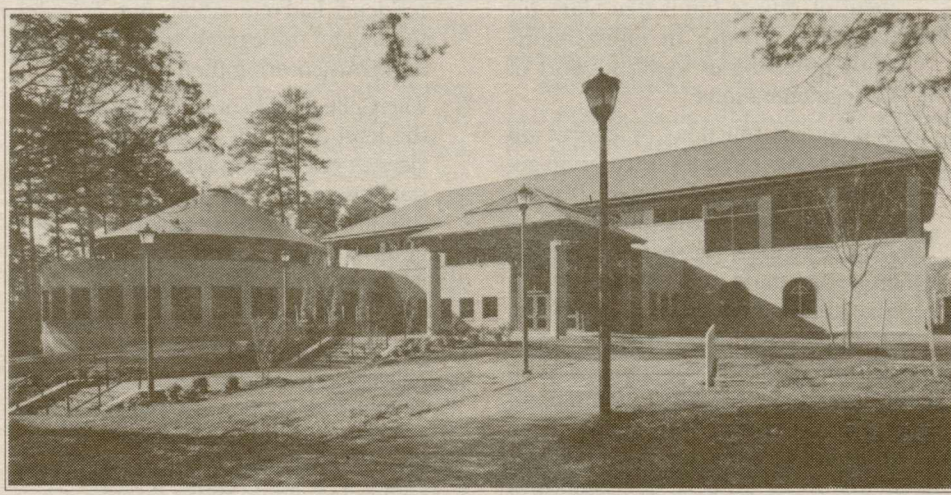
Grand Opening of University Center. See schedule on this page.

Saturday, Jan. 22

Men's basketball vs. Virginia Tech, William & Mary Hall, 7:30 p.m.

Sunday, Jan. 23

Women's basketball vs. UNC-Wilmington, William & Mary Hall, 7:30 p.m.

UNIVERSITY CENTER
Grand Opening Schedule

Friday, Jan. 21	Opening Ceremony		8:30 p.m.
	Video Dance Party		
	co-sponsored by Coca-Cola	Chesapeake Room	9:00 p.m.
Saturday, Jan. 22	Film Festival	Cafe	8:00 p.m.
	Karaoke Night	Auditorium	9:00 p.m.
Sunday, Jan. 23	Improvisation Theater	Auditorium	8:00 p.m.
Monday, Jan. 24	The Connells	Chesapeake Room	8:00 p.m.
Tuesday, Jan. 25	Step Show	Auditorium	8:00 p.m.

Wednesday, Jan. 26

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

The Juilliard String Quartet, presented by the Charles Center as part of the 1993-94 Cohen Forum, PBK, 8 p.m. Faculty, staff and students who placed reservations for tickets prior to Dec. 10 will receive confirmation through the mail beginning Jan. 12. Any remaining tickets will be distributed on a first-come, first-serve basis at the PBK box office beginning Monday, Jan. 24.

Men's basketball vs. George Mason, William & Mary Hall, 7:30 p.m.

Thursday, Jan. 27

Town & Gown luncheon: "Political Eloquence in 18th Century Britain," Adam Potkay, assistant professor of English, CC ballroom, 12:15 p.m.

Exhibits

Muscarelle Museum

Jan. 15 through March 6

"American Drawing Biennial IV"

Swem Library

Through Jan. 31

"Sherlock Holmes"

Departments & Schools

CONTINUED FROM PAGE 2.

ter on the Gifted and Talented for the fall of 1993.

In addition, Patton presented a session on "Psychosocial and Emotional Needs of Gifted African-American Children" at the Virginia Association of Black Psychologists' first Dr. Francine Kee Peterson Memorial Scholarship Luncheon and Conference in Norfolk in November.

Patton has also been selected as associate editor for the *Journal of the Division of Culturally and Linguistically Diverse Exceptional Learners* and has been appointed to the Virginia Board for People with Disabilities.

James Stronge, associate professor, served as editor of a special edition of *Education and Urban Society*, published in August. The publication focused on "Educating Homeless Students in Urban Settings." Stronge also provided two articles, "Educating Homeless Students in Urban Settings: An Introduction" and "From Access to Success: Public Policy for Educating Urban Homeless Students."

Stronge also has an article, "Emerging Service Delivery Models for Policy and Practice" in the December issue of *Educational Policy*. In addition, he was one of two presenters on "School Cooperative Efforts and Public Education Opportunities for the Homeless" at the annual conference of the Urban Superintendents Association of America.

Stronge recently won the American Library Association Choice Book of the Year Award for *Educating Homeless Children and Adolescence: Evaluating Policy and Practice*. Stronge is editor of the 1992 book, published by Sage Publications, and author of several chapters. Assistant

Professors **Chris Walther-Thomas** and **Lori Korinek** and Associate Professor **Virginia McLaughlin** also co-authored one chapter titled "Educating Special Needs: Homeless Children and Youth."

Marshall-Wythe School of Law

Raj Bhala, assistant professor of law, has signed a contract with Carolina Academic Press for a book titled *Foreign Bank Regulations: Principles, Policies, and Perspectives in the Aftermath of the BCCI Affair* to be published by the end of 1994.

Bhala's chapter "Commercial Banks, Risk-based Capital, and Mortgage-backed Securities Transactions" was recently published in *Global Risk-based Capital Regulations* (Irwin, 1993). He was also appointed to the Advisory Board of *The Financier*, an international interdisciplinary finance journal.

The National Commission on Judicial Discipline & Removal has just issued its five-volume final report, to which Professor **Michael J. Gerhardt** contributed as a consultant. The commission was established by Congress to study problems and issues related to the discipline and removal of life-tenured judges, to evaluate proposed alternatives to current disciplinary procedures and to make recommendations to Congress, the chief justice and the president.

Rod Smolla, Hanson Professor of Law, recently issued the "Report of the Coalition for a New America: Platform Section on Communications Policy"—a "fictional futuristic 'thought experiment.'" The report was published in the *University of Chicago Legal Forum*.

In an article in the Dec. 6, *U.S. News and World Report*, dealing with "the odious question of the digital age ... whether the first amendment should give broad

free-speech protection to communications," Smolla is quoted several times. He discusses the difficult questions involving the teaching and sheltering of children versus traditional pure free speech values.

Richard A. Williamson, Chancellor Professor of Law, has been asked to adapt his recent *Illinois Law Review* article, "The Virtues (and Vices) of Shared Values: The Fourth Amendment and Miranda's Concept of Custody," for the *Search and Seizure Law Report*.

School of Marine Science

Jan Hodges, marine education specialist of the VIMS/Virginia Sea Grant Marine Advisory Program, was recently chosen president-elect of the Mid-Atlantic Marine Education Association (MAMEA, an organization of formal and non-formal marine educators in the mid-Atlantic region and a chapter of the National Marine Educators Association).

As president-elect, Hodges' responsibilities will be to plan the annual conference which will be held this year in October in Chincoteague, Va.

Robert Orth, associate professor and chair of the department of biological sciences, received the Estuarine Research Federation's first Distinguished Service Award at its biennial meeting Nov. 14-18. The Estuarine Research Federation is a society of scientists conducting research in estuaries and coastal regions throughout the world and has 2,000 members.

Orth has been active in the society's affairs during the last decade, having served at treasurer for five years, president for two years and past-president for two years.

Community

Colonial Williamsburg
Winter Discovery Series

Programs scheduled for the Winter Discovery Series in Colonial Williamsburg, beginning Jan. 11 include: "Toil and Trouble: Keeping the House is Never Done!" (Jan. 11-15), "From Lafayette's Ride to Clinton's Jog: Williamsburg After the Revolution," (Jan. 18-22) and "Bestowing a Good Shape: 18th-Century Fashion at Colonial Williamsburg" (Jan. 25-29).

Additional programs are scheduled throughout February. For a complete listing, call 1-800-HISTORY.

Virginia Tidewater Consortium
Faculty Development Series

The Virginia Tidewater Consortium Faculty Development Series is presenting "Faculty Evaluation" on Friday, Jan. 21, from 9 a.m. to 4 p.m., at the Armed Forces Staff College, 7800 Hampton Blvd., Norfolk.

Space is limited; deadline for registration is Jan. 17. Call 683-3183.



WILLIAM & MARY

NEWS

The *William & Mary News* is issued 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.

He is currently co-editing the proceedings of a meeting held in Plymouth, England, with the Estuarine and Coastal Sciences Association, the European equivalent of the Estuarine Research Federation. This was the first joint meeting of the two societies.

David Plotner, a graduate student at VIMS, traveled to Japan this past summer to attend two international conferences on lobster biology and management, and to present his research on Caribbean spiny lobster genetics.

One hundred scientists from 20 countries attended the week-long Fourth International Workshop on Lobster Biology and Management in Sanriku, Iwate Prefecture.

King Health Center

Linda Dalton, staff nurse, was elected secretary of the executive board at the annual conference of the Mid-Atlantic College Health Association, held Nov. 7-9 in Lancaster, Pa.

Cynthia Burwell, health educator, presented the talk: "Ripple: It's Not Just A Drink Anymore—The Effects of Alcohol on Campus" at the Mid-Atlantic College Health Association Conference.

Student Affairs

Deborah Boykin, director of residence life, was chosen president of the Virginia Association of College and University Housing Officers.

Richie Stevens, an area director, was selected as the state's Outstanding Young Professional by the association. **Chris Durden,** also an area director, was presented an Award of Merit for his professionalism.