

# WILLIAM & MARY NEWS

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A NEWSPAPER FOR FACULTY, STUDENTS AND STAFF

WEDNESDAY, SEPTEMBER 14, 1994

## Slon Appointed VP For Development

Dennis Slon, a development officer at the College since 1991, was appointed vice president for university development Friday by the Board of Visitors.



Dennis Slon

Slon has been both acting vice president for university advancement and development director since the fall of

1993. He came to the College in 1991 as director of development after having served as director of corporate and foundation relations at the University of Virginia.

President Timothy Sullivan said Slon's experience offers the College an opportunity to build on the fund-raising success generated during the \$152 million Campaign for the Fourth Century.

"Dennis Slon knows William and Mary and has demonstrated a deep appreciation for the College, its people and its needs. We're very excited about his willingness to spearhead our development program and help make William and Mary the best small public university in the nation," said Sullivan.

"Fund-raising is more critical than ever, given the state's changing financial relationship with the College," said Sullivan.

For Slon, the appointment means a chance to continue and expand an already successful fund-raising operation.

"The Campaign for the Fourth Century and the 300th anniversary celebration raised the public's awareness about William and Mary and the valuable contributions the College makes to the Commonwealth of Virginia and the nation," Slon said. "We will continue to seek the private support to build the best small university in the country."

Slon has an undergraduate degree from the University of Virginia and a master's of education degree from Harvard University. He was assistant director of admissions for Brandeis University before becoming a development officer at Harvard University in 1986.

The next year, he became associate director of corporate and foundation relations at Yale University. In 1989, he became director of corporate and foundation relations at the University of Virginia.

## Strategic Plan Already A Hot Topic On Campus

By Ray Betzner  
Director of Public Information

Although it won't be unveiled until Sept. 23, the draft strategic plan was already a focus of attention for administrators, faculty and the Board of Visitors last week.

The Strategic Planning Committee has been working for almost a year to come up with the preliminary draft, which is expected to be the center of an intense review. A final version will be ready for the Board of Visitors to approve by Nov. 11.

The strategic plan, said Provost Gillian Cell, has provoked "a great deal of discussion, a great deal of speculation and an increasing sense of nervousness." Cell, who chairs the 24-person committee, said these reactions aren't surprising, since the College community has never held itself up to this type of intense scrutiny before.

"We know it will be a controversial docu-

ment and parts of it will be hotly debated," she predicted.

Although the debate is expected to be intense, President Timothy Sullivan said the end product will be crucial to the College's future, since the plan offers "an opportunity which will not come again in the working lifetime of anyone in this room."

"In 1964 William and Mary—or at least some part of its leadership—decided that we would become a university. In 1994, 30 years later, we will decide what kind of university we want to be," said the president.

Sullivan said the Strategic Planning Committee has been "asking and answering hard questions—hammering out a strategic plan that reaches for real greatness rather than cobbling compromises that induce the illusion of greatness while assuring in fact a mediocrity that will blight the spirit of a whole generation of William and Mary faculty and students."

The time line for completing the plan is being driven both by insufficient resources to excel in everything at the Col-

*"I can assure you that the changes that Richmond will impose will not be those of our choosing."  
—President Sullivan*

lege and by the "relentless scrutiny of our friends in Richmond."

"The cry is up: 'Higher education must change.' They mean to make changes for us if we will not—and I can assure you that the changes that Richmond will impose will not be those of our choosing," he cautioned.

CONTINUED ON PAGE 2.

## Extra! Read All About It!

### Swem To Catalog 300 Years Of Newspapers

The Earl Gregg Swem Library staff knows it has at least 1,090 newspaper titles. But due to staff shortages over the years, the library has never been able to catalog its vast, rich collection, which spans some 300 years of newspapers in the United States.

Swem staff is counting on the National Endowment for the Humanities to help them correct this deficiency.

In conjunction with the State Library in Richmond, the Virginia Historical

CONTINUED ON PAGE 3.

## VIMS Studies Pollution Movement In Chesapeake Bay

How do pollutants at the bottom of the Chesapeake Bay start making their way up the food chain? That's the question now being tackled by researchers at the Virginia Institute of Marine Science/School of Marine Science in a study funded by the Office of Naval Research.

A multidisciplinary team, led by VIMS Assistant Professor Linda C. Schaffner and Professor L. Donelson Wright, is engaged in the three-year \$1-million study of processes that influence the fate of pollutants in the Chesapeake Bay.

Begun in July 1993, the study is focused on physical, chemical and biological factors that affect pollutants once they enter an estuarine system like the bay. A major objective of the study is to determine how interactions among these factors influence pollutants in bottom (or benthic) environments.

"We're trying to understand how pollution moves between organisms and the sediment they live in, and the water," said Schaffner. "What distinguishes our study is that we're recognizing that chemistry, biology and physics are interacting to determine how pollution moves."

"Most of the time people examine a problem like this and nobody focuses on the interactions," she explained. "That is exactly what we're emphasizing."

According to Schaffner, contaminants enter the Chesapeake Bay in many ways. They rain down from the atmosphere, they wash off the land in runoff or are introduced through avenues as diverse as sewerage outfalls and groundwater seeps. Many of these compounds rapidly become attached to sediments, microscopic living organisms and other particles in the water. Eventually, many of them settle and accumulate on the bottom.

CONTINUED ON PAGE 3.

## Tribe Opens Season With A Blast



Tribe football teammates and a coach help cool down wide receiver Terry Hammons who returned a punt for 95 yards for a fourth-quarter touchdown in William and Mary's 31-7 victory over Delaware Saturday in Zable Stadium. In addition to this score, Hammons also made a 17-yard touchdown catch in the third quarter.

Photo by VISCOM/C. J. Gleason

## NEWSMAKERS

## 'Matoaka' Poet Dies

Amy Clampitt, the talented poet who wrote the Tercentenary poem, "Matoaka," and who was a former writer-in-residence at the College, died Saturday at her home in Lenox, Mass. She was 74.

Clampitt was a writer-in-residence at William and Mary for two semesters in 1984-85 and returned several times for poetry readings and literary festivals.

In 1993, the College published her poem, "Matoaka," a piece commissioned by William and Mary to celebrate its 300th anniversary. Clampitt read her poem during Charter Week at a special ceremony in Earl Gregg Swem Library.

"Fame wasn't interesting to her, but exploring nuances of feeling and thinking every minute was, and she engaged her friends in that," noted English Professor Robert Maccubbin.

Ann Close, Clampitt's editor at Alfred A. Knopf, said the poet spoke of her time at William and Mary as "the high point of her teaching."

Clampitt's family would like contributions to be sent to OXFAM, 26 West Street, Boston, MA 02111-1206; or American Friends Service Committee, 15 Rutherford Place, New York, NY 10003.

## Strategic Plan Might Spark 'Loud Noises' From Faculty

CONTINUED FROM PAGE 1.

Both Sullivan and Cell urged members of the College community to review the plan and participate in the debate that will lead to a final document.

"We need now more than ever a reaffirmation of active and constructive faculty involvement in the work of shaping the final draft of the strategic plan," said Sullivan.

"We need especially the constructive energy of our younger colleagues. For our sake and for your own, do not remain on the fringes of the conversation."

Both before the Board of Visitors and at the faculty meeting, Cell emphasized that committee members were "very serious" about getting comments about the plan.

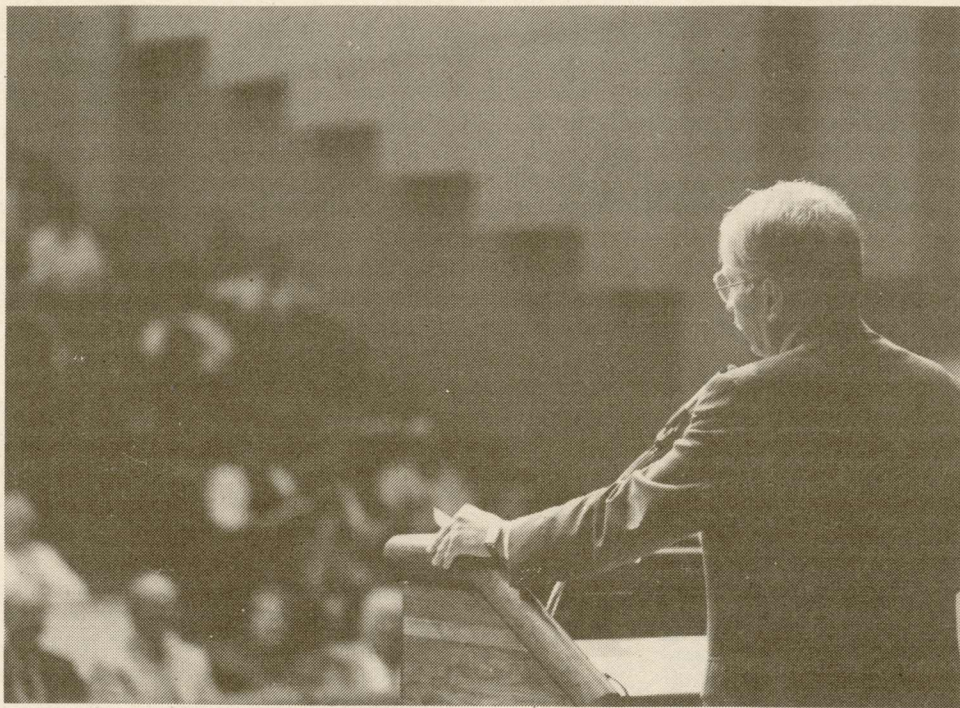
Having opportunities to consider and comment on the plan was also a concern of George T. Rublein, a mathematics professor, Strategic Planning Committee member and faculty liaison to the Board of Visitors.

Rublein told the board that the faculty "is receptive, even enthusiastic, that the university has to be examined from time to time and undergo change from time to time." He pointed to the successful curriculum review process conducted by the faculty and completed last year as a sign of that enthusiasm.

But Rublein said the confidentiality of the committee's meetings has worried his colleagues, who "complain they have no clue as to what is going on." While there will be time between the Sept. 23 release and the Nov. 11 approval to comment on the plan, Rublein said the time will be short and might

not allow for a full evaluation of the fallout from the changes.

Like Sullivan and Cell, Rublein predicted the debate could be stormy. "This is not going to be easy," he told the Board of Visitors. "In all likelihood, some people will be hurt. Don't be surprised if you hear some loud noises."



At last week's collegewide faculty meeting, President Sullivan told faculty that the strategic plan will determine the direction that the College assumes in the future.

## Board Briefed On Development Initiatives

The momentum in private donations that was built during The Campaign for the Fourth Century is continuing, with the College taking in about \$17.5 million during the year ending June 30.

In his briefing for the Board of Visitors on Friday, Dennis Slon, the newly named vice president for university development, said the total represents an increase of about 4 percent over the year before.

The Campaign for the Fourth Century was completed in 1993 and raised more than \$152 million in gifts and commitments for the College.

Slon said among the highest priorities for the development staff this year will be raising money to complete two projects: expansion of the Alumni House and completion of Tercentenary Hall. About \$1.68 million has been raised so far for the Alumni House, which will more than double in size and be renamed the Alumni Center.

Tercentenary Hall is a \$9 million sciences building which is scheduled for completion early next year. Commitments so far to Tercentenary Hall include \$50,000 in cash and \$50,000 in equipment from Canon.

Slon also outlined a plan for reducing costs in the development operation. He said the cost of development is about 15.4 percent of every dollar raised. While this is an acceptable average in the development field, he plans to reduce costs to about 12.5 percent by increasing staff efficiency and through greater use of volunteers.

Also during the meeting, President Timothy Sullivan said he would be recommending that Vice President for Public Affairs Stewart Gamage's position be renamed to reflect new duties being assigned to Gamage. If the board approves the change at its Nov. 10-11 meeting, the title will become Vice President for Community Relations and Community Services.

In addition to her current responsibilities for supervising the public affairs and university relations operations, Gamage will also be assigned the Office of Special Events, the Bureau of Business Research and the Peninsula Center, public service and outreach and economic development.

## Faculty Appointments

The board also approved a number of faculty appointments, including:

- Jacquelyn Y. McLendon, associate professor of English with tenure.

- Martha A. Case, assistant professor of biology; John C. Eisele, assistant professor of modern languages and literatures; Paul D. Heideman, assistant professor of biology; David C. Mock, professor of military science; Michael P. Nichols, associate professor of psychology; Richard Price, professor of anthropology with tenure; and Sally Price, professor of anthropology with tenure.

Appointments to the administrative and professional faculty include:

- Monica L. Augustin, university registrar; Jayne W. Barnard, professor of law and vice dean; William E. Cooper, reference law librarian; Maria Elena Fonseca, director of language learning laboratory in modern languages and literatures; Vikki T. Gaskin-Butler, clinical psychologist; Mary H. Glisan, assistant director of residence life; Robert L. Goodman, director of promotions and marketing in athletics; P. Jane Hadley-Austin, director of career services.

David W. Johnson, assistant director for technical services at the University Center; Mary K. Lewis, head coach in women's gymnastics; Malcolm J. Lickers, assistant athletics trainer; Michael P. Ludwick, associate director for sponsored programs; and R. Heather MacDonald, associate professor of geology and dean of undergraduate studies.

Beverly C. Peterson, coordinator of the teaching fellows program in the English department; Jean A. Scott, associate provost for academic affairs; Martha T. Sheets, capital budget coordinator; and Ned T. Skinner, director of swimming in athletics.

Leaves of absence were approved for: Paula Blank, assistant professor of English, to accept an American Council of Learned Society Fellowship; Tun-Jen Cheng, associate professor of government, to accept a visiting appointment at the University of Michigan; and Susan V. Donaldson, associate professor of English, to accept a visiting professor-

ship at the University of Mississippi.

Judith Ewell, Newton Family Professor of History, to accept a Fulbright Professorship to Ecuador; William H. Fisher, assistant professor of anthropology, to accept a Smithsonian Fellowship; Michael J. Gerhardt, professor of law, to accept a visiting professorship at Cornell University; and Franz L. Gross, professor of physics, to continue research at the CEBAF.

Clyde A. Haulman, professor of English, to accept a visiting professorship to Hong Kong; Kimberly J. Smith, associate professor of Business Administration, to accept a visiting professorship at the University of Virginia; and Talbot J. Taylor, Louise G.T. Cooley Professor of English, to accept a Guggenheim Fellowship.

## Law School Receives Community Service Grant

The Marshall-Wythe School of Law has received a \$2,500 grant from the Corporation for National and Community Service, which will provide for two summer internships in Commonwealth's Attorneys' offices in Virginia.

## College Lends Helping Hand To TNCC

For the second consecutive semester, the College has invited Thomas Nelson Community College to hold several evening classes at William and Mary.

The arrangement helps TNCC alleviate crowding and also reduces commuting time for some TNCC students and teachers, including some William and Mary graduate students, who have to commute to TNCC's main campus in Hampton.

## STRATEGIC PLAN PREVIEW

What will be in the preliminary draft of the strategic plan? While the full answer won't be known until Sept. 23, President Timothy Sullivan predicted that the draft will include the following:

- An affirmation of William and Mary's determination to remain a small institution, one organized on a human scale and with a strong commitment to the highest quality of residential undergraduate education.
- A commitment to a 10 percent reduction in administrative expenses over the next three years at a savings of \$2.1 million, with the reprogramming of at least half of those savings to the College's highest academic priorities.
- An equally strong affirmation of the place of graduate and professional education, but with clear recommendations to reduce the number of graduate programs so that those which remain will be funded adequately to achieve their full potential.
- A strong adherence to preserving and enhancing personal interaction between William and Mary faculty and students at every level and in every program.
- A commitment to finance the costs of the undergraduate curriculum reform endorsed by the Faculty of Arts and Sciences in the spring of 1993.
- A "powerful promise" to provide every William and Mary student—in and out of the classroom—with enhanced opportunities for public service and leadership.
- Increased support for teaching, including funding for curriculum development and for the development of innovative teaching techniques and materials.
- Building a culture—and supplying the resources—to permit every member of the faculty to develop fully his or her professional potential, and to receive appropriate and consistent recognition for superior achievement.

# THE LAST UNTAPPED RESOURCE IN SWEM LIBRARY

THURSDAY, JULY 7, 1774 THE VIRGINIA GAZETTE. NUMBER 426.

OPEN TO ALL PARTIES, BUT INFLUENCED BY NONE.

WILLIAMSBURG: PRINTED BY CLEMENTINA RIND.

## THE HERALD.

NEW-YORK, TUESDAY, DECEMBER 13, 1836. WHOLE NO. 4

CONTINUED FROM PAGE 1.

Society, and the University of Virginia, the College has applied for a \$641,669 grant from the National Endowment for the Humanities to fund a statewide project to catalog newspapers in the three institutions' holdings.

Known as The Virginia Newspaper Project, the initiative is designed to make available the wealth of information in newspapers published since Colonial days, especially those in Virginia.

"Today, it's nearly impossible to determine what newspapers most libraries have," said Merle Kimball, serials librarian at Swem and a member of the state committee of the Virginia Library Project. "This project represents a wonderful opportunity for opening new avenues of scholarship and making materials much more readily available."

The Virginia Newspaper Project began in Aug. 1990. The State Library in Richmond and the University of Virginia started cataloging their newspapers earlier this year. Swem, which has the third largest number of newspaper holdings in the state, plans to begin cataloging its collection in the spring, depending on the award of the NEH grant.

While all three institutions have overlapping, duplicate newspaper holdings, Swem's collection consists of many unique items. These include original copies of numerous southern newspapers from the American Revolution, antebellum and Civil War periods. Swem has more than 200 original issues of the *Virginia Gazette*, the nation's first newspaper, and the only known complete copy of *The Free Southern*, a radical reconstructionist publication.

Swem's collection of uncataloged publications includes not only big-city dailies and small-town weeklies but also religious and political newspapers.

Most of the titles that will be cataloged are found in Special Collections, whose newspaper holdings consist mainly of early American, antebellum, and Civil War papers. An inventory ex-

THE SENTINEL

DAKINWOOD, VA. SATURDAY, APRIL 25, 1868

NEW SERIES—Vol. I.

Published for the Proprietor by TAYLOR AND DUBMAN.

"Newspapers are basically the last untapped resource at the library," said Kimball. "Outside of Swem, no one knows what newspapers we have today."

For Swem Library, award of the NEH grant also represents an opportunity to finally complete a catalog of all its holdings. According to Kimball, newspapers are the last significant uncataloged items in the library.

After all three institutions have completed their newspaper catalogs, Swem Library, U.Va. and the State Library plan to coordinate the cataloging of newspapers held at all libraries throughout Virginia. Kimball said Swem will likely be responsible for the Tidewater region of Virginia.

Assuming the NEH continues its funding of the statewide initiative, the Virginia Newspaper Project should be completed by the turn of the century.

Once the United States Newspaper Program has been finished in all 50 states, the national computer database is expected to include an estimated 250,000 titles, 10,000 in Virginia alone.

## Chesapeake Bay Serves As Good Model For Understanding Pollution

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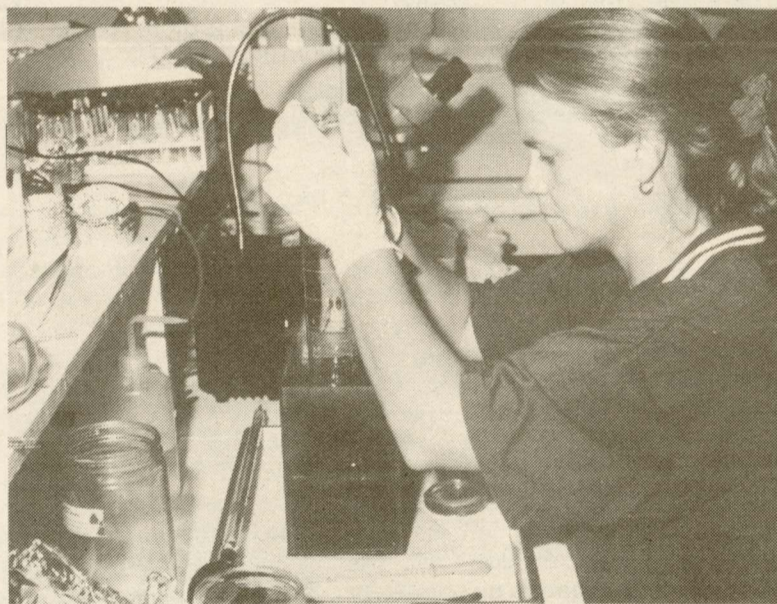
In the absence of active biological communities and currents, pollutants are usually buried within the bottom. In highly productive systems such as the Chesapeake Bay, however, bottom-dwelling organisms and physical processes often keep pollutants active. This increases the potential for pollutants to be broken down into compounds that are transformed to higher life forms, such as fish and humans.

"Organisms ingest these pollutants," Schaffner explained. "Then, the structure or chemistry of the pollutant determines whether it will stay with the organism. That's a chemical/biological interaction."

"Biological/physical interactions are where the organisms move and mix the mud to which the contaminants are attached. Some of the organisms also depend on tides and currents to bring food particles to them to feed on."

The researchers are using a wide array of field instruments and laboratory techniques to study the movement of contaminated sediment, the affinity of

pollutants for sediment particles and the behavior and biology of the organisms that reside in the sediments. It is hoped that the study, which builds on earlier research about benthic boundary layer processes, will add substantially to the knowledge of what is happening with contaminants in the Chesapeake Bay



Linda Schaffner examines samples of contaminated Bay sediment in a laboratory experiment.

also be used by the government in making decisions regarding the impact of naval facilities on the marine environment.

"We hope that the results of this study will help the Navy make responsible environmental management decisions in the future," Schaffner said. "As more people move toward the coast it becomes important that we learn more about the behavior of pollutants in coastal waterways."

Other members of the research team are: Assistant Professor Rebecca Dickhut, an environmental chemist; Associate Professor Steven Kuehl, a marine sedimentologist; Associate Professor Jerome Maa, a specialist in cohesive sediment dynamics; and Associate Professor Mark Patterson, a physical biologist. Providing support are technicians and graduate students who will gain valuable laboratory and field experience.

Previous research related to this project was funded by the National Science Foundation, the National Oceanic and Atmospheric Administration and the U.S. Environmental Protection Agency.

## 'William and Mary' Makes Country Hit List

"William and Mary" is the title and subject of rising country music star Davis Daniel's single released month. The song on Polydor Records is about Daniel's fictional girlfriend who goes off to college at William and Mary.

"William and Mary" delivers a honky-tonk kick with such lyrics as "She took off to a high society school, but I earned my degree at Honky-tonk U. She hit the highway, I hit the dirt road. She went to William and Mary, I went to Haggard and Jones."

According to Polydor Records, the single has done well since its Aug. 8 release. The song, written by George McCorkie and Rick Williamson, first aired on Country Music Television on July 27 and has been ranked as high as No. 19 on the Nashville Network.

"William and Mary" is one of the singles featured on Daniel's self-titled album that will debut Oct. 4. Daniel is singer and co-producer of the new album, which he has dedicated to his son, Tyler. "I think a lot of the songs on this album reflect the ups and downs of everyday life," said Daniel. "The album covers a wide span of emotions from heartbreak to falling in love."

## Two VIMS Doctoral Students Awarded Prestigious NSF Grants

The National Science Foundation has awarded two graduate students at the Virginia Institute of Marine Science/School of Marine Science, Adele J. Pile and Geoffrey C. Trussell, fellowship grants in the amount of \$8,900 and \$9,000 respectively. These prestigious awards are designed to support the students in their doctoral research.

Pile is working with Associate Professor Mark Patterson to continue a study of the role of sponges in the ecosystems of marine and freshwater habitats. In earlier research at Lake Baikal, Siberia, Pile and Patterson discovered that the animals filter water extremely efficiently. Pile's fellowship from the NSF will sup-

port her research of marine sponges in Florida Bay, where mass numbers of sponges recently died.

Trussell is working with Associate Professor Mark Patterson to study the effects of genetic and environmental influences on intertidal snails. More specifically, Trussell's doctoral research will attempt to address the fundamental issue of how organisms adapt to different or changing environments.

Nationally, the NSF awards very few doctoral fellowships each year. According to Jane Lopez, administrator of sponsored research at VIMS, it is rare for two students at one institution to receive awards.

## Departments and Schools

### Anthropology

Professor **Vinson Sutlive** authored *A Handy Reference Dictionary of Iban and English* (Tun Jugah Foundation). He also completed the second edition of *Tun Jugah of Sarawak: Colonialism and Iban Response*.

Associate Professor **Tomoko Hamada** co-edited with Willis Sibley a volume titled *Anthropological Perspectives on Organizational Culture* (University Press of America). This volume of 17 papers grew out of an all-day symposium of the American Association for the Advancement of Science. Hamada, the principal editor, wrote four introductory chapters and an article "Anthropology and Organizational Culture." The book also contains an article co-authored by Hamada and **Yujin Yaguchi**, graduate student in American studies, titled, "Hollowing of Industrial Ideology: Japanese Corporate Familism in America."

**Dennis Blanton**, co-director of the Center for Archaeological Research, has assumed the role of president of the Archaeology Section of the Virginia Academy of Sciences.

**Donald Linebaugh**, co-director of the Center for Archaeological Research, co-edited (with Gary G. Robinson) the second volume of *Occasional Papers in Archaeology* published by the Center for Archaeological Research.

Assistant Professor **Barbara King's** article "Infant Primates as Skilled Information Gatherers" appeared in *Pre- and Perinatal Psychology Journal*. She also wrote "Evolutionism and Essentialism in the Evolution of Language: Moving beyond a Human Standard" in a special volume of *Language and Communication*. King also delivered a paper on "Studying the Acquisition of Foraging and Social Skills in non-human Primates" at the joint meeting of the Animal Behavior Society and American Society of Primatologists held in Seattle in late July.

### English

**Adam Potkay**, assistant professor, had two essays published recently: "A Satire on Myself: Wordsworth and the Infant Prodigy," published in *Nineteenth-Century Literature* (Sept. 1994), and "Oludah Equiano and the Art of Spiritual Autobiography" in *Eighteenth-Century Studies* (Summer 1994). The latter essay is related to a critical edition, *Black Atlantic Writers of the Eighteenth Century*, that Potkay and Sandra Burr, graduate student in the American studies program, have recently completed for St. Martin's Press, scheduled for publication in 1995. Potkay will be delivering a short version of the book's introduction at the Northeast Association of Eighteenth-Century Studies in New York City, Oct. 6-9.

### Government

**Clay Clemens**, associate professor, will be joining one dozen American political scientists invited by the press office of the German government to observe that country's federal elections in mid-October. The group will spend a week touring the country to attend campaign rallies and meet with political leaders as well as pollsters and analysts. Participants will produce an edited volume on the election, which pits longtime chancellor Helmut Kohl and his ruling center-right coalition against several rivals.

Professor **Roger W. Smith** was guest editor of the special issue of *The Journal of Political and Military Sociology* that appeared in August. The entire issue was devoted to documentation and explanation of the Armenian genocide of 1915. Smith also participated in the Seminar on Jurisprudence and Constitutional Theory at New

York University, School of Law, July 23-27.

Professor **Alan J. Ward** received a Visiting Research Fellowship from Flinders University of South Australia to work on aspects of constitutional change in Australia. He visited Australia in July and August to work with members of the Politics Discipline at Flinders University and to participate in the conference on "Mega-Constitutional Change" held at the Australian National University.

### Military Science

**Brent Nase**, assistant professor, was promoted to the rank of major in a ceremony in the Great Hall on Sept. 2.

### Music

**Laura Rexroth**, director of bands, guest conducted the United States Army Band (Pershing's Own) in a performance at the base of the Washington National Monument, Washington, D.C., on July 12.

The Virginia Commission for the Arts has selected **Claudia Stevens**, adjunct assistant professor, as touring artist for 1995-96, one of three individual performing artists in Virginia. The commission will provide matching funds for presentation of Stevens' work beginning in fall 1995.



Stevens

### Physics

**George Crawford**, professor emeritus, has had an article titled "The William and Mary Sundial" published in the Aug. 1994 issue of the *Compendium*, Journal of the North American Sundial Society. The article is based on a brochure on the College sundial that is available in the Boteourt Gallery of Earl Gregg Swem Library.

### Psychology

Associate Professor **Joseph Galano** was appointed by the Secretary of Health and Human Resources to the Virginia Prevention and Early Intervention Steering Committee. The purpose of the Steering Committee (SC) is to develop a state plan for the structure and operation of a comprehensive prevention and early intervention service system. The plan will be forwarded to the General Assembly and the State Executive Committee in late 1994. The SC is made up of members that represent citizens, service providers, policy makers, and others. Between January and May the SC has conducted focus groups in 10 cities and collected input from 26 stakeholders groups across the Commonwealth. Galano serves as the representative of the Virginia Council on Coordinating Prevention.

Galano was also recently appointed to the Virginia Prevention and Promotion Advisory Council for a three-year term. The council advises the State Board and the Commissioner of the Department of Mental Health, Mental Retardation, and Substance Abuse Services on the establishment, funding and administration of prevention and promotion programs in Virginia. Galano was included in the 1994 edition of *Who's Who of Prevention Research in Virginia*. This document was prepared by the Office of Prevention and Children's Resources to facilitate collaborative efforts between university researchers and service providers conducting prevention activities throughout the state.

Professor **Kelly Shaver** has been named to the board of directors of the Small Business Development Center of Greater Hampton Roads and has been elected to

a second term on the board of directors of the Richmond Venture Capital Club. During the summer, Shaver presented a keynote address titled "Social Cognition and Entrepreneurial Persistence" at a conference on "Complexity, Chaos, and Change: Enterprise Education in the 21st Century," hosted by the Institute of Enterprise Education at Brock University in St. Catherines, Canada.



Shaver

### Theatre and Women's Studies

**Deborah Green**, coordinator of women's studies; **Tamara Burk**, theatre and speech instructor, and **Vicki Kirsch**, former visiting assistant professor of women's studies, presented a panel of papers at the 15th annual National Women's Studies Association Conference at Iowa State University in June. Burk's paper was titled "Feminist Pedagogy/Feminist Praxis: Overcoming Obstacles and Making It Work"; Green's paper was titled "Successful Aging: How a Women's Studies Class Grows and Changes"; Kirsch's paper was titled "Ghetoes in the Syllabus: Lesbians, Jews, and the Sins of Omission."

### School of Business

**Wanda A. Wallace**, John N. Dalton Professor of Business Administration, has had the third edition of her text *Auditing* published by South-Western College Publishing. The accompanying *Instructor's Manual*, co-authored with James J. Wallace, was likewise published. Wallace and **G. Thomas White**, accounting program coordinator, also had their article "Reporting on Internal Control" published in *Internal Auditor* (August 1994).

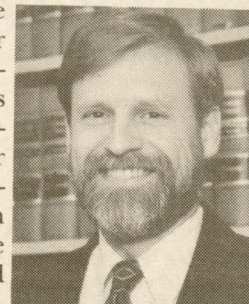
### School of Law

**Raj Bhala**, assistant professor of law, has recently published several articles: "Legal Foundations of a Payments System" in *Payments Systems* (International Monetary Fund); "An Overview of United States Funds Transfer Law" in *Payments Systems of the World* (Oceana); and "Commercial Banks, Risk-Based Capital, and Mortgage-Backed Securities Transactions" in *Global Risk-Based Capital Regulations* (Irwin). His article "Paying for the Deal: An Analysis of Wire Transfer Law and International Financial Market Interest Groups," was recently published in the *Kansas Law Review*. Bhala gave presentations this summer at the World Bank (for governmental officials of Vietnam), the Federal Reserve Bank of Richmond (for officials of the International Monetary Funds) and Emory Law School (faculty seminar). His book, *Foreign Bank Regulation After BCCI*, was recently published by Carolina Academic Press.

**John Donaldson**, Ball Professor of Law, spoke recently at the Third Annual Elder Law Seminar, sponsored by the Virginia Law Foundation, on the topic of "Ethical Issues Affecting Lawyers Serving as Fiduciaries and Lawyers Representing Fiduciaries." The seminar was given in four locations. Donaldson also was a speaker at the annual conference of Virginia District Court Judges held in Virginia Beach. His topic was "Review of Virginia Supreme Court Civil Cases 1993-94 Term."

The second edition of *Principles of Insurance Law* by **Emeric Fischer**, professor of law emeritus, with Peter Swisher of the University of Richmond, has just been published. New topics in the revised edition include the application of CERCLA and ERISA to insurers.

**Trotter Hardy**, professor of law, has been quoted during the summer on legal matters affecting the Internet and other cyberspace communities. He was featured in an article on the "clipper chip"—an encryption standard—in *Internet World*. He was also a featured panelist in an article on lawyers' use of technology in practice in the *Legal Times of Washington*. In July, he was featured in a front-page story on "cybertorts" and the end of frontier justice on the Internet in the *National Law Journal*. Hardy's article, "The Proper Legal Regime for Cyberspace," will be published later this year in the *Pittsburgh Law Review*.



Hardy

**Charles Koch**, Woodbridge Professor of Law, has been appointed to the Administrative Law Advisory Committee to the Virginia Code Commission. The Advisory Committee, created by the General Assembly during the 1994 session, will assist the Commission in monitoring the effectiveness, efficiency and fairness of Virginia's administrative process. One of the primary functions of the Committee will be to recommend changes as needed in the Virginia Administrative Process Act.

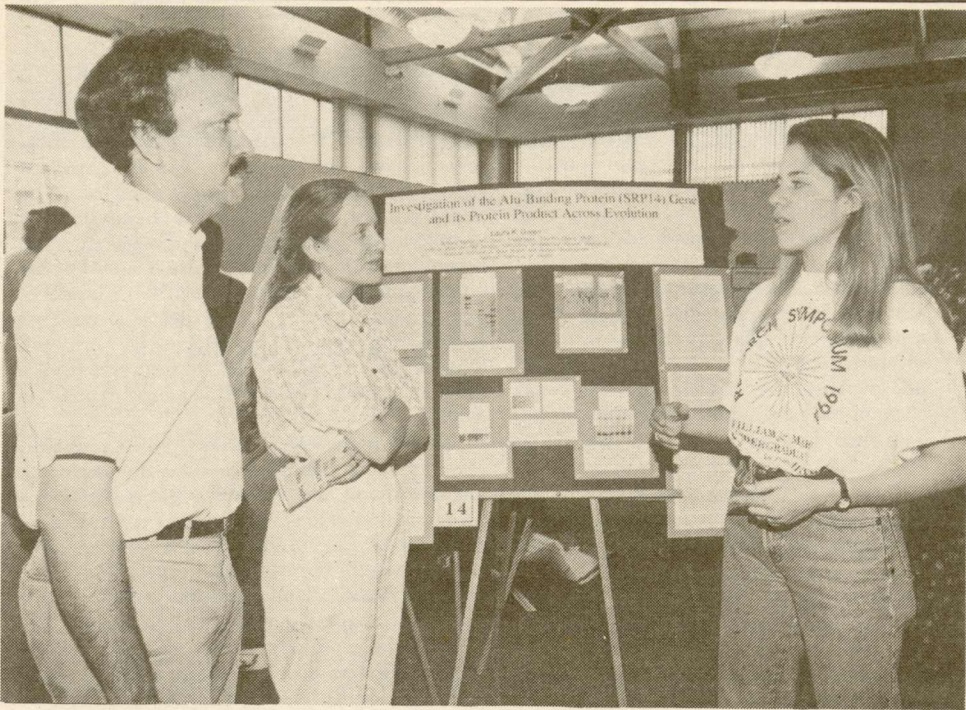
**Frederic Lederer**, Chancellor Professor of Law, gave presentations this summer at the 1994 Judicial Conference of the United States Court of Military Appeals, The Judge Advocate General's School and the National District Attorneys Association. He also made a presentation on the Law School's Courtroom 21 project at the Criminal Justice Information 1994 Conference in Newport Beach, Calif. His article "Does the Fourth Amendment Apply to the Armed Forces" appeared in the summer volume of the *William and Mary Bill of Rights Journal*.

**Paul Marcus**, Haynes Professor of Law, was in Athens, Greece, as the United States Criminal Law Reporter to the Congress of the International Academy of Comparative Law. Along with reporters from Japan, Greece, Hungary and Germany, he addressed questions surrounding alternatives to incarceration for convicted felons. He spoke of the policy considerations, the cost factors and the impact of such alternatives. His remarks will be published in the *American Journal of Comparative Law*, published by the University of California at Berkeley. Marcus also spoke with criminal justice professionals in Istanbul, Turkey, concerning government efforts to combat organized crime and American policies toward international crime.

**James Moliterno**, professor of law and director of the Legal Skills Program, received a \$3,000 grant to conduct a comparative study of law graduates' satisfaction with, and preparation for, the legal profession based on law school ethics and skills teaching curricula.

### Office Of Career Services

**Stanley Brown**, former director of career services, will receive the Honorary Lifetime Membership Award from the Southern College Placement Association, at its December meeting in Atlanta. The award, the highest made by the association, is presented to a current or former member of the association who has made notable contributions with distinguished achievement to the association and the field of career planning, placement and recruitment.



### Undergraduate Research Highlighted At Symposium

The first undergraduate research symposium was held Friday, Sept. 9 in the University Center. More than 45 students—biology and chemistry undergraduates at the College—presented either a poster or short talk describing their recent research efforts. Shown here, Sophomore Laura Green (r) explains her project, "Investigation of the Alu RNA Protein (SRP 14) Gene and Its Protein Product Across Evolution," to Todd Bierbaum and Martha Case (l), faculty members of the biology department.

### Swem Library Recognized For Public Relations Program During Tercentenary

The Earl Gregg Swem Library received the 1994 John Cotton Dana Public Relations Special Award for its library public relations programming during the College's 1993 Tercentenary celebration. The award, jointly sponsored for the past 48 years by the American Library Association's Library Administration and Management Association and the H.W. Wilson Company, was presented during the recent meeting of the American Library Association in Miami.

As a premiere public relations award within the library profession, the John Cotton Dana Public Relations Award recognized Swem Library "for contributing to the educational and cultural enrichment of the College's 300th anniversary by promoting innovative programs throughout the year involving the community and furthering the university's tradition of public services."

The library's public relations program during the Tercentenary consisted of an abundance of activities for scholars, alumni, students, staff and the general

public. Highlights of the more than 30 programs or activities that took place throughout 1993 include the special exhibit, "300 Years of Distinction: The College of William and Mary, 1693 to 1993 and Mementos of the Tercentenary."

The public relations program also involved some fund-raising activities including a basketball night called "Buckets for Books," contributions by Ben and Jerry's, and special birthday and anniversary parties in the library.



## Enrollment Surges In Special Programs

A demonstration of the growing popularity of Special Programs classes is the highest enrollment level ever for its lineup of classes this fall. Halfway through fall registration, total enrollment is already nearing the record of 2,000 students last spring.

"Word of mouth from former students has been the key to our success," said Colleen Whitacre, director of special programs and continuing education. "Community support for our classes has been incredible, especially in recent years."

Since its inception in 1972, Special Programs, a completely self-supporting operation, has become an increasingly visible component of the College's community outreach efforts. In the last four years alone, the number of students participating in Special Programs classes has more than doubled from about 1,900 students in 1990 to more than 4,000 today.

"The best kept secret in Williamsburg is out," said Whitacre. "Our partnership with the community is now well established."

Each semester, members of both the College community and greater Williamsburg choose from some 60 different Special Programs classes in a variety of subject areas. Fees for the classes are usually very nominal and no tests or pre-requisites are required for most courses.

According to Whitacre, one of the strengths of the program is its offering of a wide array of practical business and community outreach classes.

Some of the business courses offered this semester include "Connecting to the

Internet," which teaches people about the use and application of the information superhighway, "How To Create A Book and Get It Published" and "Fundraising: Taking Your Organization To The Top."

One of the most notable outreach classes is "AIDS and You," which is structured to teach students about prevention education.

In an effort to meet other specialized needs of local residents, Special Programs is also offering a group of classes collectively known as "Men's Court" which includes courses such as "Men Understanding Ourselves."

Instructors for classes are typically local professionals and College faculty who are experts in the particular field of instruction.

While Special Programs tailors its curriculum to the interests and needs of the community, it also provides an opportunity for students at the College to gain practical experience in working for successful outreach and community services programs.

With the assistance of 10 volunteers, six paid student interns staff the Special Programs office and are involved in every aspect of the business from customer service to negotiations.

"Interfacing with the public everyday and knowing that you have to make the payroll, is a reality building experience," said intern Kevin Turner.

For more information about Special Programs and its offering of fall courses, call the Special Programs office at ext. 13777. Registration for fall classes continues through Nov. 18.

### President Available To Meet With Students

Office hours are available for students to meet with President Sullivan. Individual students or small groups may reserve a 10-minute appointment by contacting Gail Sears in room 10 of the Brafferton, by calling ext. 11693 or via e-mail [gbsear@mail.wm.edu](mailto:gbsear@mail.wm.edu). Appointments are available on a first-come, first-served basis and are designed to give students the opportunity to discuss issues that concern them or to chat. The following dates are available: Wednesday, Sept. 28, 4 to 5 p.m.; Tuesday, Oct. 18, 3 to 4 p.m.; Wednesday, Nov. 9, 4 to 5 p.m.; Wednesday, Nov. 30, 4 to 5 p.m.

### Clinton's Foreign Policy Reviewed Tonight At IR Lecture

To kick off the International Relations Club's annual fall lecture series, Senior Fellow in Public Policy Robert Fritts and Professors of Government George Grayson and Alan Ward will review President Clinton's foreign policy tonight.

The lecture series, titled "Forging the Twenty-First Century: In Search of New Solutions to Old Dilemmas," seeks to focus on international problems previously overshadowed by Cold War tensions. All of the lectures will be presented at 7:30 p.m. in Rogers 100.

On Wednesday, Sept. 21, James Bill,

professor of international relations and director of the Reves Center for International Studies, will present a lecture titled "From the Atlantic to the Pacific: The Power of Revolutionary Islam." In his presentation, he will analyze the reasons why he predicts Islam will be the world's most powerful ideological force in the 21st century.

Former Congressman and ABC correspondent Bill Whitehurst will offer his observations on "The New World Order" on Thursday, Oct. 6, and on Wednesday, Oct. 12, Tomoko Hamada, associate professor

of anthropology, and Fritts will share their insights into the different ways individuals experience East Asian-American relations.

The series will conclude on Monday, Oct. 31, with a special presentation by Hulamiph Koenig, executive director of the organizing committee for the People's Decade of Human Rights Education, a political action committee lobbying the United Nations in New York.

The lectures are free and open to the public. To obtain a brochure, contact Tara Rowan, speaker series director for the International Relations Club at ext. 14994 or the Reves Center at ext. 13590.

### Crime Report August 1994

#### Crimes

|                |   |
|----------------|---|
| Burglary       | 1 |
| Larceny        |   |
| Bikes          | 9 |
| From Buildings | 4 |
| Other          | 2 |

#### Arrests

|                             |    |
|-----------------------------|----|
| Driving Under the Influence | 1  |
| Liquor Law Violations       | 6  |
| Summons Issued (Traffic)    | 65 |

### CCSAC Lecture Set For Sept. 22

Alan Trachtenberg, Neil Gray Jr. Professor of English and American Studies at Yale University, will present a lecture, sponsored by the Commonwealth Center for the Study of American Culture, titled "Imaginary Indians: The Wanamaker Expeditions and American Nationality" on Thursday, Sept. 22 at 5 p.m. in Washington 201.

The talk examines the terms and key images of this representation of and to natives, and suggests that the inner motives of the expeditions arose from concerns about nationality itself, in the face of large-scale immigration and social changes taking place within the national society.

### Fall Arts Classes Scheduled At Muscarelle

The fall session of the Muscarelle Museum of Art's Gallery/Studio program will be held on six consecutive Saturdays beginning Sept. 24. Classes use works of art on display in the museum as learning material and inspiration for creative art projects. Pre-registration can be handled by mail or in person at the museum during regular open hours. The cost is \$25 per student, which covers the cost of all material and supplies. Scholarships are

available in cases of financial need.

Beginning in November, children will also have the opportunity to study special exhibitions in greater depth through a program of children's workshops offered in the museum galleries on selected Saturday afternoons. The cost is \$5 per workshop. Materials will be provided.

For more information and a schedule of classes, call the education office of the Muscarelle Museum of Art at ext. 12703.

### Schedule Revised For Publication Of News

The publication schedule for the *William & Mary News* has been revised. The *News* will be published on Sept. 21 and 28; Oct. 5 and 19; Nov. 2, 16 and 30; and Dec. 7.

Deadline for submission of items to be included in an issue will be at 5 p.m. on Friday preceding the publication date. Materials should be delivered to the *News* office, Holmes House, 308 Jamestown Rd. or e-mailed to [wmnews@mail.wm.edu](mailto:wmnews@mail.wm.edu). See page 7 for policy on submitting classified ads.

For information, call ext. 12639.

The *News* is available electronically on WAMI under the Campus News, Announcements and Calendar menu.

### Swem Library Hours Fall Semester

|             |                 |
|-------------|-----------------|
| Mon.-Thurs. | 8 a.m.-midnight |
| Friday      | 8 a.m.-6 p.m.   |
| Saturday    | 9 a.m.-6 p.m.   |
| Sunday      | 1 p.m.-midnight |

# 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 effective-

ness of the policy and related resolution procedures.

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

## Informal Complaint and Resolution Procedures

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

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

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

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

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

A. If the complainant does not agree to the disclosure of her or his identity, the committee member, within a two-week period and with the consent of the complainant, meets with the individual alleged to have harassed the complainant. The committee member advises the accused of the

university's sexual harassment policy and complaint procedures, and affords the accused an opportunity to respond to the allegation. The committee member subsequently contacts the complainant to confirm that the meeting was held, and to describe the response of the individual accused of violating university policy. The committee member prepares a written summary report of the complaint procedure followed, without disclosing the identities of the parties involved, and files the report with the chair of the committee within 10 working days after the meeting with the individual accused of violating university policy.

B. If the complainant agrees to the disclosure of her or his identity, the committee member, within a two-week period and with the consent of the complainant, meets with the accused to discuss the allegations raised by the 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.

## 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 five days on the committee member's statement of findings.

Within 10 working days after receipt of the designated member's statement, the Chair convenes a meeting of the Committee on Sexual Harassment, except for the student member, to consider the report of the investigator and any written comments offered by the complainant or the accused. The committee may supplement the substance or procedures of the initial investigation to insure adequate consideration of the matter, and adequate protection of the legal rights of the accused. A written summary report of the committee's deliberations, together with the investigator's initial report, is then transmitted by the chair of the accused's dean or other appropriate senior level administrative authority superior to the accused for consideration, and, if appropriate, for resolution under the relevant faculty or administrative procedures for sanctions or dismissal. At the same time, a copy of the summary report of the committee's deliberations is sent to the complainant and to the accused.

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

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

September 16, 1991

\*Policy currently under revision.

# Policy Statement on Sexual Harassment

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

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

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

b. submission to or rejection of such conduct is used as a basis for an employment decision, performance evaluation, or academic performance evaluation concerning a member of the university community, or,

c. such conduct is known or should have been known to interfere with an individual's work or academic performance, or to create an intimidating, hostile or offensive working or educational environment.

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

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

ment.

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  
(currently under revision)

# Policy and Procedures Affecting Consensual Amorous Relationships

## Policy

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

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

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

trative superior. That superior shall take effective steps to insure unbiased supervision or evaluation of the student.

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

## Procedures

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

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

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

Adopted by the Board of Visitors,  
June 28, 1991

## NOTES

### Workshop Set Tonight For Students Applying To Law School

Seniors who are planning to apply to law school this year are invited to attend a workshop on the process offered by Professor John McGlennon, pre-law adviser for the College, on Wednesday, Sept. 14 at 7 p.m. in Morton 20. Topics to be covered include choosing where to apply, the personal statement, letters of recommendation and other aspects of the application process.

### St. Andrews Music Students To Perform Oct. 2

A musical ensemble of some of the most accomplished students from the University of St. Andrews Music Centre will perform in the Wren Chapel Sunday, Oct. 2 at 8 p.m.

The concert program emphasizes variety and may include selections ranging from opera, lieder, classical saxophone, piano and woodwind chamber music, to barbershop and Scottish songs. It is free and open to the public. A reception in the Reves Room will follow the concert.

Founded in 1411, the University of St. Andrews, known as the "singing University," is the oldest university in Scotland. Each year, approximately five students from the College study at St. Andrews University, some as recipients of scholarships from the St. Andrews Societies in major American cities.

For further information about the musical program on Oct. 2, to offer a room to one of the students after the performance, or to find out more about the program of study at St. Andrews University, contact the Programs Abroad Office at ext. 13594.

### CommonHealth Challenges Employees To Try And Improve Physical Fitness

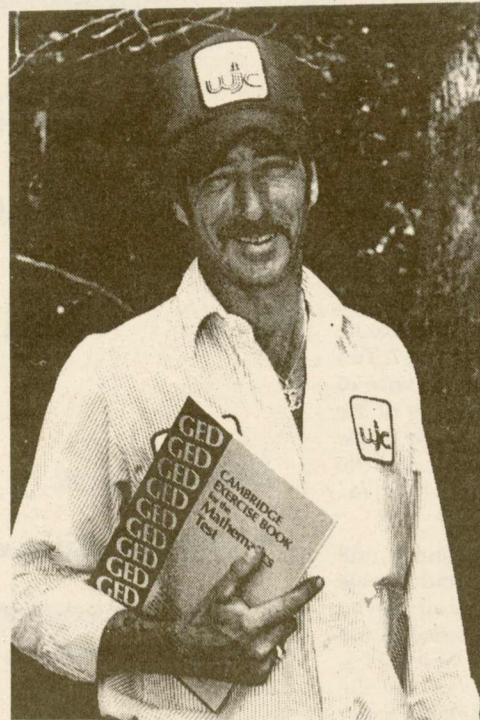
The CommonHealth Challenge fall fitness classes began last week. Any College employee may enroll in the classes, which include aerobics and water aerobics, at any time during the semester. The fee is \$10 per semester. Individuals who have not previously attended CommonHealth Fitness Classes and/or are not a member of CommonHealth must contact Margo Wright in the CommonHealth Office at ext. 12776 before participating. Enrollment forms are also available from Wright.

### Placing Long Distance Calls With An AT&T Calling Card

Members of the College community who wish to place long distance calls using an AT&T calling card are advised that AT&T has created an 800 number for calling card users. To make a call with an AT&T card, dial 7-1-800-321-0288 and follow the instructions given.

The College does provide operator assistance through MCI, and those operators can place calls with almost any kind of calling card or credit card (e.g. AT&T, Sprint, MCI, Visa, Mastercard, etc.). They can also place collect and third-party billing calls. To place a call through the MCI operator from an office phone, dial 8-0-Area Code and the number calling.

Anyone who has concerns or questions regarding these procedures should call Telecommunications at ext. 11776.



*In our hands, rests the ability to reach those who need help.*



When families in our community fall down on their luck, you help get them back on their feet.

After more than 20 years working on the water, James suffered an injury during an accident that left him without a job. Having gone to work before he finished school, James didn't have the benefit of education that so many of us take for granted. Fortunately, a friend suggested the Rita Welsh Adult Skills Center. At Rita Welsh, James receives one-to-one tutoring in adult literacy. Today, James has a good job and he's looking toward a bright future.



**United Way**  
of Greater Williamsburg

**REACHING THOSE WHO NEED HELP. TOUCHING US ALL.**

*The Combined Virginia Campaign is Sept. 26-Oct. 21.*

## CLASSIFIED ADVERTISING

Classified ads are included as a service to members of the College community and will be accepted from faculty, staff, students and alumni only. Only one ad per person per issue is permitted and should be no longer than 40 words. Ads must be submitted no later than 5 p.m. on the Friday preceding *News* publication. Send ads in writing to the William and Mary News office or via electronic mail to [wmnews@mail.wm.edu](mailto:wmnews@mail.wm.edu). Ads will run one week only with an option to renew for one additional week. No ads or requests for renewal will be accepted over the phone. For more information, call the *News* office at ext. 12639.

#### FOR SALE

VW '72 Bug convertible, rebuilt engine and clutch. Needs new top and interior. Runs well, recent inspection. \$2,000. Call ext. 12725 or 229-8829.

1983 Yamaha 650 motorcycle, only 4,000 miles! runs excellent, \$1,300, call 221-0399.

DP Fit for Life universal weight set with attachments, excellent condition, \$175. Sofa and love seat, rust with blue, excellent condition, \$375. Draperies, Dorothy's ruffles, excellent condition; with lace, \$40, without lace, \$35. Call Becky at ext. 12742 or after 6 p.m. at 566-3710.

Minolta X-Series SLR camera, KJ-582 mount type, complete with 80-200mm F4.5-5.6 macro zoom lens, op-tech shoulder strap and black padded camera bag. \$150 or best offer. Great deal, needs to be used. Call 259-0352, leave message.

CW andirons, never used, \$450; antique baby cradle, \$175; fiddle back rocker, \$500. Call 229-7579.

Lop ear rabbit, purebred, silver, female, 6 months old. Includes 2'X3' cage, drop pan, feeder, water bottle and salt lick. Good pet, needs lots of love. \$60 or best offer. Call ext. 11124 or 229-3741 after 6PM and weekends.

1990 Geo Prism LSI, blue, 4-door, AM/FM stereo, AT, AC, power windows/doors, New inspection. Looks and runs great. Asking \$4,900. Call Diana 565-6337. Can leave message.

Macintosh IICx 12/270 (Cache/FPU). Mint con-

dition, lots of software, 14" monitor, Extended II keyboard. Great computer for student or small business (setup and training included, if local). \$1200/best offer. 642-7243 or 642-0465 (msg).

#### FOR RENT

Room in nice waterfront cottage on York River, Gloucester Point, one-half mile from VIMS Yard, quiet neighborhood, fireplace, 25 minutes to W&M. \$300/month, available immediately. Call Katie/leave message at 642-2639 (h), or 642-7140 (w).

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. For application deadlines and additional information, call ext. 13167.

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 pro-

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

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

**Office Services Assistant** (unclassified)—\$6.75 per hour, part time, approximately 30 hours per week. #H173. Location: School of Business.

**Office Services Specialist** (unclassified)—\$7.38 per hour, approximately 20 hours per week. Hours of work are Monday-Friday, 10 a.m. to 2 p.m.. However, one week per month hours are Monday-Tuesday, 10 a.m. to 2 p.m.; Wednesday, 10:30 a.m. to 2

Call 220-3251, leave message.

Tutor/after school care—Hours 3 p.m. to 5 p.m. two to three days a week for two girls in middle school (honor roll students). Supervise homework and recreation. Located 2.5 miles from campus. Own transportation required. Call ext. 13687 or after 5 p.m. 220-9021 or 229-0158.

#### SERVICES

I can design brochures, resumes, flyers, newsletters and manuals. Timid about computers? I can teach you the basics about some word processing, spreadsheet and page-layout programs (especially Macintosh). Call Charlotte at 229-6239 and leave detailed message.

p.m.; Saturday, 8:30 a.m. to 6 p.m. #H160. Location: Swem Library.

**Executive Secretary** (unclassified)—\$8.07 per hour, part time, approximately 20 hours per week. #H171. Location: Self Study Program.

*The following are regular full-time (classified) positions which do carry benefits.*

**Secretary Senior** (Grade 5)—Entry salary \$15,357. #324. Location: Modern Languages and Literatures.

**Accountant** (Grade 9)—Entry salary \$21,932. #617. Location: CEBAF (Newport News).

## EMPLOYMENT

## CALENDAR

## SPECIAL EVENTS

**Sept. 16.** The Faculty Garden party, given by President and Mrs. Sullivan (by invitation only), will be in the Wren Yard from 5 to 7 p.m. In case of rain, the party will be held in the University Center.

**Sept. 17-23.** The College will participate in Constitution Week. The bell at the Wren Building will join others in Williamsburg and across the nation in "Bells Across America," a salute to the Constitution, at 4 p.m. on Sept. 17. Two candlelight organ concerts in observance of the event will be given by J.S. Darling of the College music faculty. The first will be in the Wren Chapel at 11 a.m., Sept. 17, and the second at Bruton Parish Church at 8 p.m., Sept. 22.

**Sept. 17.** "Into Africa," a family festival, will celebrate the traditions of Africa and provide an opportunity for individuals of all ages to enjoy the riches of Africa surrounded by the exhibition "Leadership Arts of West Africa." The festival, which is free and open to the public, will be held in the Muscarelle Museum from 1 to 3 p.m. For information, call ext. 12700.

**Sept. 23.** The special events committee of the University Center activities board is sponsoring "Boogie Explosion" in the University Center Cafe beginning at 9 p.m. The hustle and other disco dance moves will be taught at this '70s theme dance party. If you missed the '70s the first time, this is your chance to don your leisure suit or bell bottoms and disco the night away. For information, call ext. 12132.

**Sept. 24-25.** Family Weekend. For a schedule of events, call ext. 11235.

**Sept. 29.** In appreciation of the many friends of the College, William and Mary has scheduled a Community Concert in the Wren Yard from 5:30 to 7:30 p.m. Guests are invited to bring blankets and a picnic basket. Sandwiches from the Cheese Shop may be ordered for delivery at the concert. Shuttle service will be provided to the concert from W&M Hall. Rain plan: The University Center.

**Oct. 1.** All College faculty, classified staff and guests are invited to the College Club's annual seafood feast. The event is held at VIMS (Gloucester Point) from 4:30 to 7:30 p.m. Tickets are \$15 for College Club members and \$20 for non-members; children's tickets are half-price for ages 10 to 18-1/2 and free for those under 10 years. For reservations, call 221-1995 or 221-2825.

**Oct. 22.** HACE is sponsoring a trip to Ash Lawn-Highland, the home of James Monroe, and historic Michie Tavern. An air-conditioned bus will leave the College at 9 a.m. and travel to Michie Tavern where a Colonial Buffet (all you can eat) will be served. Lunch will be followed by a tour of the tavern and the Meadow Run Grist Mill. A tour of Ash Lawn is on the schedule at 1:30 p.m. and return to Williamsburg at approximately 5:45 p.m. The cost of the trip, which includes bus fare, tour and lunch at Michie Tavern and tour of Ash Lawn is \$20 for College employees, \$25.50 for non-College employees over 11 years old and \$23.00 for non-College employees under 11 years old. The bus can accommodate 27 persons, so it is imperative that you make reservations as soon as possible. Reservation deadline is Oct. 7, and **your check must accompany your reservation form.** Individual notices of the trip have been distributed to all College employees. For information, call ext. 11993.

## COLLOQUIA

**Sept. 27.** The Institute of Early American History and Culture will hold a colloquium in the Institute library at 7:30 p.m. Alison Olson from the University of Maryland, College Park, will present her paper, "Frisolous French Frogs, Drunken Dutch Dogs: Where Did the Early Anglo-Colonial World Get Its Ideas of National Character?"

## FILMS

**Sept. 14, 20-21, 27-28.** The University Center Activities Board fall movie selections will be shown in the University Center auditorium at 8 p.m. as follows: Sept. 14, "Threesome"; Sept. 20-21, "Blue" (foreign film); and Sept. 27-28, "Ace Ventura." Tickets are \$2 for students, \$3 for non-students. Semester passes are available for \$20. For information, call ext. 12132.

## MEETINGS

**Sept. 14.** The Christopher Wren Association's fall semester opens with a convocation in the Wightman Cup Room, W&M Hall, at 2 p.m. For additional information, call ext. 11079.

## CAREER FAIR

Wednesday, September 21  
11 a.m. to 4 p.m.  
W&M Hall, Concourse Level

## Information on:

- Career positions
- Summer employment and internships



Sponsored by the Office of Career Services,  
Division of Student Affairs, Blow Hall 123, ext. 13240.

**Sept. 14.** President Sullivan and Provost Gillian Cell will hold a forum with hourly and classified employees of the College at 1 p.m. in the University Center, Tidewater Room A.

**Sept. 27.** The Faculty Assembly will meet in the Board Room of Blow Hall, third floor, at 3:30 p.m. All members of the College community are invited to attend.

**Sept. 28; Oct. 8; Nov. 9 and 30.** President Sullivan is available for 10-minute meetings with students from 4 to 5 p.m. on Sept. 28, Nov. 9 and Nov. 30; and from 3 to 4 p.m. on Oct. 18. Students may make appointments by calling Gail Sears at ext. 11693 or via e-mail at gbsear@mail.wm.edu.

## PERFORMANCES

Season tickets are now available for the 1994-95 concert series. The first performance will be Oct. 18. Tickets are \$30 for William and Mary students, \$50 for College faculty and staff and \$70 to the general public. Ticket requests may be sent to Concert Series, The College of William & Mary, P.O. Box 8795, Williamsburg, VA 23187-8795 or dropped off in Campus Center 203. Tickets will be mailed on or before Sept. 30. General admission tickets, if available, will be priced at \$20 per performance and will go on sale three weeks prior to the performance in Campus Center 203.

**Sept. 17.** The Ewell Concert Series will feature sopranos Lisa Maraé Gutwein and Pattie Carlson, accompanied by pianist Glenn Winters. The concert will be held in the Ewell Recital Hall at 8 p.m. Tickets are \$2 at the door. There is no admission charge for students with valid College ID.

**Sept. 23.** The William and Mary Concert Band's Family Weekend concert is in Trinkle Hall at 8 p.m. Admission is free. For information, call ext. 11086.

**Sept. 25.** The Muscarelle Museum continues its series of Sunday afternoon chamber music concerts by the Gallery Players in the museum at 4 p.m.

**Sept. 26.** The box office opens for ticket sales for the first William and Mary Theatre production of the 1994-95 season, the musical "Chicago." Based on a book by Fred Ebb and Bob Fosse, with music by John Kander and Fred Ebb, "Chicago" is a musical return to the Roaring Twenties when the Windy City was the national capital for flappers, gangsters and flamboyant youth. Performances are scheduled for Oct. 6, 7, 8, 13, 14 and 15 at 8 p.m. and Oct. 16 at 2 p.m.

Also on the schedule for this season are "Our Country's Good," "The Matchmaker" and "Helene." Information regarding season tickets is available by calling ext. 12660.

## SPEAKERS

**Sept. 14, 21.** The International Relations Club's fall lecture series "Forging the Twenty-First Century: In Search of New Solutions to Old Dilemmas," begins Sept. 14 with Robert Fritts, Senior Fellow in Public Policy, and Professors of Government George Grayson and Alan Ward reviewing President Clinton's foreign policy. On Sept. 21, James Bill, professor of international relations and director of the Reves Center for International Studies, will present a lecture titled "From the Atlantic to the Pacific: The Power of Revolutionary Is-

lam." The lectures will be presented in Rogers 100 at 7:30 p.m.

## Town &amp; Gown

**Sept. 15, 22.** Town & Gown luncheons resume with Kathleen F. Slevin, associate professor of sociology, speaking on "Women in Retirement: Are Their Experiences Different from Those of Men?" on Sept. 15. "The End of the World as We Know It: The Transformation of World Politics," will be the topic of speaker Michael Clark, Reves Scholar-in-Residence, at the Sept. 22 luncheon.

Town & Gown luncheons are held in the Chesapeake Room, University Center. The doors open at 12:15 p.m., with lunch served at 12:30 p.m. Parking is available in the W&M Hall parking lot near the bus shelter. Shuttle buses will run between the shelter and the University Center from noon to 12:30 p.m. and from 1:30 to 2 p.m.

Luncheon reservations may be made by calling ext. 12640 before noon on the Tuesday preceding the luncheon. This is an automated message line. When leaving your message, spell the first and last names of all persons wishing to make reservations. The cost of the luncheon is \$7 for the public and \$5 for faculty and staff, payable on the day of the luncheon.

**Sept. 22.** Alan Trachtenberg, Neil Gray Jr. Professor of English and American Studies at Yale University, will speak on "Imaginary Indians: The Wanamaker Expeditions and American Nationality" in Washington 201 at 5 p.m. His lecture is sponsored by the Commonwealth Center for the Study of American Culture.

**Sept. 20, 27.** The Brown Bag Lunch Series, "Women in American Culture," continues on Sept. 20. The lunches are held in the Commonwealth Center Seminar Room, College Apartments from 12:30 to 2 p.m. At the Sept. 20 lunch, David Holmes, professor of religion, will speak on "From Pews to Altar: Women in the Episcopal Church from the Colonial Period to the Present."

The speaker on Sept. 27 will be Ann Rasmussen of the music department. Her topic will be "The Dance of Gender Roles: Expressive Culture in the Middle Eastern Diaspora." Everyone is welcome. For information, call ext. 11274.

**Sept. 28.** Renowned professor and author Carol Weinberg will deliver a lecture on "Issues for College Women" in the University Center auditorium at 7 p.m. Weinberg, a college administrator for more than 20 years, has created and taught numerous credit courses in psychology and education. Her latest book is titled *The Complete Handbook for College Women: Making the Most of Your College Experience*. Weinberg encourages those attending the lecture to wear a T-shirt, hat button, etc., that they think says something about an issue facing college women today. This lecture is free and open to the public. For information, call ext. 13254.

## SPORTS

**Sept. 14.** Men's soccer vs. VCU, Busch Field, 7:30 p.m.

**Sept. 17.** Men's and Women's cross country, Dunbar Farms course at Eastern State. (For information, call ext. 13368.)

**Sept. 23.** Field Hockey vs. James Madison,

Busch Field, 3 p.m.

**Sept. 23-24.** Volleyball High IQ Classic, Adair Gym; vs. American University, Sept. 23, 7 p.m.; vs. American University, Sept. 24, 12:30 p.m.; vs. Yale, Sept. 24, 7:30 p.m.

**Sept. 23-25.** Women's Tennis, W&M Invitational. (For information, call ext. 13368.)

**Sept. 24.** Football vs. VMI, Zable Stadium, 1 p.m.

**Sept. 25.** Field Hockey vs. Boston University, Busch Field, 1 p.m.

**Sept. 27.** Field Hockey vs. ODU, Busch Field, 4 p.m.

**Sept. 28.** Men's soccer vs. American University, Busch Field, 7:30 p.m.

**Sept. 30.** Women's soccer vs. Rutgers, Busch Field, 7 p.m.

## DEADLINES

**Sept. 15.** Deadline for submission of applications for minor research grants (open to students and university staff as well as faculty). Applications are available on the WAMI system and from the Grants Office, 314 Jamestown Rd. Deadline strictly enforced.

**Sept. 19.** Deadline for submission of student conference funding applications for conferences to be held from Oct. 1 to Jan. 31.

## MISCELLANEOUS

**Sept. 19.** The Christopher Wren Association fall semester. A session classes begin. For information, call ext. 11079.

**Sept. 20.** "With Good Reason," a weekly radio program featuring faculty from various Virginia colleges and universities, will air on WHRV-FM 89.5 on Tuesdays at 11 a.m. Hans Tiefel of the College's religion department will be a guest on the program, along with John Fletcher, a biomedical ethicist at the University of Virginia. The program topic will be "Managing Miracles: The Role of Ethics in Modern Science."

**Sept. 21.** A Career Fair, sponsored by the Office of Career Services, will be held on the concourse level of William and Mary Hall from 11 a.m. to 4 p.m. For information, call ext. 13240.

**Sept. 24, 25.** The Friends of the Library will hold their annual book sale in the Botetourt Gallery, Swem Library, from 11 a.m. to 5 p.m. on Sept. 24 and from 1 to 5 p.m. on Sept. 25. Hard cover books will be \$3.00 and paperbacks will be 50¢. All books will be half price on Sunday.

**Sept. 24.** The Muscarelle Museum Gallery/Studio program, sponsored in part by the Williamsburg Arts Commission, will be held on six consecutive Saturdays, beginning Sept. 24., at the museum. Classes are arranged according to school grade level, pre-school through 10th grade, and use works of art on display in the museum as learning material and inspiration for creative art projects. Arrangements for pre-registration and payment of \$25 fee (includes cost of all materials and supplies) may be made by calling ext. 12703. (Scholarships are available in cases of financial need.) Enrollment is on a first-come basis until classes are filled. Classes include "A is for Art-i-facts" (ages 3-4 with adult partner), "B is for Basics" (ages 5-6 with adult partner), "C is for Color" (grades 1-2), "D is for Drawing" (grades 3-4), "E is for Environment" (grades 5-6) and "F is for FUN-damentals" (grades 7-10).

## WILLIAM &amp; 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 in the Holmes House, 308 Jamestown Rd. (ext. 12639), or e-mailed to [wmnews@mail.wm.edu](mailto:wmnews@mail.wm.edu), 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. The editor reserves the right to edit submissions.

Poul E. Olson, acting editor  
Marilyn Carlin, desktop publishing  
Publications Office, production  
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