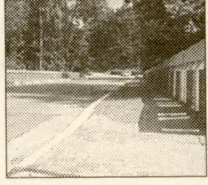




**Rekindling  
Jefferson's Ties  
To France**

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Paradox**

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Summer**

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# WILLIAM & MARY NEWS

Volume XXVI, Number 1

A Newspaper for Faculty, Staff and Students

Wednesday, August 21, 1996

## FACES

### of the Millennial Class

**T**he Class of 2000 — the phrase is redolent with high expectations. And if statistical evidence about the class proves accurately predictive, the 1,335 women and men who will carry William and Mary into the next millennium may be one of the most able classes to grace Wren Yard — with all due respect to Mr. Jefferson's class, of course.

Two facts spring from the profile compiled by the Office of Admission. The millennial class has the highest ever percentage of students from the top 10 percent of their high school classes—75 percent. Moreover, the College enjoyed a 21 percent increase in the number of students from the strongest part of its admission pool who decided to come to the College, with 167 outstanding students accepting invitations to join the Monroe Scholars program.

If additional evidence about the class's intellectual ability is needed, look at their test scores. Some 31 percent of the class scored 700 or above in the verbal segment of the Scholastic Aptitude Test, while 20 percent equaled or bettered that mark on the mathematical segment.

Women make up 59 percent of the class, and 64 percent are Virginians. Forty-two states of the union are represented, as are 34

foreign countries. Some 15 percent of the class has minority backgrounds.

Statistics, of course, cannot capture the rich diversity of skills and talents of any group of 18-year-olds, but profiles of individuals from the ranks may help. The women and men below are several of the outstanding students the College welcomes on Aug. 26.

#### Donovan Maust: The Fascination Of What's Difficult

**T**he fascination of what's difficult, Yeats noted, is a thread running through outstanding lives. Monroe Scholar Donovan Maust clearly shares that fascination. He chose the most difficult wind instrument, engaged in the stiffest academic competition, and applied to the most challenging schools. And he seems well on his way to mastering them.

The oboe is the instrument of choice for this graduate of Harrisonburg (Virginia) High School. Donovan adapted his lungs and fingers so well to the challenging woodwind that he was invited to the Governor's School for the Performing Arts and was named to the district and all-state bands. But his crowning achievement came just this summer when he was soloist for a baroque oboe

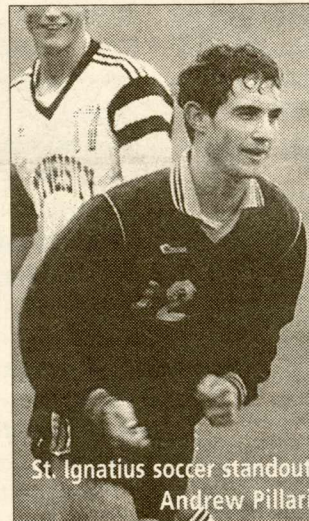
concerto at the Shenandoah Valley Bach Festival.

In addition to playing the oboe and carrying a full load of honors courses, Donovan decided to go out for his school's academic team. The English team he captained and the overall team of which he was a member won multiple championships in the Valley Academic Competition for Excellence.

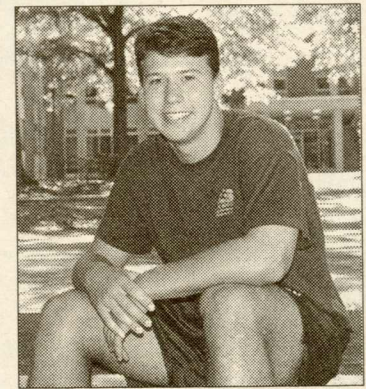
Donovan's achievements and his impressive academic performance led Yale, Emory, Johns Hopkins, and William and Mary to extend offers of acceptance.

"Initially I included William and Mary as a back-up school," said Donovan, "but I was impressed by the weekend the College arranged for Monroe Scholars. The visit was what did it for me. The size of William and Mary, the professors who are clearly dedicated to teaching, and the fact that the students seemed to be on campus to go to school — all played a part in my decision."

Not surprisingly, Donovan has already lined up his next challenge. After earning a business degree at William and Mary, he wants to attend medical school.

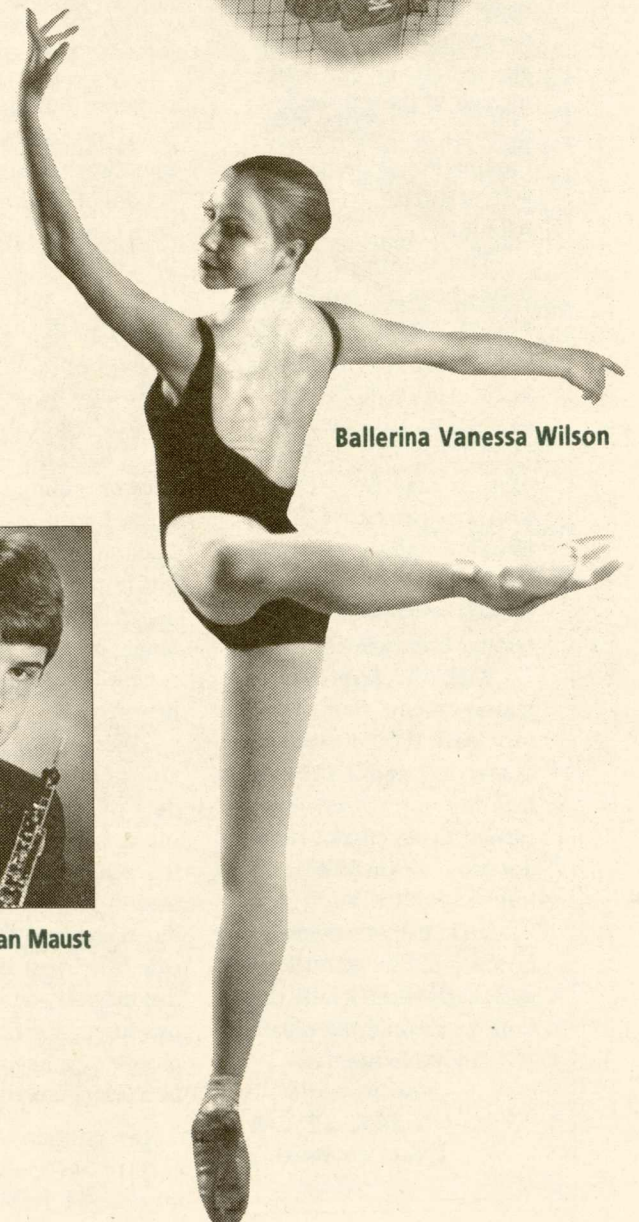
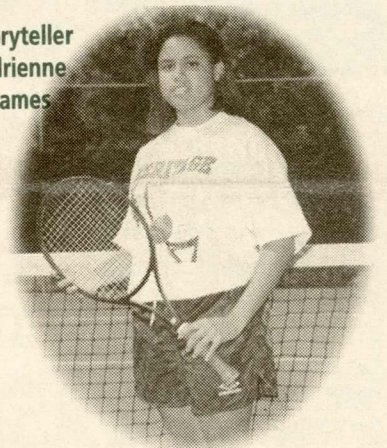


St. Ignatius soccer standout  
Andrew Pillari

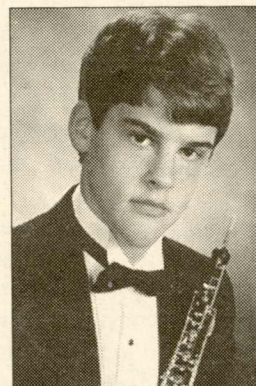


Brett Sterba  
played  
football for  
nationally-  
ranked St.  
Ignatius.

Storyteller  
Adrienne  
James



Ballerina Vanessa Wilson



Oboist Donovan Maust

#### Ballerina Vanessa Wilson

**F**or much of the last 10 years, Vanessa Wilson's life has been

*The All-College Faculty Meeting will be held Friday, Sept. 6, at 4 p.m. in Tucker 120. The meeting will be followed by the President's Reception in the Wren Yard from 5 to 7 p.m.*

CONTINUED ON PAGE 2.

# n e w s m a k e r s

## Jefferson Papers On Loan To French Embassy

**R**ekindling Jefferson's connection with France, the College has loaned three items from Swem Library's collection of Thomas Jefferson's writings to the U.S. ambassador's residence in France.

Two letters dated 1785 and 1790 and the College's edition of Jefferson's *Notes on the State* will be on long term display in a room that was dedicated July 12.

Stewart Gamage, vice president for community relations and public service, represented William and Mary at the dedication ceremony in Paris. The second-floor room, where the documents will be on display, serves as lodging for U.S. presidents when they are on official visits to France.

"Jefferson was a perpetual student who understood the value of great teaching," said Gamage.

"The ambassador gave the College an opportunity to reinforce that fact."

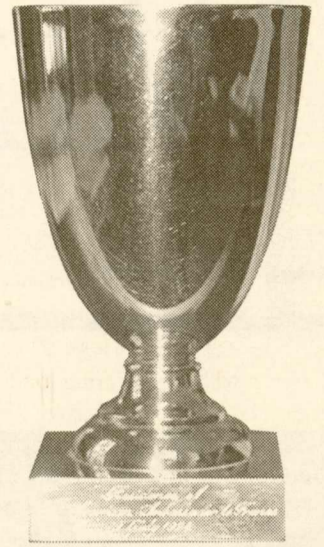
U.S. Ambassador to France Pamela Harriman presented the College with a silver odiot goblet marking the embassy's gratitude.

Also present at the ceremony were Pulitzer Prize-winning David McCullough, an expert on early American politics, and representatives from Jefferson's home at

Monticello, who also presented the embassy with Jefferson memorabilia.

Written in code, the 1790 letter from Jefferson to his friend William Short discusses the possibility of Short replacing him as minister to France. The post eventually went to Gouverneur Morris and Short took the position of minister at the Hague.

The U.S. Ambassador to France presented the College a silver odiot goblet commemorating Jefferson's contribution as minister to France.



### LABOR DAY HOLIDAY

The College of William and Mary and the Virginia Institute of Marine Science will observe Labor Day on Monday, Sept. 2.

**Classes will be held as scheduled.**

Most of the administrative offices and plant department (except for those employees required to maintain essential services as determined by management), will be closed. The decision to require employees to work should be made by the dean, director or department head, as appropriate, and should be communicated to the employee(s) as soon as possible. The Campus Police Department will maintain its regular schedule.

The names of permanent classified employees who are required to work must be reported in writing to the Office of Personnel Services no later than Sept. 16 in order that these employees may be credited with compensatory leave. Hourly employees who are required to work during the holiday will be paid their regular hourly rates.

With the approval of management, compensatory leave should be taken as soon as possible after the holiday on which it is earned. Compensatory time not taken within 12 months will be lost.

On behalf of the administration of the university, I wish each member of the College community a safe and enjoyable holiday.

Gillian T. Cell  
Provost

## New Web Site Running At WWW.WM.EDU

The College's new Web site (located at <http://www.wm.edu>) has been made operational and may now be accessed by users who have a browser connected to the Internet. The site incorporates existing electronic material with new information into a site based on the standard institutional graphic design.

One of the new features of the site is a campus calendar that event coordinators may use to list

events open to either the public or large segments of the campus community. When the calendar is fully operational, users may search for events by name, type or date. Users may submit new events by filling out a brief electronic form. Updates to the calendar are made on Tuesdays and Thursdays, and any electronic event forms received by noon on those days will be entered the same afternoon.

The Web site is being run on a

new server with software that will reduce load times. Campus users who want to by-pass the introductory Web pages developed for visitors are encouraged to establish bookmarks for frequently used sites; this strategy is being employed in student labs, where computers will have electronic bookmarks for several heavily-used campus sites, such as the library and career services.

"As with any new programs of

this sort, we are sure that there will be glitches, problems, oversights and mistakes," said Director of University Information Bill Walker. "We will be making adjustments over the coming months, and Acting Associate Provost Bob Noonan and I encourage anyone with comments to pass them along to us."

Offices that currently do not have Web pages are encouraged to contact Scott Hayes in Technology Services (ext. 14357), who can assist with development.

## Class '00 Full Of Standouts

CONTINUED FROM PAGE 1.

centered on dance: five to seven hours of classes a day; summers spent working with the prestigious School of American Ballet in New York City; and performances with the Pittsburgh Ballet in classics like "Coppelia" and "Swan Lake."

This fall, however, Wilson is turning away from the world of ballet and focusing on the diverse curriculum at William and Mary.

"I liked the fact that there are a lot of required classes there because I want to take a broad curriculum," said the 18-year-old from Pittsburgh. "I also liked the feeling William and Mary gave me. Some of the campuses I visited seemed colder, especially the newer ones."

Wilson plans to take a close look at the sciences while she's at the College, and may possibly pursue a career in physiology. And the young woman whose alma maters already include the Boston Ballet and the innovative Pacific Northwest Ballet School said she may do some dance on campus strictly for fun while she's exploring the liberal arts: "It would be a less competitive atmosphere."

## The Dynamic Duo From St. Ignatius

It's rare that the College attracts two out-of-state students from the same city, let alone the same high school.

Brett Sterba and Andrew Pillari, friends since sixth grade, attended St. Ignatius High School outside of Cleveland, Oh. Last year, the school was ranked number two in the nation in football.

A place kicker and punter for the powerhouse, Sterba was heavily recruited by the Ivy League, including Cornell, Dartmouth and Brown. He chose William and Mary, which invited him to play as a walk-on, for its excellent coaching staff, small campus, stellar academic program and the type of student whom the College attracts. "Everyone seemed like a normal kid here," said Sterba, who's been on campus since Aug. 4.

Sterba's interests extended beyond football in high school. He was president of the student body his senior year and served as a eucharistic minister. Sterba also played on the St. Ignatius soccer team with his friend Pillari.

As captain their senior year, Pillari led the team to the state semi-finals for the first time in the school's history.

Like Sterba, Pillari was active in student government and was

president of the senior class. Community service played an integral role in his high school experience. He headed up a fund raiser for missions in the Dominican Republic and other countries, and helped collect donations for Christmas food baskets.

An alumnus helped to convince Pillari that William and Mary was the right fit for him.

"I felt really familiar with William and Mary, having gone down there several times with my sisters. I really liked the campus and Williamsburg, too."

—Adrienne James

Pillari plans to try out for the Tribe soccer team, become involved in the Catholic Student Association and possibly concentrate in business. "I'm really excited about coming to William and Mary," he said.

Sterba, meanwhile, has his sights on a pre-med track with a concentration in chemistry. He also plans to become involved in student government.

### Storyteller Adrienne James

Adrienne James excels at telling children's stories.

An active member of the forensics team at Heritage High

School in Lynchburg, James took a first place trophy her senior year in the storytelling category. In the same competition, a group of children chose her as the best storyteller, garnering James the Children's Choice Award.

James, who also played on her high school tennis team, is the third member of her family to attend William and Mary. Her sis-

ter, Paula, graduated from the College in 1994; her other sister, Karla, will be a junior this year.

"I felt really familiar with William and Mary, having gone down there several times with my sisters," said James. "I really liked the campus and Williamsburg, too."

James has aspirations to be an elementary school teacher and intends to pursue a curriculum at the College in education. She plans to join the singing group Ebony Expressions and also possibly play intramural tennis.

Added James, "It's neat being a part of the Class of 2000."

Compiled by Bill Walker, Peggy Shaw and Poul Olson

## CAMPUS NEWS

*Despite the sometimes fierce competition for convenient parking, William and Mary has one of the best parking situations of any public college in Virginia*

**F**or years, the College has faced the challenge of ensuring ample convenient

parking while protecting pedestrian safety and campus aesthetics.

Unlike many other Virginia campuses, William and Mary has enough parking places for every faculty and staff member, as well as for junior and senior student who wants a place.

"If you consider the 300 spots

traffic flow around campus. Over the course of this academic year, a traffic advisory committee will be working to develop a strategic plan for campus parking.

Concerns over pedestrian and bicyclist safety recently prompted the College to relocate some 40 day student spots on Campus Drive. While the action may inconvenience some motorists, Morgan again emphasized that there continues to be parking available for students.

During the academic year,

regularly used by some students, into a controlled, gated lot. "Students now will just have to walk a little farther to the Marketplace than they're accustomed to," said Morgan, who stressed her office's commitment to encouraging more walking and less driving around campus.

Students, faculty and staff who don't want to park in a distant lot and walk to class on New Campus have at least one additional option. For the last several years, the Williamsburg United Methodist Church on Richmond Road has graciously opened the rear portion of its parking lot to campus motorists.

The fact that only juniors or seniors can bring cars to campus helps keep the supply of available spots steady. Vigilant enforcement of parking regulations also helps the College mitigate some problems in lots where parking is tight. A team of three parking services employees regularly canvasses the 4,200 spots on campus and enforces parking regulations.

Some motorists who stealthily try to avoid their watchful eye employ any of a number of tactics, including backing their cars in, and switching or even forging parking decals. Morgan's staff knows them all—indicated by their proficiency at issuing citations.

Each of the last several years more than \$165,000 in revenue has been generated through parking tickets. The money funds

# THE Parking Paradox



Brenda Fair, office services assistant, issues a guest parking pass to a visitor.

## Vigilant enforcement of parking regulations helps the College mitigate some problems in lots where parking is tight.

that sit empty at William and Mary Hall even during the school year, we have plenty of parking," said Manager of Parking Services Thelma Morgan.

But, she added, "We don't always have convenient parking."

Sam Jones, vice president for management and budget, realizes that ensuring pedestrian safety and maintaining campus's beauty often come at the expense of inconvenience to College motorists.

"It's a tough balancing act," said Sam Jones, vice president for management and budget. "But the layout of our campus and our common interest in maintaining its pedestrian character mean we can't provide convenient parking to everyone."

Growth in vehicular traffic in recent years has raised a number of issues related to parking and

parking surrounding the New Campus, particularly in front of Phi Beta Kappa Memorial Hall and Millington Hall, is generally the most limited. In a survey conducted last year of the number of spaces available on campus at any given time, Parking Services found these lots were almost completely full during the hours of 10 a.m. to 2 p.m.

"We realize there may be some problems there during certain times of the day," said Morgan. "But we hope faculty and staff realize that adding spaces really isn't an option."

In response to concerns about the lack of available parking for visitors, the City of Williamsburg and Colonial Williamsburg have taken steps over the last year to tighten controls on public parking.

Last weekend, CW converted its lot across from Trinkle Hall,

## Parking, Traffic Flow Altered On Campus, James Blair Drives

**O**ver the summer, the College conducted an initial assessment of the growing traffic flow around campus. Officials identified Campus Drive between DuPont Hall and the Commons and James Blair Drive as areas where changes to parking and traffic flow are needed.

Campus Drive is used heavily by motorists, bicyclists and pedestrians. Visibility is often severely limited by cars and other vehicles parked on the street and the curve in the road.

Beginning this fall, therefore, all parallel parking on Campus Drive from the bridge to the Commons will be re-

moved and replaced with a two-way bike path. About 40 day student spaces will be relocated to the Yates lot.

To offset the loss of commuter student parking along Campus Drive, residential spaces in the Yates lot are being redesignated for commuter student parking.

In conjunction with the reopening of James Blair Hall, James Blair Drive will return to a one-way street. The "Horseshoe Lot" opposite the building will reopen for faculty/staff use. Pending development of a detailed plan for the plaza area, the pull-in spaces outside of Blow Hall will be available again for faculty/staff parking.



Spaces have been eliminated from Campus Drive to improve safety.

A Traffic Advisory Committee will meet over the coming academic year to develop a Strategic Plan for campus parking that will take into account the needs of the College community while enhancing the pedestrian-oriented campus.

maintenance for parking lots and supports the operation of the Office of Parking Services.

The parking enforcers use a state-of-the-art electronic system to track parking tickets and to administer them easily and quickly. Each of the three writes an average of 35-40 tickets a day during the academic year.

Because of their numbers, students are the most frequent parking offenders. Students are generally cited for parking illegally in faculty/staff spots or other reserved spaces, and expired meters.

"Faculty and staff obviously have the most accessible parking and students the least," said Morgan. "For this reason, students are much more inclined to violate parking regulations."

Parking Services grew particularly familiar with one student over the course of this past year. To date, the person has been cited for 89 parking violations totally more than \$1,600 in fines.

While most people take parking tickets in stride, the parking enforcement staff believes many people have a negative impression of their job.

"We work to deter people from violating parking rules. But a large part of what we also try to do is educate people about parking rules and regulations," said Morgan. "We want to increase understanding that these rules are in place for a reason."

Violation of parking regulations is not a widespread problem at William and Mary. For this rea-

son, Parking Services rarely has to resort to towing cars. However, cars whose owners have more than three unpaid parking tickets are subject to being wheel-locked.

Parking Services continually strives to put a more friendly face on what it does. Eight years ago, Parking Services implemented the Motorist Assistance Program. College motorists can call Parking Services during business hours for assistance with jump starts, keys locked in cars, or an empty gas tank.

Last academic year, the same people who enforce parking regulations responded to 209 calls, mostly from students.

"We want to help people as much as we can," said Morgan. "That's really our primary goal."

by Poul E. Olson

### Campus Crime Report July 1996

Crimes	
Rape	1
Burglary	1
Larceny	
Bikes	4
From buildings	16
Arrests	
Driving under the influence	1
Burglary	1
Larceny/theft	1
Miscellaneous (not traffic)	3
Summons issued (traffic)	
	19

# making

## Princeton Review Names Grad Business "Rising Star"

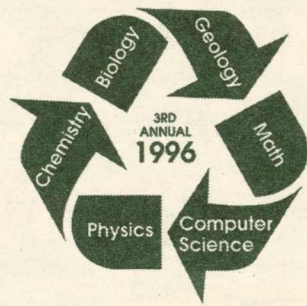
The 1997 *Princeton Review: Student Advantage Guide to the Best Business Schools* has named the William and Mary Graduate School of Business a "Rising Star." According to the survey, typical student comments describe the program as improving by "leaps and bounds" and that the small size and personal teaching make the program "top notch." Seventy-nine percent of students surveyed said the school "runs as smoothly as a finely tuned car."

Seventy-one graduate business programs were ranked in the survey, on the basis of reputation, curriculum, quality of

professors and student opinion, as the top programs in the country. The William and Mary Graduate Business program came in fourth in the country in "yield" or the percentage of admitted students who choose to enroll.

## Undergrad Research Symposium Sept. 13

Members of the College community are invited to attend the Third Annual Research Symposium for the undergraduate sciences on Friday, Sept. 13, from 3 to 5 p.m. in the University Center.



More than 75 undergraduates representing the life and physical sciences will be presenting either a poster or short talk describing their recent research efforts.

The Charles Center, the Merck Company Foundation and the Du Pont Company are

sponsoring the event.

Openings are still available for research poster contributions from undergraduates with research experience in the life and physical sciences. All participants receive symposium t-shirts. The deadline is Aug. 30 to provide the departmental symposium coordinators with poster titles and related information.

For more information, call Assistant Professor of Chemistry Deborah Bebout at ext. 12558.

## Virginia Supreme Court Justice Welcomes Entering Law Students

Elizabeth Lacy, the first woman appointed to the Supreme Court of Virginia, delivered keynote welcoming remarks Monday to the entering class at the Marshall-Wythe School of Law. Lacy addressed the challenges and opportunities facing students, the importance of incorporating public service in their professional lives, and the changes she has observed in the legal profession.



Elizabeth Lacy

## Smolla Wins Publishing Award

Rodney Smolla, director of the Institute of Bill of Rights Law, has been honored with a 1996 Silver Gavel Award by the American Bar Association (ABA) for his book *A Year in the Life of the Supreme Court*.

The Gavel Awards have been presented by the ABA since 1958 to recognize products in the media and the arts published or presented during the preceding year that have been exemplary in fostering public understanding of the law and the American legal system.

The Silver Gavel award is the highest honor in this competition. The ABA is presenting Silver Gavel awards to only 12 of the nearly 300 entries it received this year.

ABA president Roberta Cooper Ramo presented the award on Aug. 6 in Orlando, Fl.

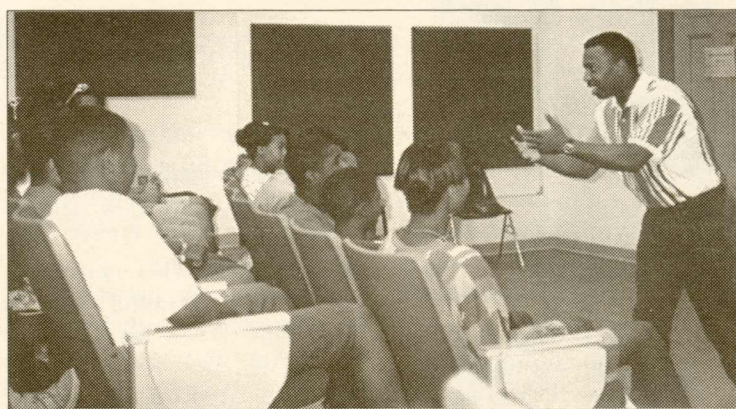
## CAMPUS NEWS

# "Play To Win"

*Project Reclaim helps minority school children to realize value of higher education*

**T**welve-year-old Chenaye Lewis gave up three weeks of hanging out at the swimming pool this summer to catch a school bus at 7:20 a.m. and head for the William and Mary campus. It was Chenaye's third year of trading in summer fun for something she now feels is more important—a better shot at getting into college.

Chenaye and 40 other African-American students from Williamsburg-James City County Public Schools took classes in Washington Hall during July and August as part of Project Reclaim, a minority enrichment program pioneered in 1993 by Professor James M. Patton, associate dean of William and Mary's School of Education, and Stan Jones, assistant principal of the off-site education program for the city-county school system. The pre-college awareness program is sponsored by Williamsburg-James City County and funded by a \$10,700 grant from the State Council of Higher Education for Virginia, as well as donations from



Motivational speaker Zev Davenport makes a presentation on responsibility to local school children as part of Project Reclaim.

"I grew up in the D.C. school system where I've seen the troubles first-hand," said Cox who attended William and Mary on a basketball scholarship. "Everyone has obstacles in life. Everyone has a story.

"I tell them to accept them as challenges. Do their best. Play to win."

One of the keys to winning, Cox believes, is education and he drives the point home during the three intensive weeks at William and Mary.

"I'm here for one reason: to let these students know they need to focus on education," said Cox. "I tell the students, 'We're on a college campus where some of you may be one day. Where do you want to attend college?'"

"This program really says something about the College of William and Mary reaching out,

with helping her focus on higher education. "I don't know what I want to be right now," she said, "but I know I'm going to college."

Reclaim instructors and mentors reinforce this positive attitude all year long, meeting with the students one Saturday a month on campus to give them long-term assignments and support.

"Support means a lot," said Cox. "I've gotten this far because of the support of my family, my coaches. The majority of these kids are from single-parent families. All of them have the potential but they don't have the parent checking on them every day to make sure they complete assignments.

"But good teachers are a support system," he said. "We can reach these students when they are capable of making an important decision about the direction of their lives."

One of those teachers, math instructor Anthony Green, warned the students good-naturedly during a Reclaim party on Aug. 9 that he was going to keep an eye out for them at Lafayette High School in the years to come. "Keep working hard. It's going to pay off," Green told rapt students in the Washington Hall auditorium.

Green's three weeks of hard work has already paid off for Andrew Meekins, a sixth-grader at Toano Middle School, who was introduced to an intimidating graphics calculator during math classes this summer.

"Some days I wanted to be at home playing Sega and riding my bicycle," he admitted. "But it was worth it because we learned a lot. It feels like I took a big step."

Whether or not such steps will be enough to lead at-risk students to a college curriculum one day is the concern of everyone involved in Project Reclaim. Cox, however, remains hopeful.

"All of them can get into college — I feel confident that each and every one of them has the potential," he said.

"Once they get that far, they'll make it," he reflected. "We just want to get them to that point."

by Peggy Shaw

"Everyone has obstacles in life. I tell them to accept them as challenges. Do their best. Play to win."

—David Cox ('95, '96)

parents and assistance from the College and the Colonial Williamsburg Foundation.

For three weeks, the 6th to 8th graders who have been identified as failing to reach their full potential, take intensive academic classes in math, science, English and cultural history, classes designed to help the students do better in high school and then go on to college. Students also participate in competitive games, and go on field trips, this year to Washington, D.C., to visit the Smithsonian Institution and a black cable television station.

"A lot of these kids don't go to the library or museums regularly or even get out of Williamsburg," said David Cox ('95, '96), who just earned his master's degree in education at William and Mary and served as this year's Project Reclaim director. Cox, a young African-American who grew up in Washington, D.C., and is returning to that beleaguered school system this fall, said he understands what obstacles the students face and the kind of help they will need to overcome them.

letting these students use its facilities," Cox added. "Hopefully, they can see each other being here in the future."

According to Lynda Poller, minority achievement coordinator with Williamsburg-James City County schools, having Reclaim at William and Mary is part of the program's success. "I think it's wonderful that they're really on a college campus. This may be the extent of their exposure to college," she said. "We hope that their chances will be greater now — we hope we've made a difference."

The students in Project Reclaim are not only taught to visualize themselves on a college campus, they are coached on how to enroll someday as freshmen. Representatives from William and Mary's offices of admission and multicultural affairs advise the students on applying to college, and getting grants and loans once they're accepted.

In fact, Chenaye, the confident eighth-grader who just three years ago was identified as being an "at-risk" student, credits Project Reclaim

# headlines

## FACULTY FOCUS

*Pursuing research interests around the world occupies summer recess for many faculty*

**R**on Rapoport stopped by his office for a few days in August enroute to England where he'll be an exchange professor at the University of Sheffield during the coming year. Like many of his colleagues at William and Mary, scholarship didn't stop for the summer for this professor of government when the 1995-96 academic session ended in May. Instead, he hopped a plane for Colorado where he continued a long-term research project on the Perot political movement for six weeks with University of Colorado colleague Walter J. Stone.

Whether it was Borneo in Southeast Asia, Istanbul in the Middle East or Costa Rica in Central America, or one of several states in the United States, William and Mary professors were on the move this summer. They gave papers on mites in Amsterdam, took students on field trips to gather algae off the California coast and conferred with high level government officials in Europe.

pean parliament. For Clemens, who made his 10th summer trip to Europe under the program, the journey was particularly useful in his research on a common European currency.

Clemens wasn't the only William and Mary professor in Europe this summer. For the second straight year, **Don Campbell**, CSX Professor of Economics and Public Policy, was invited to lecture in France where he spoke on mathematical economics at the University of Caen and at the University of Rennes. Campbell is no

sor of biology, participated in a symposium at the European Association of Acaralogists conference in Amsterdam. A former president of the American Acaralogical Society, Fashing is a leading expert on mites, which he has studied for 25 years. **George Strong**, associate professor of history, made his third trip to Europe over the past 10 years as a member of the Bradley University Berlin Seminar, which is sponsored by Bradley University and the German government. Designed to explore political, cultural and economic

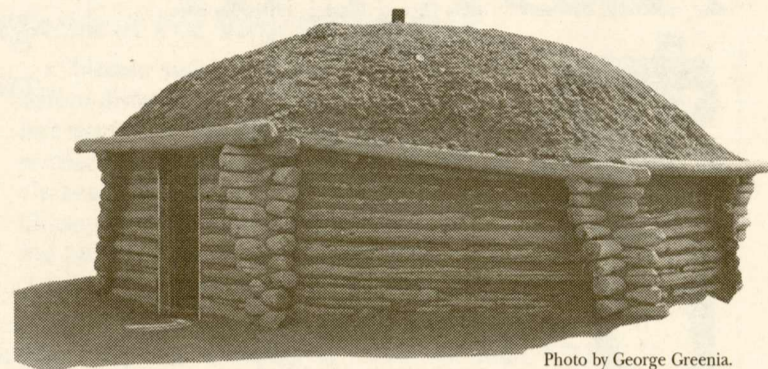


Photo by George Greenia.

**Professor of Anthropology Theodore Reinhart** spent this summer in a "hogan" while studying the Navajo Indians on their Arizona reservation.

## WHAT I DID ON MY SUMMER BREAK



**Professor of Anthropology Vinson Sutlive Jr. (center)** read poetic response in Iban at the beginning of a traditional wedding in Sarawak, Borneo.

When they weren't sharing their knowledge with colleagues around the globe, the professors were keeping current with new developments in their specializations through on-site visits. For instance, **Clay Clemens**, associate professor of government, spent several days in Europe conferring with high-level government officials on European unity.

Said Clemens, who spent a week in Germany as a guest of the German press office with a dozen other American professors: "There's nothing quite as valuable [for research and teaching] as one-on-one contact and conversation."

Clemens' trip took him to Bonn and Frankfurt, where he attended a workshop on the "Approach of European Unity and Germany's Role in It" and visited with German politicians, and to Strasbourg in France for conversations with members of the Euro-

stranger to travel: last year, he lectured in Belgium, France, Germany, Israel and Italy. He was based at the Hebrew University of Jerusalem for one month, at the University of Arizona for four months, at a university in France for two months and at the Rockefeller Foundation villa in Bellagiou, Italy, for a month. In between all of this travel, he still found time to attend his daughter's wedding in Toronto, where he taught for 20 years before coming to William and Mary.

At least three other William and Mary professors were in Europe as well. **Tomoko Hamada**, associate professor of anthropology, represented the College at the Joint Congress of the International Union of Anthropological and Ethnological Sciences and International Geographical Union at Linkoping University in Sweden, and **Norman Fashing**, profes-

issues, the program is organized around a seminar format in the cities of Bonn, Berlin, Dresden and Prague. Strong, who chaired two seminars, said the program is invaluable to his teaching and research in that "it keeps you in the net of people involved in German studies in the United States and Germany."

Further east in Istanbul, Turkey, **Roy Pearson**, director of the Bureau of Business Research and Chancellor Professor of Business Administration, chaired a session on "Innovations and Updates in Forecasting Software" at the International Symposium of Forecasting, which was attended by 500 distinguished academicians and economists.

**Mary Voigt**, chair of the anthropology department, was in Turkey as well directing an archaeological project in Gordian, a capital where King Midas reigned and where Alexander The Great cut the Gordian Knot. Voigt is excavating a site from 550 B.C. to determine what affect the conquest of the Persians had on the area. She has dug at the site every summer since 1981 except during the year of the Gulf War.

One of Voigt's colleagues in anthropology, **Vinson Sutlive Jr.**, may have traveled the furthest of any William and Mary professor. He and his wife Joanne endured a 40-hour flight to Borneo in Southeast Asia to spend 10 weeks working on a four-volume encyclopedia of Iban Studies and a ritual dictionary of the languages of Iban shaman and singers. Dur-

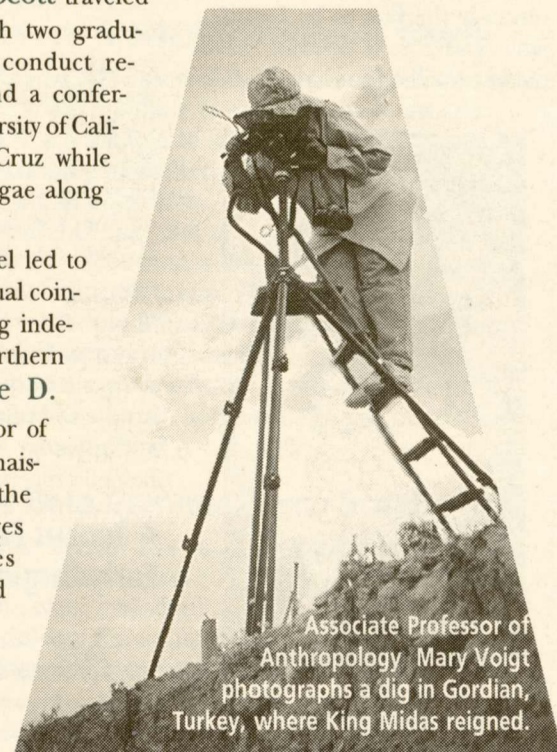
ing their time in Borneo, where Sutlive has gone for the past 10 years during the summer, the couple attended the Conference of the Borneo Research Council in the Sultanate of Brunei. Sutlive, who is on leave for a year, will head back to Borneo in January to continue his work under a National Science Foundation research grant.

Students were active in summer travel with William and Mary professors as well. In the biology department, **Martin Mathes** and **Ruth Beck** took a group of 14 undergraduates to Costa Rica to study tropical biology for two weeks while visiting rain and cloud forests and a volcano among eight different sites. **Sharon Broadwater** and **Joe Scott** traveled to California with two graduate students to conduct research and attend a conference at the University of California at Santa Cruz while also collecting algae along the coast.

Summer travel led to at least one unusual coincidence. Traveling independently in northern Arizona **George D. Greenia**, director of medieval and renaissance studies in the modern languages and literatures department, and **Clyde Haulman**, professor of economics, and his wife

**Fredrika** visited the Hubbell Trading Post on a Navajo reservation in northern Arizona where they discovered William and Mary archaeologist **Ted Reinhart** working behind a counter in the visitors center. Reinhart, who is on leave this year, had accepted an invitation to work as a volunteer in exchange for free lodging in a reservation guest house known as a "hogan" while he studied the trading post records of the past hundred years.

by S. Dean Olson



**Associate Professor of Anthropology Mary Voigt** photographs a dig in Gordian, Turkey, where King Midas reigned.

## CAMPUS NEWS

# A Diggin' Summer

*College archaeologists have unearthed some significant finds over the last several months*

**D**igging into history is a popular pursuit for many William and Mary faculty members and students, an activity that provides artifacts and information for extended research by faculty, and valuable experience for students who aspire to become professionals. From Fairfax to Bermuda and Yorktown to Turkey, the College's intrepid archaeologists, geologists and anthropologists have been scraping away layers of earth and time to reveal remnants of the past, some of which are quite intriguing.

In a two-part series, the *William and Mary News* is examining these summer digs. This article focuses on the domestic excavations; a later one will update the foreign excavations.

## Ice Age Settlers Of Jamestown

**W**illiam and Mary archaeologist Dennis Blanton, who recently completed two years of field work at a dig on Jamestown Island, has a new name for the early English explorer Capt. John Smith: "Johnny Come Lately."

Blanton and a team of experts working on the National Park Service-sponsored dig, have discovered conclusively for the first time that Jamestown was inhabited long before English explorers ventured ashore in the early 1600s. In fact, two stone spear points recently found at the site date from the close of the last Ice Age.

"They're not common, and certainly the first to be found at Jamestown," said Blanton, co-director of William and Mary's Cen-

ter for Archaeological Research. "It's very exciting. The key thing is that people have lived there for a long time, no one knew this before. We suspected it but no one had explored it."

Blanton and a multi-disciplinary team dug 6,000 holes in the region around the original Jamestown settlement and found 60 new sites dating from prehistoric times to the Civil War. Many of the sites are very well preserved, Blanton said, and will be a treasure trove of information for the Colonial National Historical Park and its interpretive program. The National Park Service owns the portion of the island being surveyed and has its own interpretation program at Jamestown.

The Jamestown Archaeological Assessment was prompted by the 400th anniversary of Jamestown, which takes place in the year 2007.

"The National Park Service wanted a complete re-examination of what Jamestown was all about to make sure they were interpreting it properly to the public," Blanton explained. "Also, the island is eroding. We needed to know where the sites are to take corrective action."

William and Mary's primary job was to search for sites in the 1,500 acres outside the original town site, while a Colonial Williamsburg Foundation team focused on Jamestown proper. Field work was done from 1994-96 and Blanton is now working with Patty Kandle on a report to be completed in 1997.

Principal investigator was Cary Carson, vice president for historical research at the Colonial Williamsburg Foundation.

Participants from William and Mary also included Donald Linebaugh, co-director of the Center for Archaeological Research, Gerald Johnson, professor of geology, and Carl Hobbs, professor of marine science. Marley Brown, director of Colonial Williamsburg's department of archaeological research and associate professor of anthropology at the College, also helped supervise the work.

## A Tenant Farmer's Life in Early Virginia

**M**ore than 250 years ago, Thomas Brown lived and worked in Fairfax County near the site of

**Students with the Center for Archaeological Research excavate the cellar of a house occupied by tenant farmer Thomas Brown 250 years ago and located in present-day Fairfax County. The Washington Post reported on the excavation last month.**

the present-day intersection of Route 28 and I-66. Although Brown eventually rose from the lowly position of a tenant farmer to become a middle-class landowner, little was known about his way of life until an archaeological investigation conducted this summer by William and Mary staff and students under archaeologist Tom Higgins' supervision.

Artifacts indicate that the successful Brown dined on fine china and drank from glassware similar to that found in Virginia's most gracious homes. Glass buttons found at the rural site also suggest that the Brown family wore fashionable clothes. Among the other



## Beans, Basements, and Backyards

**I**n field schools under the general direction of Marley Brown, William and Mary anthropology and history students investigated three local sites: Rich Neck Plantation off Jamestown Road, the Peyton Randolph House in the historic area, and Yorktown. While the students learned how to excavate and record these archaeological sites in a scientific manner, they also enriched researchers' understanding of 17th- and 18th-century life.

In Yorktown, much of the stu-

a 17th-century home, featuring an unusual floor made of tiles and brick, and the Peyton Randolph dig helped pin down the location of a fence that once ran through the property.

"This information will be valuable to us as we plan the reconstruction of the backyard of the Randolph home," said Andrew Edwards, staff archaeologist at Colonial Williamsburg. "All in all, the students' work is quite valuable. Sites like the Rich Neck Plantation have no funding, and students help us accomplish things we couldn't otherwise do."

"In addition, the students who were working at the Randolph House had to learn to interpret and explain their work to a constant flow of tourists. There's no better way to master your own field than to explain it to others," said Edwards.

## (Another) Whale Of A Find

**A** group of students working with Professor of Geology Gerald Johnson has spent much of this summer studying the fossilized remains of a three-and-a-half-million-year-old baleen whale unearthed accidentally last month by a construction crew at NASA-Langley in Hampton.

Johnson had originally thought most of the 20- to 25-foot whale could be recovered intact. But after a careful excavation of the site, he and his students found that the construction crew had cut through much of the skeleton, leaving unscathed only part of the whale's head and neck bones, and several ribs.

Johnson believes the find, once it is more closely examined, will reveal much about the environment in which the animal lived and how it died.

"Our knowledge of whales from this period of geological time is very limited," said Johnson.

Scientists speculate the ocean once covered an area all the way to west of Richmond.

Last year, Johnson and his students helped to unearth another baleen whale discovered at the Newport News Shipbuilding drydock.



**Fourth- and fifth-graders participating in the two-week Talented and Gifted Program sponsored by the School of Education helped Professor of Geology Gerald Johnson clean sediment from the head bone of the baleen whale.**

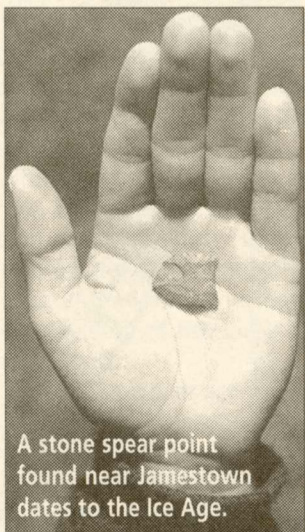
artifacts uncovered during the dig were crude clay bowls and plates, English pipes, and an 18th-century Virginia halfpenny.

"It's been long known and recognized that most of the history we get is written by and for the aristocrats and the people of means," said Blanton. "Now, we'll be able to speak in a way that we never could on the life of a tenant farmer who lived in the 18th century in northern Virginia."

The excavations were sponsored by the Virginia Department of Transportation, which plans to expand area roads to accommodate the increased traffic near the former planned site of the Disney theme park.

Additional test pits near the Archer house have yielded wine bottle fragments, hinges, nails and kitchen debris characteristic of colonial days. The work was jointly sponsored by Colonial Williamsburg, the National Park Service, the Yorktown Foundation and the College.

At Rich Neck Plantation, students excavated the basement of



**A stone spear point found near Jamestown dates to the Ice Age.**

*Article compiled by Peggy Shaw, Bill Walker and Poul Olson*

About 40 students from Keio University in Japan were on campus in early August for the sixth annual Keio academic summer program focusing on American culture. Part of this year's program included a visit with youngsters from the Williamsburg Campus Child Care Center. Here Macon Heikes (left) plays "silly sharks" with Keio University student Kaoru Tagawa at the Williamsburg Regional Library.



## 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. 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

James Square townhouse, 2 BRs, 2-1/2 baths, LR with fireplace, walk-out basement, kitchen with appliances, private deck off dining room. \$85,950. Call 642-9600 or 1-800-213-9615 (voice mail).

Custom-built colonial by Jim Griffith; in the city; serenity and privacy; walk to College and CW. 2,147 sq. ft. on .9 acre. 3 large BRs + 8'x5' sewing/storage room. 2-1/2 baths, one with whirlpool. LR with custom fireplace, formal DR, kitchen, breakfast room, den with gas fireplace, screened back porch, patio, 2-car garage. New gas furnace, roof, stove, dishwasher, and landscaping. Solid oak floors, some carpeting. Many extras! Asking \$273,500. Call owner for appt. at 253-1606.

1990 Nissan Pathfinder 4x4, loaded with options, rugged and reliable. 109K miles with lots more to go. \$11,000. Call 221-3485.

Sofa and loveseat, southwestern style, green and burgundy. Excellent condition. \$800 for both, or best offer. Twin-size brass bed, \$100 or best offer. Call 253-2889.

Dining room table, cherry wood, seats 6 or 8 with leaf. Excellent condition. \$100 or best offer. Call 988-1118 and leave message.

Brass andirons, \$15 set. Wooden game table, \$80. Victorian couch in tapestry, \$225. Call Lisa at 221-2305 or 565-1317 (leave message).

Computer, including printer and WordPerfect. Intel 486dx2, 66mhz, 8mb RAM, 540mb hard drive, 3-1/2" floppy drive, 14" color SVGA monitor (.28 ni), 128kb cache, 100% DOS/IBM compatible and compatible with the W&M network. Excellent condition. \$1,100 or best offer. Call 259-9201.

### FOR RENT

Jamestown Road: partially furnished, all utilities, AC, private entrance, 1/2 bath, shared kitchen, shower. Very quiet, clean, carpeted. \$325/mo., including all utilities except phone. Call 220-1354.

Fully furnished 2-BR, 2-bath house in Seasons Trace. All appliances, kitchenware, linen, cable TV, stereo. Lovely setting by pond. Available Jan. 15 to June 15, 1997. \$750/mo. Call 565-6175, leave message.

2-BR, 1-bath duplex unit; walk to Colonial Parkway and marina. \$425/mo. + electricity; water and sewer included in rent. Call 229-0982.

Room in condo, nice place with private bath and cable TV. \$300/mo., includes all utilities. Call 253-2890 after 5 p.m.

2-room apartment a block from campus. Full bath, kitchen, off-street parking. \$500/mo., including utilities. No pets. No smoking. Ideal for couple. Available immediately. Call 221-0792.

Available Oct. 19-26 and Nov. 2-9. Chalet at Massanutten Resort near Harrisonburg.

Sleeps 8, 2 baths, jacuzzi/sauna; DR/LR, kitchen, fireplace, TV. Sports center with indoor pool, fishing, hunting on 2,200 wilderness acres. \$700 per week. Call (757) 693-5958.

### WANTED

Motivated self-starters looking for fun and money! Work your own hours, P/T or F/T. Set your own goals. The income potential is up to you! Call (757) 758-4678.

Furniture for staff and graduate lounge in new academic building. Couches, arm chairs, small conference tables with chairs, lamps, etc. Donations or yard sale prices. E-mail [jxewel@facstaff.wm.edu](mailto:jxewel@facstaff.wm.edu) or call 221-3720.

Kiddie trailer or tandem attachment for bicycle. Call 221-1393.

Staff member to share 3-BR, 2-1/2-bath unfurnished house in upper York County, 8 mi. from campus, near I-64. Prefer non-smoker. \$350/mo. + utilities. Deposit. Call 564-0945 and leave message.

Mature, refined lady seeks 3 or 4 rooms in quiet surroundings to call home. Non-smoker, no children or pets. Respond to K. Marshall, Box 554, Gloucester Pt., VA 23062 or call 725-4983 or 642-7093.

### SERVICES

Stay-home mom would like to keep 1-2 children in her home. Top quality day care given. If interested, call 564-8418.

## employment

The following positions at the College are open to all qualified individuals. Those wishing to apply must submit a Commonwealth of Virginia application form (and resume if they wish), which includes applicant's social security number, to the Office of Personnel Services, Thiemes House, 303 Richmond Road, no later than 5 p.m. on the deadline date. For application deadlines and additional information, call ext. 13167.

The following position is an hourly position that does not carry benefits.

**Secretary Senior**—\$7.72 to \$11.78 per hour, part time, approximately 30 hours per week (approximately 30 weeks per year from Aug. through May). #H0165X. Location: Student Affairs.

The following positions are full-time classified positions that do carry benefits.

**Accountant Senior** (Grade 11)—Salary range \$27,403 to \$41,841. #N0063X. Location: Private Funds Office.

**Office Services Assistant** (Grade 4)—Salary range \$14,688 to \$22,426. #00304X. Location: Law School.

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

**Enrollment Services Assistant** (Grade 7)—Salary range \$19,188 to \$29,297. #00060X. Location: Office of Admission.

Individuals desiring to apply for the following positions should submit a letter of application, a resume and the names, addresses and telephone numbers of three references to: Office of Annual Support, The College of William and Mary, P.O. Box 1693, Williamsburg, VA 23187-1693. Review of applications will begin July 22 and continue until the positions are filled.

**Assistant Director of Annual Support.** Full-time position with benefits. Responsibilities include, but are not limited to, managing the Annual Fund phonathon program, the senior class gift and the stewardship program.

**Development Writer.** Part-time position, approximately 20 hours per week. Responsibilities include, but are not limited to, writing all Annual Fund appeals, developing all printed pieces, including the Honor Roll of Donors, brochures and parent newsletter and managing the direct mail program.

Both positions require a bachelor's degree.

### Wanted: 1996 Homecoming Parade Intern

Experience the thrill of a lifetime and get the opportunity to plan one of the premier collegiate homecoming parades on the east coast. The Society of the Alumni is seeking a qualified individual to plan the Oct. 26, 1996, William and Mary Homecoming Parade.

The qualified applicant will possess strong organizational, interpersonal and time management skills. In addition, the successful parade intern will have a demonstrated ability to organize and manage multiple, complex tasks, work well in a fast-paced environment and be available to work flexible hours through Homecoming Weekend.

For more information about this or other employment opportunities, please contact the Society of the Alumni at 221-1172.

# news of

## Ed School Sponsors History Seminar For Virginia Teachers

Thirteen teachers representing five school districts in the state turned out last month for a three-week summer seminar focusing on the Colonial Chesapeake. Titled "The Colonial Chesapeake: Lifestyles and Landscapes," the program combined visits to local sites with lectures from scholars representing William and Mary, Colonial Williamsburg, the Jamestown-Yorktown Foundation and Old Dominion University. Its aim was to help teachers better incorporate the Chesapeake region into middle and high school history curricula. The School of Education in conjunction with the American Studies Program and the Virginia Foundation for the Humanities sponsored the program. Brian Blouet, Fred Huby Professor of Geography and International Education, Bob Gross, director of American studies, Ron Hoffman, director for the Institute of Early American History and Culture, and Gail McEachron, associate professor of education, organized the program.

Also, in June, 28 teachers from nine school districts in the state participated in the third seminar on "The Northern Neck Community: Its Past and Future" in Irvington, Va. A wide range of William and Mary faculty and CW scholars lectured at the seminar, co-directed by McEachron.



Cary Carson, vice president for research at the Colonial Williamsburg Foundation, explains the Colonial Chesapeake architecture of the Public Hospital during a walking tour of Colonial Williamsburg.

## Research Grant Deadlines Announced

Deadlines for the College's internal research grant programs have been set. The programs include Summer Research Grants (faculty only), Semester Research Grants (faculty only) and Minor Research Grants (open to students and university staff as well as faculty).

Deadlines are strictly enforced: Minor Research Grants: Sept. 26, 1996 and Jan. 23, 1997; Semester Research Grants: Oct. 10; Summer Research Grants: Oct. 17.

Applications are available on the W&M GrantsWeb at <http://www.wm.edu/AI/Grants> and Grants Gopher (Academic Information > Grants Gopher). Hard copies are available from the Grants Office, Rowe House, 314 Jamestown Road.

Contact Mike Ludwick in the grants office ([mike@grants.wm.edu](mailto:mike@grants.wm.edu), ext. 13485) to receive an application via email or campus mail.

## Applications For Teaching Programs Ready

Transfer students with second semester sophomore status or higher who are planning to concentrate in an arts and sciences field are eligible to apply to either the elementary or secondary education teaching certification program in the School of Education.

Interested students may pick up applications in Jones 100 through Sept. 6. Applications are due Monday, Sept. 9. Undergraduate students interested in applying for graduate admission to the School of Education need to submit completed applications no later than Tuesday, Oct. 1.

Application packets are available in Jones 100. For more information, call James Lynch, associate director of admissions, School of Education, at ext. 12308.

## Senior Wins Beta Gamma Sigma Scholarship

Senior Stephen Bernier has been awarded a \$1,000 scholarship from Beta Gamma Sigma International, the business honor society. A senior majoring in accounting, Bernier and the other 49 recipients were chosen based on their academic achievements, leadership and community service activities.

## WILLIAM & MARY NEWS

The next issue of the *William & Mary News* will be published on Thursday, Sept. 5, when the bi-weekly schedule resumes. Deadline for submission of items is 5 p.m. on Friday, Aug. 30, although submissions prior to the deadline are encouraged. Call ext. 12639 with any questions or concerns.

The *William & Mary News* is issued throughout the year for faculty, staff and students of the College and distributed on campus.

News items and advertisements should be delivered to the News office in Holmes House, 308 Jamestown Rd. (221-2639), faxed to 221-3243 or e-mailed to [wmnews@mail.wm.edu](mailto:wmnews@mail.wm.edu), no later than 5 p.m. the Friday before publication.

Poul E. Olson, editor

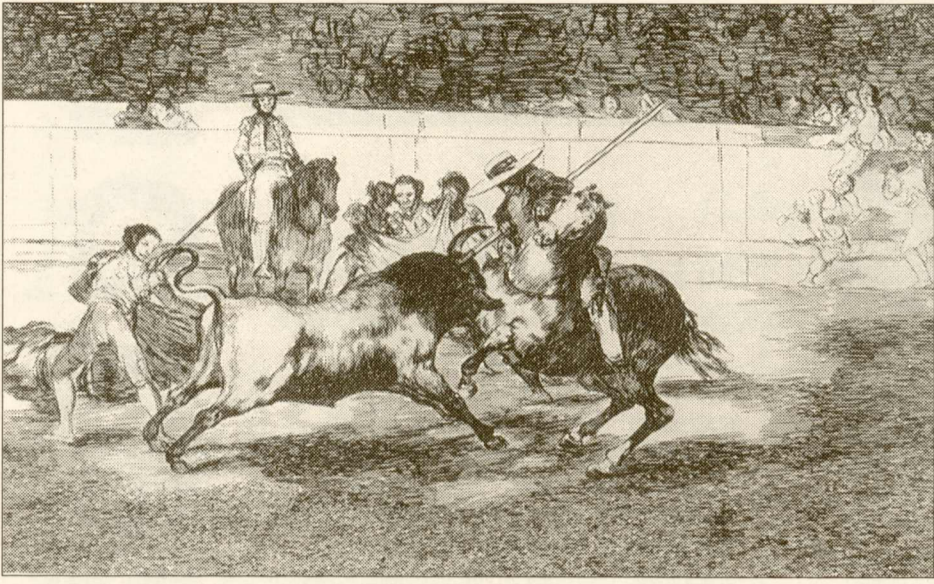
Marilyn Carlin, desktop publishing

C. J. Gleason/VISCOM, photography

Stewart Gamage, vice president for community relations and public service

Peggy Shaw, university relations

Shawn Holl, proofreader



*El esforzado Rendon*, from the series *La Tauromaquia* (The Bullfight), an etching that is part of the "GOYA! Prints by the Spanish Master" exhibit, which opens at the Muscarelle Museum on Aug. 31.

## SPECIAL EVENTS

### Aug. 30

The University Convocation will be held at 4 p.m. in the Wren Yard.

### Sept. 5

The Christopher Wren Association and the Reves Center will co-host a reception for incoming international students from 4:30 to 6 p.m. in the Dodge Room, Phi Beta Kappa Memorial Hall. For information, call 221-1079 or 221-1505.

### Sept. 6

The All-College Faculty meeting is at 4 p.m. in Tucker 120, followed by the President's Reception 5 to 7 p.m. in the Wren Yard.

### Sept. 10

United Way "Day of Caring" blood drive, sponsored by College faculty and staff, is from 9 a.m. to 3 p.m. in William & Mary Hall. Appointments may be made by calling 229-8969.

## SPEAKERS

### Sept. 5

Town & Gown luncheons resume at noon in the Chesapeake Room, University Center. Peter Bennett, a member of the local community, speaks on "India."

Luncheons will be held on the first and third Thursdays of each month. The cost is \$8 (\$6 for faculty and staff). Reservations are necessary and must be made before noon on the Tuesday preceding the luncheon. Call 221-2640.

### Sept. 12

Lu Ann Homza, assistant professor of history, lectures on "Goya and Authority" in conjunction with the Muscarelle Museum's special exhibit "GOYA, Prints by the Spanish Master!" on display through Oct. 13. Her talk is at 5 p.m. in Newman Auditorium, Andrews Hall. For information, call 221-2703.

## MISCELLANEOUS

### Aug. 21

CommonHealth is sponsoring health risk analyses and medical screenings, which include total cholesterol, HDL and LDL cholesterol, triglycerides, glucose, blood pressure and heart rate, height and weight, lifestyle analysis and a confidential, personal health report. This service is available to all employees and dependents, 18 and over, \$5 for individuals and \$7 for families. All participants receive a CommonHealth T-shirt. To schedule appointments, call 221-2795.

### Through Aug. 27

Swem Library hours are 9 a.m. to 5 p.m., Monday through Friday.

### Aug. 30

A reception for the opening of "GOYA! Prints by the Spanish Master," the latest exhibition at the Muscarelle Museum is scheduled from 5:30 to 7 p.m. For information, call 221-2703.

### Sept. 4, 5, 10, 11

Get-acquainted tours of Swem Library, lasting about 30 minutes and including instruction concerning the services the library offers, begin in the lobby at 3 p.m. on Sept. 4 and 11, at 3:30 p.m. on Sept. 5 and 10 and at 7:30 p.m. on Sept. 10.

### Sept. 9, 12, 17, 18

Learn how to get the most out of LION, the university libraries' online catalog, and about online access to other library services and databases at 30-minute sessions scheduled in the classroom on the ground floor of Swem Library. Sessions are at 2 p.m. on Sept. 9 and 12, at 3:30 p.m. on Sept. 17 and 3 p.m. on Sept. 18.

### Sept. 13

Research Symposium 1996 is scheduled from 3 to 5 p.m. in the University Center. William and Mary undergraduates will present the results of their research in the life and physical sciences in three concurrent sessions of talks from 3 to 4 p.m. More than 60 posters will be displayed from 4 to 5 p.m. For information, call 221-2558.

## EXHIBITS

### Through Aug. 25

#### Muscarelle Museum

"The European Phoenix: Selections from the Maria Herman Lania Collection of Contemporary Prints"

### Through Oct. 13

#### Muscarelle Museum

"The McCarthy Collection of African Art"

### Through Oct. 1

#### Botetourt Gallery, Swem Library

Selected ornithological books, ranging from the popular to the scholarly, and chiefly illustrated folios that include reproductions of Mark Catesby's and John J. Audubon's paintings of birds, make up a new display in the lobby and Botetourt Gallery at Swem Library. These books are the gift of Paul Murphy in honor of his friend, Mitchell A. Byrd, Research Professor of Biology.

### Aug. 31 through Oct. 13

#### Muscarelle Museum

"GOYA! Prints by the Spanish Master"

In celebration of the 250th anniversary of the birth of Francisco Goya y Lucientes (1746-1828), this exhibition opens on Aug. 31. Over 100 engravings and lithographs by the Spanish artist, including many of his renowned graphic images, make up the exhibit on loan from the collection of the Sarah Campbell Blaffer Foundation, Houston, Texas. The opening reception will be held on Friday, Aug. 30, at 5:30 p.m.

## DEADLINES

Deadlines for the College's internal research grant programs, which are strictly enforced, are as follows: Minor Research Grants: Sept. 26, 1996 and Jan. 23, 1997; Semester Research Grants: Oct. 10; Summer Research Grants: Oct. 17.

Call Mike Ludwick at 221-3485 for information.

## LOOKING AHEAD

### Sept. 11

The Admission Office will host a workshop on the college admission process for the Williamsburg community. "Let's Talk About College" will be held from 6:30 to 9:30 p.m. in Tyler 102. To register, call Assistant Dean of Admission Joanna Pleasant at 221-3996 or email: [jeplea@facstaff.wm.edu](mailto:jeplea@facstaff.wm.edu) and indicate how many people will attend.

### Sept. 14, Oct. 5 and 26, Nov. 2 and 9

The Tribe will host five football games at Zable Stadium this fall. The schedule follows: VMI (Sept. 14); New Hampshire (Oct. 5); Northeastern (Homecoming) (Oct. 26); Delaware (Nov. 2); and Massachusetts (Nov. 9).

Season tickets are now on sale. They are discounted for faculty and staff in certain stadium locations and a family plan for up to five tickets is also available. For information, call 221-3340.

### Sept. 14 through Oct. 5

The Muscarelle Museum will offer two sessions of children's gallery/studio classes this fall: "Go With Goya" and "Gallery Painters." The classes allow students to study works from the museum's collection and/or special exhibits, learn about the artists and produce original works based on their observations and experiences. Classes are planned for children at school levels pre-school through 10th grade. Registration for classes is now open. Call 221-2703.

### Sept. 20-21

The Virginia Tidewater Consortium's Center for Effective Teaching presents "New Faculty Program," with sessions on "Testing," "Lecturing" and "Questioning Skills," at the ODU/NSU Virginia Beach Center. Registration is open to new personnel from the consortium's member institutions and others on a space-available basis. To register, call 683-3183.

### Sept. 26-29

The Richard Bland College Players open their eighth season in the Barn Theatre on the Richard Bland campus with "The Hammerstone," a comedy set against the world of education.

For ticket information, call 804-862-6176 (Petersburg).

### Nov. 8, 15 and 22

William and Mary School of Law will hold information sessions for students and groups interested in learning about the school's programs, application procedures, admission and financial aid, career services and curriculum. The sessions, which are scheduled on Fridays beginning at 9 a.m., will include a tour of the school, observation of classes, presentations by administrators and faculty and a question and answer session. For information, call 221-3785.

**Faculty and Staff: Distribution of the 1996-97 Rec Sports calendar is complete. If you did not receive a copy or want an additional copy, call Linda Hicks at 221-3318.**

calendar



# 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:

- submission to such conduct is made explicitly or implicitly a term or condition of work or academic performance, or,
- 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,
- such conduct is known or should have been known to interfere with an individual's work or academic performance, or to create an intimidating, hostile or offensive working or educational environment.

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

It is a violation of university policy for any member of the university

community to make an intentionally false accusation of sexual harassment.

It is a violation of university policy for any member of the university community to initiate a negative personnel or academic action against an individual in retaliation for reporting an incident or allegation of sexual harassment, except in cases of intentionally false accusations of sexual harassment.

In determining whether the alleged conduct constitutes sexual harassment, those charged with such determinations will consider all relevant information including the nature of the alleged sexual conduct and the context in which the alleged conduct occurred. Such determinations will be based on fact and will be made on a case-by-case basis.

Students who believe that they have been subjected to harassment by other students are advised to use the procedures described in the *Student Handbook*.

Classified employees of the university who believe they have been harassed by other classified employees and who wish to pursue their complaints through formal internal resolution procedures are advised to use the *Grievance Procedure for State Employees*, administered by the Office of Personnel Services. Such grievances must be filed within 30 days from the onset of the behavior construed as sexual harassment.

Incidents alleged to be sexual harassment which involve a member of the instructional, administrative or professional faculty as a party are subject to the procedures described in the *Faculty Handbook*.

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

(currently under revision)

## 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 individu-

als to other members of the committee and participates in discussions about the effectiveness of the policy and related resolution procedures.

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

### Informal Complaint and Resolution Procedures

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

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

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

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

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

A. If the complainant does not agree to the disclosure of her or his identity, the committee member, within a two week period and with the consent of the complainant, meets with the individual alleged to have harassed the complainant. The committee member advises the accused of the university's sexual harassment policy and complaint procedures, and affords the accused an opportunity to respond to the allegation. The committee member subsequently contacts the complainant to confirm that the meeting was held, and to describe the response of the individual accused of violating university policy. The committee member prepares a written summary report of the complaint procedure followed, without disclosing the identities of the parties involved, and files the report with the chair of the committee within 10 working days after the meeting with the individual accused of violating university policy.

B. If the complainant agrees to the disclosure of her or his identity, the committee member, within a two week period and with the consent of the complainant, meets with the accused to discuss the allegations raised by the complaint. The committee member advises the accused of the university's sexual harassment policy and complaint procedures. Based on the information obtained from the complainant and the accused, the committee member prepares a written resolution agreement believed to be acceptable to both parties. The resolution agreement releases the university and all parties from any claims arising from the specific incident or behavior which prompted the initiation of the complaint procedure. Each party receives a copy of the resolution agreement. A copy is also filed with the chair of the committee not later than three working days after the resolution agreement has been signed by both parties.

If the resolution agreement proposed by the committee member is unacceptable to the complainant or to the accused, each is advised in writing of that fact by the committee member and of the formal internal procedure for addressing sexual harassment complaints. A copy of this letter is sent also to the chair of the committee. Upon request, the committee member may assist the complainant in drafting a formal complaint as provided for in the following section.

The written reports and resolution agreements described in this section are not released to any individual or administrative authority at the university, other than the complainant, the accused and the Chair of the Sexual Harassment Committee. In the event that formal litigation or external complaint procedures require disclosure, however, it may be necessary for the university to comply with formal requests for such records under subpoena.

#### **Formal Complaint and Resolution Procedures**

The purpose of this formal procedure is to provide assistance and guidance to individuals complaining of sexual harassment regarding the

formal complaint and resolution procedures governing cases of alleged sexual harassment where a member of the instructional, administrative or professional faculty is a party.

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

Policy currently under revision.

September 16, 1991

## **Policy and Procedures Affecting Consensual Amorous Relationships**

### **Policy**

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

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

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

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

### **Procedures**

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

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

Adopted by the Board of Visitors,  
June 28, 1991