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A NEWSPAPER FOR FACULTY, STAFF AND STUDENTS

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SCHEV Recommends 10.5 Percent Hike In Salaries For W&M Faculty

The State Council of Higher Education for Virginia (SCHEV) recommended last Friday to the General Assembly that it boost faculty salaries at William and Mary by 10.5 percent each year over the biennium 1998-2000.

The recommendation was part of a \$97.9 million proposed increase to bring faculty salaries at all public colleges and universities statewide to the 60th per-

centile of individual institutions' peer groups.

Overall, SCHEV recommended \$736.3 million in new funding for state institutions, including \$268 million more for education needs and \$468 million more for capital projects. Its proposal for the biennium fell \$174 million short of the \$910 million in new funding for higher education proposed last month by the Virginia Business Higher Education Council.

SCHEV also put forth a plan to increase student financial aid by \$62.3 million over the biennium. The new money will enable colleges and universities to meet 50 percent of demonstrated need of Virginia undergraduates.

Under a new plan approved Friday by SCHEV, students receiving state financial aid will be required to maintain a 2.0 grade point average after 60 semester hours to continue receiving aid.

Their eligibility for aid will also end after they take a total of 135 credit hours.

SCHEV placed the College's request for the expansion and renovation of Swem Library in its top priority listing of capital projects for which it recommended funding.

"SCHEV's budget recommendations clearly show that the council is focused on faculty salaries and student financial aid," said Presi-

dent Timothy Sullivan. "The challenge now is to build on that momentum with the governor and General Assembly."

Gov. George Allen will submit his budget proposals for Virginia's colleges on Dec. 19. His successor, James Gilmore, and the General Assembly will have the opportunity to make amendments when the legislature convenes on Jan. 14. ■

PEO

Reengineering Team Pushes Technology

On-line system to be developed for reporting leave and time worked

The first report to emerge from the College's Business Process Reengineering (BPR) effort calls for "cutting-edge information technologies" to take a central role in the processes for collecting and reporting leave taken and time worked.

That's one of several conclusions reached after a 12-week intensive examination by an eight-member staff team headed by Susan Evans of the Office of Personnel Services. The group's recommendations for a complete overhaul of these personnel operations were approved last month by the BPR executive steering committee and have now moved into the implementation phase.

"The team has come up with an aggressive, thoughtful, well-done redesign," said Samuel Jones, vice president for management and budget. "It makes extensive use of technology to improve the administrative efficiency of these business practices as well as service to employees."

In line with the push to develop new applications for the campus network, the team put forth several initiatives designed to

take time and leave reporting on-line. The centerpiece of its proposal is PeopleWORCS (Web Opens the Repository of College Systems), an on-line personnel information system modeled after a similar system already in place for student information.

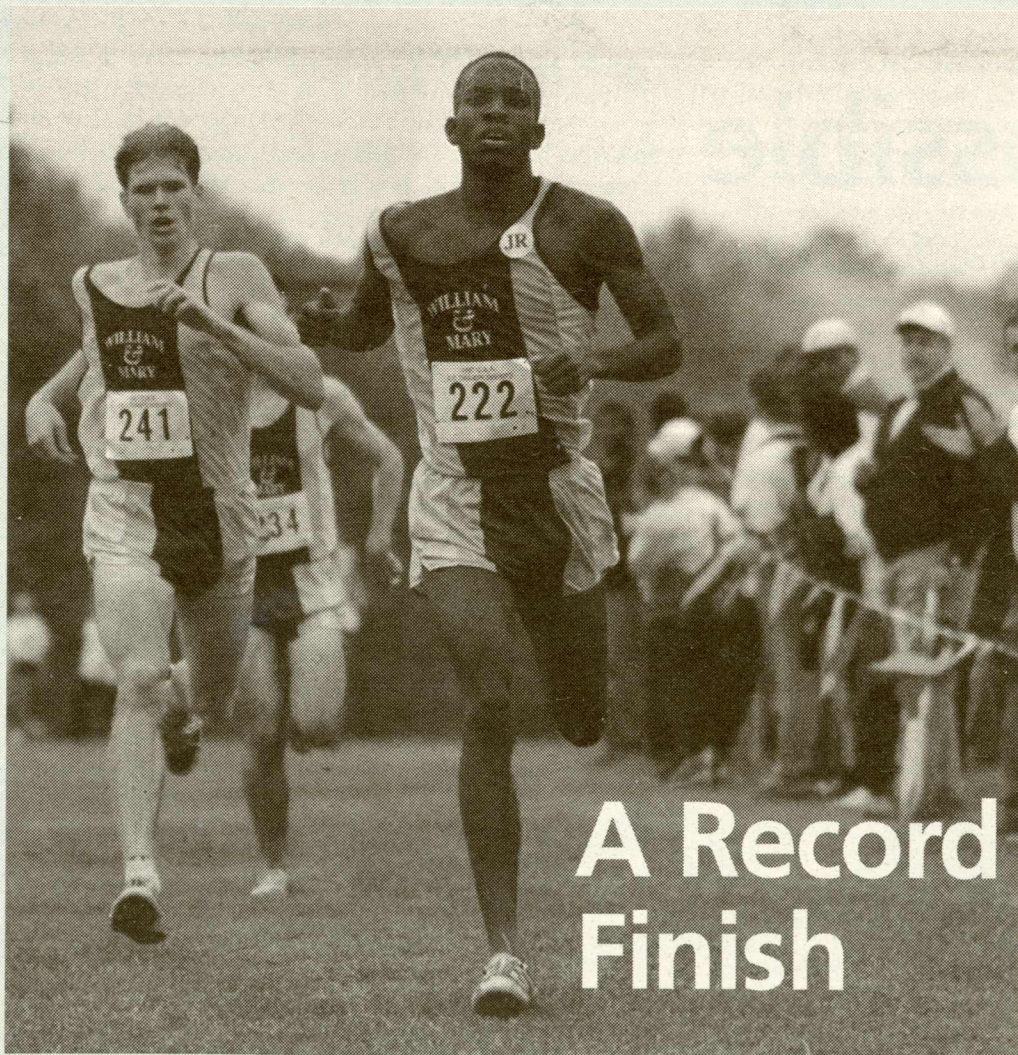
"We propose using this same technology for maintaining and recording leave and time worked," said Evans. "From any computer terminal tied into the Internet, an employee will simply type in his identification number and P.I.N., and will be able to perform all of these transactions on-line."

The venerable four-part "Application for Leave of Absence" form is scrapped under the proposed PeopleWORCS. Instead, employees will file for leave electronically. Supervisors can then review the request on-line and reply accordingly.

The electronic system will allow employees "quick and easy access" to their current leave balances at any time, providing a planning component for taking leave that's lacking with the existing process of filling out forms.

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Photo by Lawrence F'Annon



A Record Finish

Seniors Michael Brown (right) and Kimble Woodworth (left) helped to propel the no. 17-ranked Tribe men's cross country team into the history books on Nov. 1 when it won the 14th annual CAA Cross Country Championships in Williamsburg. The runners placed fifth and sixth, respectively, in the 8,000-meter race.

Tying Navy's all-time record of seven team titles, the Tribe won the crown for the fifth consecutive year and claimed its seventh title in the last eight CAA championship races.

The no. 16-ranked women's team, meanwhile, also claimed a CAA title in the 13th annual CAA Cross Country Championships Nov. 1 in Williamsburg. It was the women's second consecutive CAA title and the seventh in the last eight years.

Both the men's and women's teams will compete Saturday in the NCAA District III Championship in Greenville, S.C.

news makers



Bob Gross

Fulbrights Awarded To Gross, Prices

Three William and Mary faculty members, Robert Gross and Richard and Sally Price, are among approximately 700 scholars from the United States who have been named Fulbright professors to teach and conduct research abroad next year.

Gross, the Forrest D. Murden Jr., Professor of American Studies and History, will hold the Fulbright Chair of American Studies at Odense University in Denmark during the 1998-99 academic year. Richard and Sally Price, Duane A. and Virginia S. Dittman Professors of Anthropology, American Studies and History, will spend the spring semester as Fulbright Senior Fellows at the Federal University of Bahia in Brazil.

All three faculty members will be in countries where they will have a wealth of opportunity to pursue their scholarly interests. Gross, a social and cultural historian of the United States, will be located at Odense's Center for American Studies, one of several such research centers located at universities throughout Scandinavia.

"The European world of scholarship in American studies has

flourished and matured in recent years," said Gross. "It's really very impressive. Many countries have their own journals of American studies."

This growing internationalization of American studies, Gross said, makes it imperative for American scholars like himself to seek out firsthand an international perspective on the discipline. "How do we understand a common object of study?" he said. "By examining their scholarship and interacting with their experts, we can learn a great deal about how others outside this country interpret American culture and history."

A scholar of the history of the written word, Gross hopes to delve into the subject from the Scandinavian perspective while at Odense. "The printing press came to Denmark in 1489, but no one has ever written a comprehensive history of the book in Scandinavia," he said. "Being in Denmark may provide the chance to collaborate with Danish scholars on this."

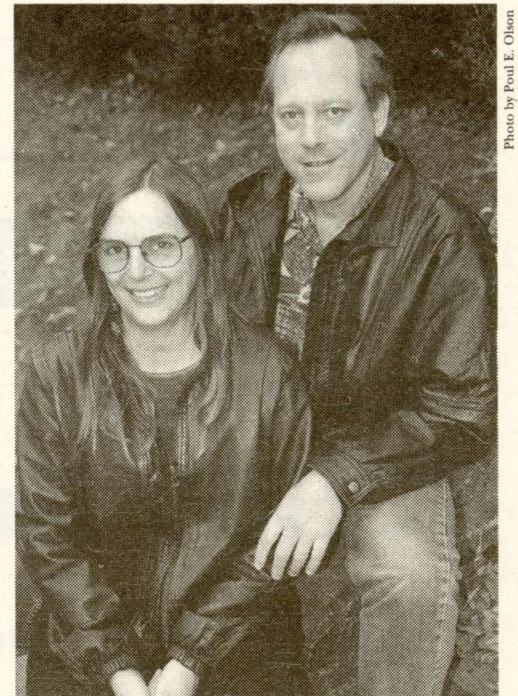
In addition to carrying out his research, Gross plans to teach classes on the history of books, multiculturalism in the U.S. and

the influence of Emerson and Thoreau in American culture.

When he leaves for Denmark next September, Gross will step down as chair of the American studies program after 10 years in the position. By the end of 1998, he hopes to have completed the follow-up study to his book *The Minutemen and their World*, a social history of the American Revolution. Tentatively titled *The Making of Emerson's Concord*, Gross' latest study examines U.S. social history from 1790 to 1840.

During their semester at the Federal University of Bahia, Richard and Sally Price will teach classes in art and gender in Afro-Brazilian Culture and Afro-Brazilian history from a hemispheric perspective.

Both professors are widely-recognized scholars of the societies and cultures created by descendants of African slaves in the Americas. Over the years, the Prices have



Sally and Richard Price

conducted extensive research throughout North and South America, including in Suriname, French Guiana and Martinique.

Richard said that he and his wife were drawn to the Bahia region of Brazil for the richness of its culture. Brazil imported 10 times as many slaves from Africa as did the United States, and Bahia is home to the largest concentration of blacks in Brazil who descended from African slaves.

"This is an adventure for us

CONTINUED ON PAGE 7.

PVC Makes It Possible

One of the world's leading experts on plastic is honored for a career of research

Shower curtains, seat covers, hoses, car dashboards. These are just a few of the many conveniences of modern life made possible by a plastic called poly(vinyl chloride) (PVC).

Few chemists know PVC as well as William Starnes, the Floyd Dewey Gottwald Sr., Professor of Chemistry. Considered to be one of the world's experts on the material, Starnes has spent much of his career studying and improving PVC—the second most common plastic behind polyethylene.

In recognition of Starnes' "outstanding contributions to the advancement of science," the New York Academy of Sciences recently named him a Fellow in the 50,000-member professional organization. The only chemist inducted this year, Starnes joins a select group of fewer than 1,000 scientists worldwide who have been named life-long Fellows in the academy, the largest and oldest group of its type in the country.

With some 150 patents and published papers to his name, Starnes is widely recognized as an authority in polymer chemistry. In addition to being named to the New York Academy, he has been honored as a Life Fellow of the American Institute of Chemists and a Fellow of the American Association for the Advancement of Science.

Starnes, who came to the College in 1989, has spent much of his 37-year career in the private sector studying the chains of molecules called polymers which make up plastics like PVC. As a chemist at Bell Labs, he made a name for himself by addressing the single greatest deficiency of PVC—its poor durability, especially when exposed to heat.

During his 12-year stint at the company, Starnes developed two landmark approaches to producing a more stable and uniform quality PVC. The innovations were among the breakthroughs that allowed for the proliferation and mass production of the plastic. Last year, 40 billion pounds of PVC were produced for a host of applications.

"PVC is extremely important to the world economy," said Starnes. "For the United States alone, the material is estimated to be a factor in 5 to 10 percent of the gross national product because it's in so many things."

Despite the innumerable benefits of the plastic, PVC has come "under environmental attack" from Greenpeace and other groups in recent years. No evidence exists to suggest that PVC is carcinogenic, but concern has been raised, particularly in Europe, about whether the plastic

releases harmful substances into groundwater and soil as it degrades in landfills.

"So far this doesn't seem to be a problem, but we really don't know what happens to PVC when or if it starts breaking down under those conditions," said Starnes. "Much more research definitely needs to be done."

As one of the world's experts on the material, Starnes has been enlisted as the scientific advisor for

an ad-hoc consortium of several European companies, research institutions and environmental agencies which are studying the long-term effect of PVC degradation in landfills. Among the many officials with whom he's met on this issue is the head of the Swedish equivalent of the Environmental Protection Agency.

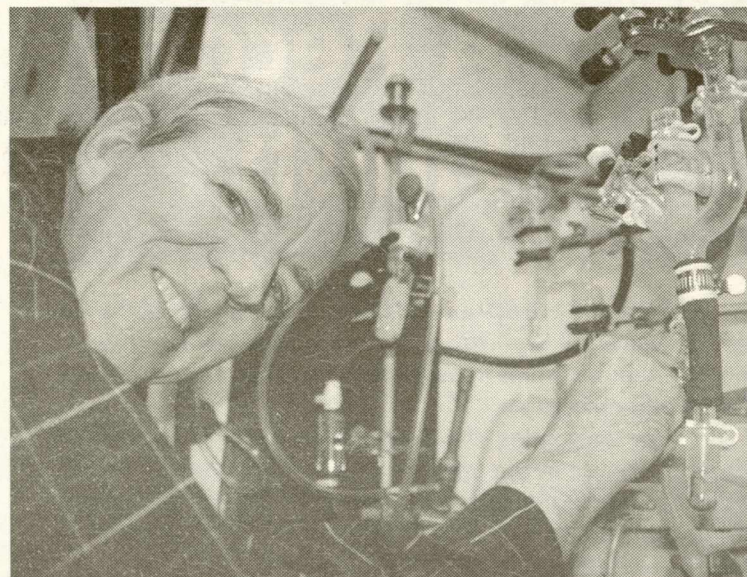
While his research interests have diversified in recent years, Starnes' first loves remain research

and teaching. During his eight years at the College, Starnes has been awarded more than \$1.4 million in grants from the National Science Foundation, industry and other agencies for a host of research projects related to polymer chemistry.

Nearly all of these initiatives have involved students from both the chemistry and applied science programs who conduct the essential laboratory work. Several of Starnes' students have even made their own mark on the field, including doctoral student Paul Jeng, who was recognized last year with the best thesis in the world award by the Society of Plastics Engineers.

The durability issue associated with PVC continues to occupy the interest of Starnes and that of industry. The chemist's latest project focuses on developing a more stable and durable form of the plastic. He avers that the success of this effort could lead to a new era in PVC science.

"In so many things that we take for granted, PVC has become an essential part of our lives," said Starnes. "Our challenge now is to improve the properties of this very useful material." ■



William Starnes adjusts an apparatus for synthesizing PVC.

by Poul E. Olson

MAKING HEADLINES

Holiday Schedule Announced

In compliance with a Nov. 1 directive from the governor regarding the upcoming holidays, the College will observe the following holiday schedule: Thanksgiving—Offices will officially be closed on Wednesday, Nov. 26, and remain closed through Friday, Nov. 28; Christmas—Offices will officially be closed on Wednesday, Dec. 24, and remain closed through Friday, Jan. 2, 1998. Offices will reopen on Monday, Jan. 5.

While many offices and departments will be closed, adequate coverage of essential services must be maintained. The provost and vice presidents, in consultation with deans, directors and department heads, as appropriate, will make the decisions to require employees to work. These decisions will be communicated to the employee(s) as soon as possible.

VIMS Forges Educational Partnership With Science Museum Of Virginia

The Virginia Institute of Marine Science and the Virginia Sea Grant College Program have entered into a collaborative agreement with the Science Museum of Virginia to enhance marine science literacy in Virginia.

Initial efforts will be focused on developing a series of marine science lectures next year in conjunction with "1998 Year of the Oceans," an international effort designed to raise awareness of the global significance of ocean resources. VIMS scientists and Sea Grant educators will also work closely with Science Museum personnel to develop resource materials and environmental sciences exhibitions for the museum's new life sciences galleries.

VIMS will also work with the Science Museum to develop an eight-week Mini-Marine Science School that will provide members of the public with a basic overview of marine science as well as an introduction to major research programs at the Institute. The program is based on a highly successful Mini-Med School program co-sponsored by the museum and the Medical College of Virginia.

Much of the collaboration between the two institutes will also take place over the Internet through their web sites at <http://www.smv.mus.va.us> and www.vims.edu.

Phi Beta Kappa To Induct 38 Seniors Dec. 5

The following seniors will be initiated into Phi Beta Kappa at a Dec. 5 ceremony: Pamela Anastasia Argiriadi, C. Rueben Autery, Sarah Anne Balcom, *Candice Mackenzie Brown, Jennifer Susan Brown, Ryan John Bubb, *James Forest Bush II, Chad Michael Carr, *Catherine Mary Agnes Carroll, Joanne Elizabeth Dadd, Kathleen Marie Donohue, Timothy Jude Fitzgerald and *Rebecca Marie Flowers.

Also, John Fitzpatrick Greenwood, Sarah Margaret Hubbard, *Amanda Leigh Ingram, *Jennifer Michelle Johnson, Adam Joseph Jortner, *Michael Chinwen Ke, Derek Peter Kershaw, *Belinda Wai Chu Kong, James Michael Lastoskie, *Kimberly Jean Lester, *Anne Yates Marks, Juliana Maria Mirabilio and Ryan Lee Mutter.

Also, *Laura Elizabeth Park, *Olivia Ann Propst, *Lisa Marie Scott, *Laurel Kristin Seely, Rachel Lorraine Seher, *Karen Elisabeth Servidea, *Matthew Wayne Shepherd, Matthew Jacob Shindler, *Shannon Danielle Sullivan, Jessica Anne Unger, *Maura Lee Williams and Leigh Anne Wright.

*Monroe Scholar

student life

Jeopardy! Makes For A 'Learned Man'

Graduate student wins \$33,000 on popular game show

The irony still stings for Peter Braxton.

Ahead going into Final Jeopardy, Braxton was faced with the category of WORD ORIGINS. The clue: "This word, meaning 'expert commentator' is from the Sanskrit for 'learned man.'"

"I was convinced that I knew this answer, but I drew a blank," said Braxton, a graduate student in applied science. "I didn't want to look like an idiot by not putting down something, so I answered 'guru.'"

Braxton's answer was incorrect and ended a two-game winning streak on the popular game show Jeopardy!. Despite the loss, the 26-year-old racked up more than \$33,000 in winnings after competing on the program, which aired in early July.

No stranger to quiz shows, Braxton was involved in the College Bowl while an undergraduate at Princeton University and later coached high school students for a program called "It's Academic." The coaching stint, he said, helped him to realize his potential to make it on Jeopardy!.

"Just being in a question-and-answer culture, you push up things that you wouldn't use anywhere else," explained Braxton. "What was especially good training for me was that the more I knew off the top of my head, the more I could quiz the students."

A colleague at Thomas Jefferson High School for Science and Technology where he taught mathematics convinced Braxton to try out for Jeopardy! in the spring of 1996. Of the more than 200 people who were chosen to audition at a Washington, D.C., television station, only 12, including Braxton, passed the written test.

"I didn't think that I stood a chance because the season was nearly over," said Braxton. "But to my complete surprise, I got the call to go on the show the day before classes started last spring."

Braxton watched Jeopardy! religiously in the few weeks that he had to prepare for the games, which were taped in mid-February in Culver City, Calif. Third-year law student and Jeopardy! veteran Jim Scott (UVa. '91), who won the show's Tournament of Champions in 1991, also provided valuable insight.

"If you know the answer, the most difficult part of the game is timing your response just right," recalled Scott. "The buzzer is very annoying because it locks you out until Alex [Trebek] finishes reading the clue."

Braxton discovered the same challenge in his games. "Through the whole thing, the buzzer was really bothering me," he said. "Things moved so fast that it was really difficult to stay focused on the clue at hand."

In his first match, Braxton moved into the lead on the last question before Final Jeopardy. "I had to bet a lot of money to guard against the second place contestant and came out with a big payday," said Braxton.

In what was "an otherwise frustrating match," Braxton won on the second day thanks to his knowledge of topics including hemp, Taos, N. Mex., and Rutherford Birchard Hayes. Momentum continued to be in his favor through most of the third match until he stumbled on the Final Jeopardy question.

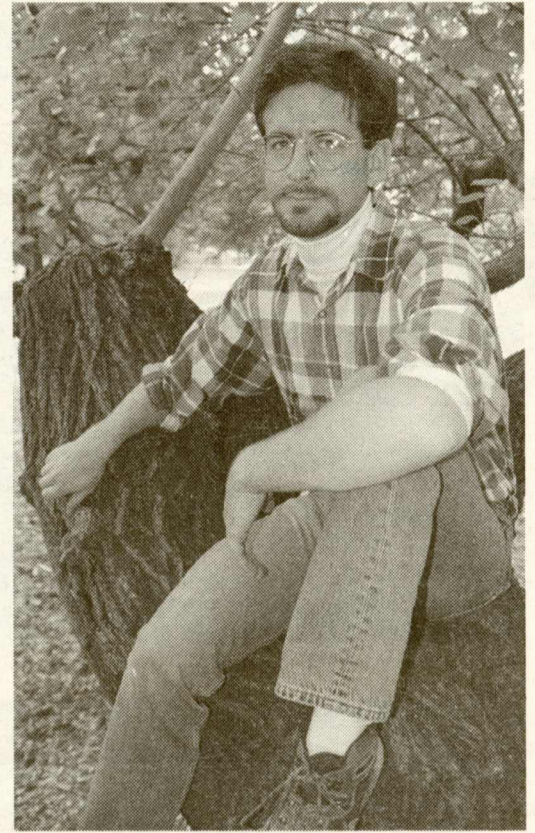
Braxton's most memorable moments are not of the game itself, but rather the behind-the-scenes activity such as the occasional flubs that host Alex Trebek makes when reading the clues. During the commercial interludes, Braxton said that Trebek will reread them for later dubbing over his mistakes.

"He [Trebek] was about what I had expected," said Braxton. "I do believe he actually knows the answers. But he comes across as a little goofy, especially when he tries to entertain the audience during the breaks."

The state of California took a 7 percent chunk out of Braxton's winnings even before his check arrived in the mail several weeks ago. By the time Virginia and the federal government get their share, Braxton figured he'll be left with less than \$20,000—still a nice payoff, he admitted.

Braxton plans to save some of the prize money and use the rest to travel and to fund "deep reflection about his future" after he graduates next month. "I'm definitely not planning to blow the whole thing."

While he continues to muse fondly about his Jeopardy! days, Braxton hasn't watched many



Peter Braxton plans to return to teaching after he graduates in December.

shows since his appearance in July. "Just to torture myself, I still haven't looked at the two matches after my loss," said Braxton.

He added, "The hardest part about losing is you don't get to play anymore. I certainly can't complain, but I'll always kick myself that if I had gotten that last question, I would have won."

"The answer's pundit by the way."

by Poul E. Olson

campus crime report

October 1997

crimes

Larceny	
Bikes	2
From buildings	12
Motor vehicles	1
From motor vehicles	1
All other	3

arrests

Larceny	1
Driving under the influence	3
Drunk in Public	2
Miscellaneous (not traffic)	3
Summons issued (traffic)	30

archaeological research

Dig Unearths Details Of Historic Civil War Battle

Fort Pocahontas was the site of one of the fiercest battles between African-American Union troops and the Confederate army

In 1996, Harrison Tyler achieved one of his life-long dreams. The grandson of President John Tyler bought a long-forgotten Civil War fort on the banks of the James River a few miles downstream from Richmond.

Tyler quickly set about clearing more than 100 years of brush from the site, researching the role that Fort Pocahontas played in the conflict and undertaking an archaeological investigation of the area. What has emerged—literally and figuratively—is both a well-preserved piece of Civil War history,

and, more importantly, fascinating new information about one of the most important battles fought by U.S. Colored Troops in the conflict.

Supported only by a few white Union soldiers manning two cannons, some 1,100 African-American soldiers repulsed 2,500 Confederate cavalymen led by the legendary General Fitzhugh Lee.

"We know from the movie 'Glory,' U.S. Colored Troops proved that those who initially questioned their

fighting ability were dead wrong, but most of the battles in which they fought involved the extensive use of white Federal troops. The action at Fort Pocahontas proved that the African-Americans could fight effectively without extensive support from white troops," explained Tyler, who owns Sherwood Forest, the nearby home of President Tyler.

The battle of Fort Pocahontas took place on May 24, 1864, when Confederate cavalymen led by Robert E. Lee's nephew attacked the earthen fort garrisoned by African-American soldiers commanded by U. S. General Edward A. Wild. The smaller Union force beat back the Confederate attacks and maintained the Union's grip on James River navigation.

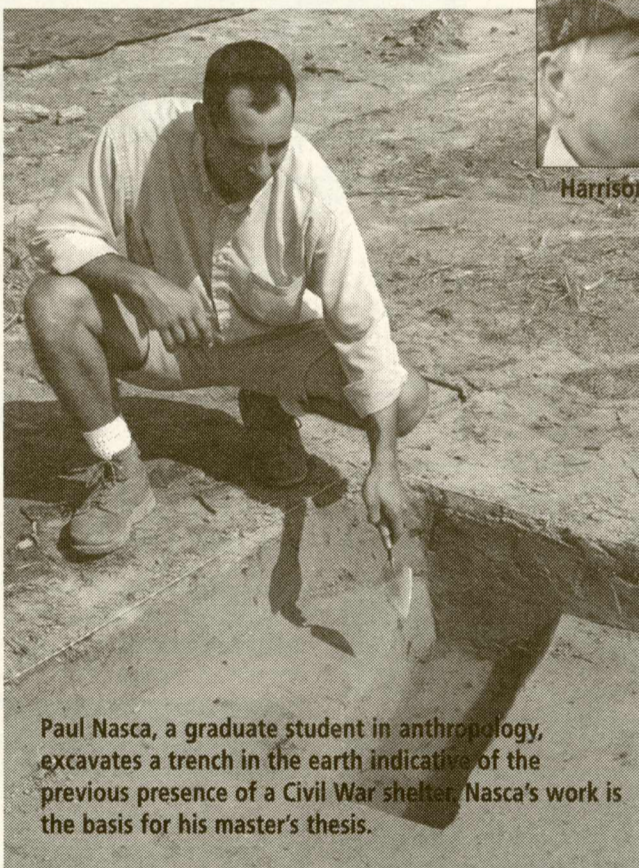
To recognize the site's importance, the Commonwealth of Virginia is erecting a historical marker which recounts the valor of the African-American troops. The plaque was unveiled yesterday on Virginia Route 5, near President Tyler's home.

Both Tylers—Harrison and his Presidential forebear—are graduates of the College of William and Mary, and Harrison's father served as president of the institution from 1888 to 1919. (As president of the College, his father is credited with securing the institution's financial footing.) When it came time to select an archaeologist for the project, Tyler naturally looked to the William and Mary Center for Archaeological Research and its director, Dennis Blanton. Early this year, Blanton and several William and Mary students began excava-



Artifacts found at the site include unfired Civil War lead bullets and knapsack hardware, all probably from Union soldiers.

Photos by Bill Walker



Harrison Tyler

Paul Nasca, a graduate student in anthropology, excavates a trench in the earth indicative of the previous presence of a Civil War shelter. Nasca's work is the basis for his master's thesis.

Landing. The fourth side of the rectangle is formed by bluffs that overlook the James River and offered a vantage point from which a few cannons could control movement on the vital waterway.

Historical accounts indicate that during 1864 the fort was home to many African-American slaves in the region who left their masters to seek refuge with the Federal troops. Imprisoned at the fort during this period were Confederate sympathizers who had been apprehended by Wild's soldiers so that they could not pass information to Lee's embattled troops. Historians speculate the Confederate attack might have been designed to free them.

As early as Colonial days, the landing (which at various times was known as Kennon's Landing, Wilson's Landing or Wilson's Wharf) was used to ship tobacco from James River plantations to England. During the Revolutionary War, a thousand British troops under the command of Benedict Arnold disembarked at the landing to dash to Richmond in hopes of capturing the Virginia legislature.

For almost a century-and-a-half, the fort lay forgotten (except by relic hunters), until Tyler purchased it. Once the underbrush is cleared from the site and archaeological studies are completed, Tyler hopes to open the area to the many visitors who come to tour Sherwood Forest. ■

by Bill Walker

Dennis Blanton: Giving Voice To Those Who Can Speak No More

It's hard to think of any recent major archaeological projects in Virginia in which Dennis Blanton has not been involved. Some of the archaeologist's finds have been spectacular, like the discovery of the site of Williamsburg's gallows, where 13 members of Blackbeard's crew were hanged. Other projects have been more subtly rewarding, like the ex-

cavation of an 18th-century tenant farm in Fairfax, which the archaeologist appreciates because it offers insight into how commoners lived.

"It's been long recognized that most of the history we get is written by and for people of means," said Blanton, who directs the College's Center for Archaeological Research. "People like tenants, slaves, African-

American Civil War troops and so on didn't have a voice in history, at least not of the same kind. Archaeological investigations and artifacts give voice to those who can no longer speak."

Since arriving at William and Mary in 1989, the South Carolina native has helped complete an archaeological survey of Jamestown Island, a study of early Native American ceramic technology and investigations of dozens of other sites. In addition, he's published 14 articles on these and other subjects, including his true passion—the pre-

history of the Chesapeake Bay estuary, including submerged sites.

Little wonder, then, that Blanton was just appointed to the Virginia Archaeology Commission, a five-member board established by the Department of Historic Resources. The group is charged with building a collective vision for Virginia archaeology. ■



Blanton

BW

government

Exposing The Hidden Welfare State

Chris Howard finds that most government social spending benefits middle- and upper-income people

Christopher Howard earns a decent salary as an assistant professor of government at William and Mary, while his wife works in Richmond for the state Medicaid agency. Dressed neatly in a white shirt, necktie and dark blazer in his basement office in Morton Hall, he certainly doesn't look like he's on government welfare. But by his definition—as outlined in his new book, *The Hidden Welfare State: Tax Expenditures and Social Policy in the United States* (Princeton University Press, 1997, 260 pgs.)—he admits that he qualifies, like millions of other middle- and upper-income Americans.

The Howards recently completed construction of a new home in Toano, which he says would have been a "real stretch" without the home mortgage deduction, a program that allows homeowners to keep over \$50 billion a year that they would otherwise send to Uncle Sam in Washington. That program and dozens of similar programs with social objectives cost the government at least \$400 billion a year in lost revenue, says Howard.

Under Howard's definition, programs like Social Security, Medicare, Aid to Families with De-

pendent Children (AFDC, now Temporary Assistance to Needy Families) constitute the *visible* welfare state of direct expenditures by the government. But tax expenditures—also called tax loopholes or tax breaks—with social welfare objectives constitute Howard's "hidden welfare state"—programs such as employer-provided retirement pensions, the Earned Income Tax Credit, the home mortgage interest deduction and the Targeted Jobs Tax Credit.

Although these programs don't usually involve direct payments by the government to its citizens, Howard says they are still government subsidies, and he adds that the vast majority of public finance specialists and government officials agree with him. To bolster his argument, he quotes Russell Long of Louisiana, former chairman of the Senate Finance Committee: "That label [tax expenditures as welfare] doesn't bother me ... I've never been confused about it. I've always known that what we're doing was giving government money away."

Moreover, Howard says, more than 80 percent of public social spending, whether through direct payments or tax expenditures, accrues to middle- and upper-income

people, in contrast to the common stereotype that government spends most of its money on the poor.

Howard's claim—that tax loopholes are a form of government spending—will raise an argument from political conservatives who contend that "the concept of listing uncollected taxes as an expenditure is rooted in the notion that all income belongs to the government and only the generosity of the government allows us to have the income we produce."

Howard dismisses that argument partly because, he says, it is a minority view with little support from academic experts and has little effect on government practice. In addition, he adds, conservatives' defense of tax incentives contradicts their principled opposition to government interference with market forces, since tax incentives inevitably favor certain groups and activities—such as home owners over renters or people with health insurance over those without—which means that government is selectively influencing individual and corporate behavior.

But Howard, a graduate of Duke University with a master's degree and Ph.D. in political science from the Massachusetts Institute of Technology, didn't write his

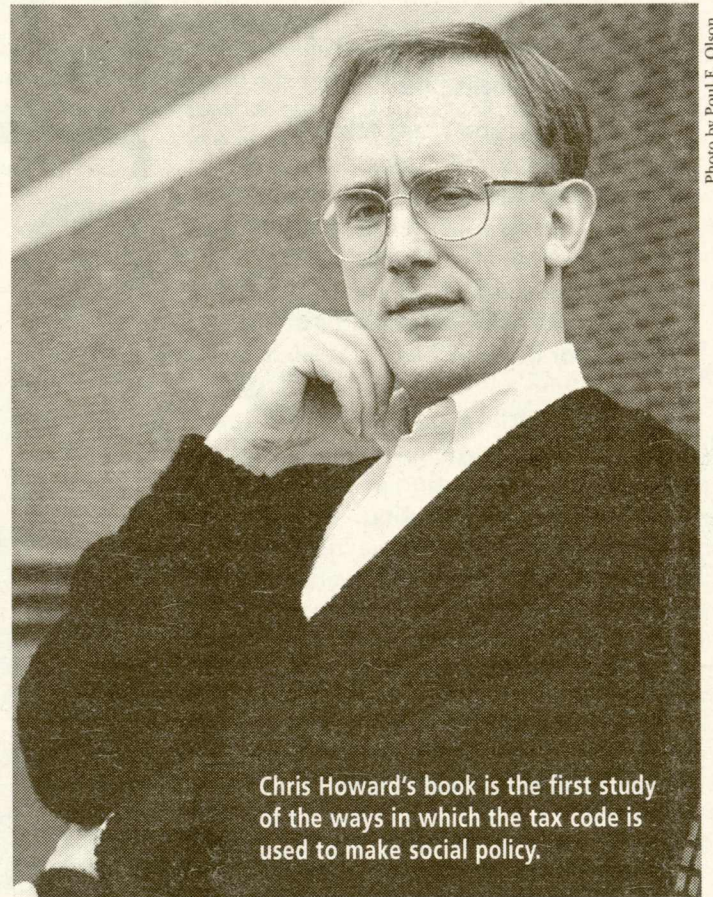


Photo by Poul E. Olson

Chris Howard's book is the first study of the ways in which the tax code is used to make social policy.

book to defend or condemn the concept of tax expenditures. Rather, he says, he wanted to develop new information about the origins and development of these programs so policy makers could subject them to more critical judgment.

"We need to look at them more because they cost so much money," says Howard, who joined the government department faculty in 1993. "Even the politicians who have passed the programs have not

subjected them to the scrutiny that's necessary. Some programs will turn out to be very worthwhile—such as the Earned Income Tax Credit—while others are hard to justify in their current form and probably deserve to be cut back in some way."

But Howard admits that is unlikely to happen because the programs are so popular with taxpayers and have wide support from

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Filing Leave Will Soon Be A Mouse-Click Away

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PeopleWORCS also has a substantial administrative benefit by eliminating the paperwork associated with taking and recording leave. "Leave information in the existing system can sometimes take weeks to be updated because the personnel office must spend hours sorting and keying in all the slips," said Evans. "An on-line system will keep information current while freeing up people to do other things."

Evans and her team talked to 70 employees who represent almost every area around campus and found that nearly everyone has access to a computer. For those who don't, electronic kiosks will be set up in strategic locations on campus. "The employees who cur-

rently don't know how to use computers said that this [new electronic system] will give them the opportunity to learn," said Evans.

How leave accrues will change under the overhauled leave system. Under the team's proposal and in line with a business practice followed in the private sector, vacation and sick time will be allotted at the beginning of each fiscal or calendar year. "This will be much simpler for employees to understand and give them more flexibility in planning time off," said Evans.

Bubbling in time sheets will be another practice of the past with the implementation of PeopleWORCS. Hourly employees and students currently report their time worked using a time-consuming and cumbersome form which

must be scanned by a machine in the computer center. Not only is this labor-intensive for the employee, but countless hours are wasted processing the forms.

While the specifics have yet to be determined, the reengineering team suggested basing the system for reporting time worked on identification cards. Students and hourly employees could simply swipe their cards through a reader attached to a computer terminal when arriving and leaving from work.

"We are endorsing some good business practices that could really improve things for our employees."

— Susan Evans

Benefits of an on-line system for reporting leave and time worked extend well beyond enhanced service delivery to employees and administrative efficiency. By significantly reducing the labor-intensive nature of these personnel operations, the College is hoping

to free resources for other initiatives, especially employee training. "We [personnel services] currently can't offer employee training because we don't have the staff," noted Evans.

An implementation committee, also chaired by Evans, will meet over the next six to nine months to determine the logistics of putting the proposed redesigns into effect. Jones said implementation of the new electronic system will likely take place incre-

mentally over the next year.

Student billing, facilities management work orders and new hires are the next business processes slated for reengineering. Technology, Jones said, will likely have a central role in the overhaul of all these processes as well.

Characterizing the redesign of time and leave reporting as a "bold change," Jones credited the "commitment and enthusiasm" of the team members for putting forth a plan that has tremendous potential for success. "I'm very pleased with the progress we've made so far," he said.

Added Evans, "These ideas have already been adopted by progressive employers. We are endorsing some good business practices that could really improve things for our employees."

The full report of the first reengineering team is available on-line at <http://www.wm.edu/news/report.html> or in the Office of Personnel Services. ■

by Poul E. Olson

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note

Athletic Dept. Undergoes Personnel Changes

The William and Mary Athletic Department has undergone a number of personnel changes in recent months.

Ross Ramsey, a former fundraiser in the department of intercollegiate athletics at Georgia Tech, has succeeded Mary Berry as associate director of athletics for development at William and Mary.

Berry, who held the position for six years, will become director of special events for athletics when she returns from maternity leave in December. Her expanded role will include organization of the Lord Botetourt Auction and the Tribe Sports Outing.

Millie West will continue in her role as director of special projects, where she oversees the major fundraising events such as the Plumeri Pro-Am and the Anheuser Busch Half-Marathon. In addition, she serves as curator for the Women's Intercollegiate Hall of Fame in the McCormack-Nagelsen Tennis Center.

In other personnel changes, Julie Williams has been promoted to business manager after serving nine years as administrative assistant to the associate athletic director; Brian Barnes has been named head equipment manager for the football team; and Tracey Cooper, a graduate of Barry University, has joined the sports information staff as an assistant director.

A 1993 graduate of Mary Washington College where he played soccer for four years, Ramsey spent one year as assistant to the director of the Alexander Tharpe Fund, which raised \$3.5 million annually for the athletic department. Before that, he was a zone logistics manager for the 1996 Olympics in Atlanta.

HACE Seeks Donations For Holiday Drives

The Hourly and Classified Employees Association (HACE) has selected two charity projects for the upcoming holiday season and is seeking donations from members of the College community.

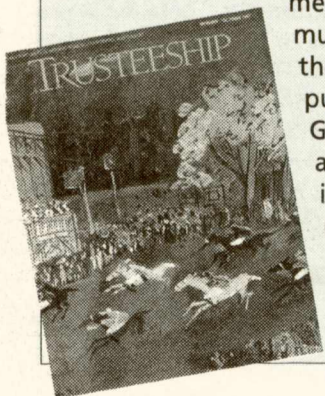
HACE has committed to fill 50 stockings for senior citizens with inexpensive items for the Salvation Army's Christmas Stocking Project. All donations, either stocking stuffers or monetary contributions, should be received by Dec. 16.

HACE is again sponsoring a Holiday Food Drive to benefit College employees who may need a helping hand during the holidays. Collection boxes for canned and dried goods will be set up at various locations across campus. Collections will also be taken at the October, November and December general meetings.

For more information about the drives, contact Sandy Wilms at 221-1257, Selma Blair at 221-3108, Violet Chalkley at 221-2617 or Ruth Graff at 221-1252.

Painting Chosen For Cover Of *Trusteeship*

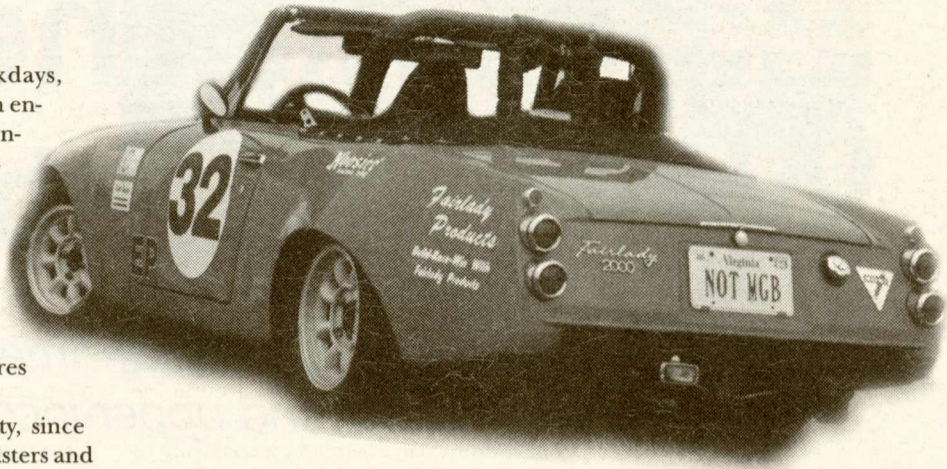
The September/October 1997 issue of *Trusteeship* features "Horse Race," a painting by Jean Dufy from the collection of the Muscarelle Museum of Art. Complementing the cover is a profile of the museum's collection on the back of the publication. The magazine, published by the Association of Governing Boards of Universities and Colleges, reports on trends, issues and practices in higher education.



people

During the weekdays, Mike Unger is an environmental scientist who studies the effects of contaminants on organisms in the Chesapeake Bay. But in the evenings and during the weekends, he turns into a dime-store Richard Petty who races and restores roadsters.

Well, maybe not Petty, since Unger races Datsun Roadsters and



Datsun's Delight

Racing and restoring Datsun Roadsters has been Mike Unger's passion since he was 17

hasn't quite made it to the NASCAR circuit. But within the field of Autocross racing where drivers compete against the clock rather than fender-to-fender against each other on the track, he is good enough to have won the state championship in the "E-prepared Class" in Virginia in 1992.

A research assistant professor at the Virginia Institute of Marine Science at Gloucester, Unger finds his three passions—science and car restoration and racing—complement each other. All require technical knowledge and analytical skill.

Unger has been restoring cars for a long time. He bought his first Datsun sports car as a 17-year-old high school student in Romeo, Mich., restored it as a college student at Michigan State University where he earned his B.A. in zoology, and then sold the car before entering a master's degree program in environmental chemistry at William and Mary. Lack of funds and time kept him from pursuing his hobby over the next several years while he earned a Ph.D. at VIMS, but he resumed his passion when he joined Johns Hopkins

Unger has since bought three other Roadsters and two Datsun 510s that are in various stages of renovation.

Unger learned about Autocross racing through friend Brady Wooddell, who owns Custom Car Care, which specializes in Nissan autos and is one of two businesses that sponsor his racing. Like thousands of other car aficionados each weekend, Unger can be found on cement carpets at places like Fort Monroe or Fentriss Air Force Base in Chesapeake racing against the clock and matching times against other racers. At race tracks, Unger has exceeded speeds of 120 miles per hour.

"It's a chance to speed and not get a ticket," says Unger. "It allows you to explore the limits of your car and driving ability in a controlled environment."

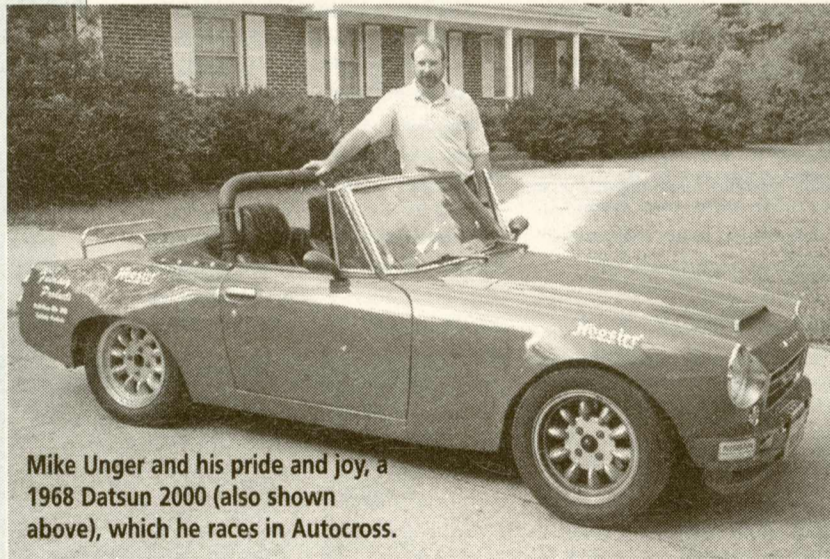
The high point of his racing came in 1992 when he won the state championship in his particular division with the best times in a series of contests. Next year, he plans to move up to competitive "fender-to-fender" racing on tracks along the east coast, although he realizes that budget and time will limit participation initially. Although he doesn't have to pay people to prepare his cars for racing, it is still an expensive sport, with a set of tires—which can be used up in a weekend—costing more than \$600.

Unger doesn't worry about that, however, describing his hobby as "a true labor of love."

"I don't restore cars to sell them because my time is too valuable," he says. "You are not going to become rich and famous, so you better be doing this because you have fun and enjoy it."

But Unger probably wouldn't mind emulating actor Paul Newman or even Joe Hauser, both in their 70s, who are still racing Datsuns. Now 39, Unger feels he got into the sport a little late in life, but those two fellow drivers "give me hope that I still have a lot of years left to play with these cars." ■

by S. Dean Olson



Mike Unger and his pride and joy, a 1968 Datsun 2000 (also shown above), which he races in Autocross.

As a scientist, he created a new technology to analyze low concentrations of tributyltin in anti-foulant paints applied to the bottoms of boats, which can be toxic to organisms. That project led to new laws to reduce pollution in the bay.

In his hobby, he constantly searches for ways—and parts—to resurrect aging, rusting hulks into flashy, fast, eye-catching racing cars. With six cars, he says it's a "never-ending evolution; I'm always looking for ways to make them better and faster."

"That's why I like it so much," adds Unger. "You have to be very analytical and technical, which is what I do in professional life as well. Yet, it is different enough that I enjoy it as a relaxing hobby."

University and bought a 1968 Datsun Roadster 2000 for \$450.

"The owner said it wouldn't run," remembers Unger, "but I had it going in 20 minutes."

Returning to VIMS in 1990, Unger took a year to restore the car, one of only 15,000 manufactured worldwide from 1967 to 1970 and a forerunner to the famous Datsun Z cars. He cut out the rust and patched the body with welds, utilizing as much of the old car as possible. He rebuilt and juiced up the engine, obtaining some of the parts from Nissan but many of them from a network of owners across the country who help each other out. While that car, now festooned in gleaming racing colors, forms the heart of his stable,

campus news

Theatre Class Culminates With Performance

"Be Nice or Leave: a Performance Art Piece on the Southern Voice" runs Nov. 13-15 at 8 p.m. and Nov. 16 at 2 p.m. in the Studio Theatre of Phi Beta Kappa Memorial Hall. The play is the culmination of a performance seminar class taught by Lois Weaver, Hunt-Scammon Visiting Artist.

In the performance, which explores the role of place and regionalism in shaping cultural values,

students take on roles that they created based on themes in southern literature, circumstances in their own lives and fantasy.

The characters struggle to find their voices within an odd southern community, whose backdrop was created by students from the art department.

"We chose to work around the themes that are found in southern literature—particularly that of Eudora Welty, Flannery O'Connor,

Faulkner and Tennessee Williams, with particular emphasis on what Williams calls 'a sense of the awful,'" Weaver said.

In class, Weaver examines the relationship between regionalism and personal experience partly through writing exercises designed to encourage students "to work from images and impulses more associatively and less cognitively," such as is done in freewriting.

The performance, she said,

also aims "to expose the different levels of things [that can exist] in one moment.

"There are lots of different layers to look at and to comprehend, and hopefully we created a piece with enough windows in it so people can come and make their own associations."

Weaver is a founding member of Split Britches Theatre Company, a feminist theatre company based in New York City. ■

Howard
Uncovers Hidden
Welfare State

CONTINUED FROM PAGE 5.

both Democrats and Republicans. For instance, both President Clinton and flat tax advocate Steve Forbes, a Republican presidential aspirant, assured voters they wouldn't touch the home mortgage interest deduction, even though the program benefits owners of million-dollar homes who could easily afford to do without the tax deduction.

Even Howard admits that he's happy to have the home mortgage deduction, although "in a better world there ought to be lower limits on how much you can take."

Howard hopes his book, which he says is the first one to analyze the ways in which the tax code is used to make social policy, will serve as a useful resource for policy makers. But he doesn't plan to do much more with tax expenditures. In fact, he's already involved in research on another important government program—Social Security—which is the focus of a book he edited that is now under review by a university press. ■

by S. Dean Olson

APA President-Elect Shares
Thoughts On Depression

Martin Seligman, president-elect of the American Psychological Association (APA), spoke to about 80 students and faculty at a psychology colloquium Monday on the factors responsible for the increasing rate of depression, especially among young people, in the world's developed nations. Seligman discussed how these trends might be reversed through intervention or prevention.

Seligman, the Kogod Term Professor of Psychology at the University of Pennsylvania, is the best-selling author of the 1991 book *Learned Optimism*. He was in Williamsburg for a meeting of the Association of University and College Counseling Directors.

The APA is the field's largest scientific and professional society.



Martin Seligman chats with faculty members of the psychology department following his talk.

Photo by Emily Mieras

Three Faculty
Members Named
Fulbright Professors

CONTINUED FROM PAGE 2.

since we're not really specialists in Brazil," said Richard. "Being in Bahia is a special opportunity for people with our interests."

In terms of research, the Prices plan to spend their time in Bahia continuing their study of Afro-American cultures from a hemispheric perspective. "We'll have the opportunity not only to study the people and culture, but also to collaborate with leading Brazilian scholars," said Sally.

Although they will only be there for four months, the pair intends to leave a legacy for students and faculty at the Federal University.

They've already spent \$2,000 of their grant on an assortment of books which will serve as the foundation for a small library on the latest Afro-American scholarship.

The Prices have both been invited lecturers at several Brazilian universities and have previously held Fulbright fellowships in Holland and Suriname. They divide their time between the College, where they teach in the fall, and their home in Martinique which

serves as a base for their research.

Between the two of them, they have written 17 books since 1973, including six collaborative studies. Their most recent joint book is the 1995 novel *Enigma Variations* (Harvard University Press), which was recently published in paperback.

Established under Congressional legislation introduced by former Sen. J. William Fulbright of Arkansas, the Fulbright program is

designed "to increase mutual understanding between the people of the United States and the people of other countries."

Fulbright recipients are selected on the basis of academic and professional qualifications, plus their ability and willingness to share ideas and experiences with people of diverse cultures. ■

by Poul E. Olson

classified advertisements

FOR SALE

Condo in Kiln Creek community, Newport News—2nd floor end unit, 2 BRs and loft, 2 full baths, deck, garage, model upgrades, appliances included. Walking/bike path, rec center with pool, etc. Call 874-3371.

1972 Ford F100 pickup, new engine, recent paint and upholstery, AT, PS, PB, AM/FM cassette + original radio. Excellent condition. Must see. \$3,900. Call 221-2957 or 877-1195 (after 6 p.m.).

1987 Toyota Tercel hatchback, white, excellent condition, \$2,000. Upholstered sofa with wood trim, \$100. Upholstered arm chair and matching ottoman, \$40. Call 221-2305 or 565-1317.

1989 Chevrolet Cavalier Z-24 Sport Coupe, red, V-6, alloy wheels, sun roof, automatic transmission. Very good condition, Aug. inspection. \$3,700. Call 221-3159 (office) or 564-0743 (home).

Contemporary 4-piece bedroom suite—double bed, night stand, 6-drawer dresser and 5-drawer chest of drawers. Very good condition. \$100, negotiable. Call 253-1312 and leave message.

Fisher studio standard stereo sys-

tem: linear tracking turnable #MT-M21; AM/FM double cassette receiver #TAC-M21; combined turntable/tape player/radio receiver #MC723; and 2 speakers, 22" tall, model #MS108. Two speakers, flat diaphragm with passive bars radiator, model #SME-M21. All items nearly new, in working condition and priced at "best offer." Call James at 221-6451.

Image 830 Stairmaster/Stepper with digital readout display and adjustable step tension. \$80 or best offer. Call 220-1564 and leave message.

Pentium 133 with Intel VX Chipset, 64 MB RAM, Amptec SCSI controller, two 1-GIG fast SCSI hard drives, 2 MB matrix video card, lots of current software, much more. Call for details. \$2,500 or best offer. Call 221-6287 (office) or 566-9057 (home).

FOR RENT

Room in 3-BR house about 2 miles from campus, off Jamestown Rd. Available immediately. Non-smoking. Students preferred. \$300/mo. + 1/3 of utilities. Deposit required. Call 564-9503 or email jastra@cs.wm.edu.

Faculty house from mid-Dec. to mid-Aug. 2-minute walk from campus. Fully furnished, bright and sunny. Fire-

place, central air, dishwasher, washer/dryer, etc. No groups, pets or smokers. \$900/mo. for 8-mo. lease, \$1,200/mo. for shorter lease. Call 220-1194 or email rixsal@facstaff.wm.edu.

Jamestown 1607—3 BRs, 1-1/2 baths. Owner's own home. Extensive upgrades. Hardwood floors; bookshelves; crown molding; new baths and kitchen with washer, dryer, self-cleaning oven, fridge with icemaker; decorator wallpaper; 5 fans. 16'x16' brick patio landscaped for privacy. Pool privilege. Seeking non-smoking professionals without pets. January occupancy. \$775/mo. with 1-year lease. Call 221-3969 or 253-1132 (evenings).

3-BR house in Arlington, Va. 2-1/2 baths, huge master BR suite, large living room, separate dining room, large kitchen; 12'x18' den/fireplace; fenced back yard; new wall-to-wall carpeting and appliances; freshly painted; lots of storage space/attic; off-street parking for 3 cars. 5-minute walk to East Falls Church Metro. Ideal for family or 2-3 adults to share. \$1,795/mo. Call Irene Otto at (703) 527-3300

WANTED

Retired gentleman with limited vision seeks assistant to help with mail

and correspondence, six to eight hours per week. Call 565-6015.

Students who want to earn \$6,000 next summer. On-campus interviews Nov. 13-20. Call Dale at 872-8598.

e m p l o y m e n t

The following positions are classified positions with benefits.

Laboratory Mechanic B (Grade 6—Salary range \$18,628-\$29,083). #00494X. Location: Dept. of Environmental Sciences, VIMS. Deadline: Nov. 21.

Security Officer (Grade 6—Salary range \$18,628-\$29,083). Hours are from 4:30 p.m. to 1 a.m., Mon.-Fri. *Restricted position with funding that is subject to renewal June 30.* #00552X. Location: Facilities Management, VIMS. Deadline: Nov. 21.

Student Services Specialist (Grade 7—Salary range \$22,262-\$34,756). #N0050X. Location: School of Business. Deadline: Nov. 21.

Computer Systems Engineer (Grade 14)—Salary range \$37,995-\$59,319. #00401X/#00228X. Location: Infor-

FREE

To a loving home: beautiful 4-yr.-old neutered male cat. Couch potato, affectionate and cuddly, loves people, tormented by siblings. Call Ann at 221-3595 or 565-0914.

mation Technology. Deadline: Dec. 5.

Computer Systems Engineer (Grade 14)—Salary range \$36,535-\$57,040. #00338X. Location: School of Business. Deadline: Nov. 21.

Systems Analyst (Grade 15)—Salary range \$41,535-\$64,847. #00612X. Location: Thomas Jefferson National Accelerator Facility (Newport News). Deadline: Nov. 21.

Director of User Support (Grade 16)—Salary range \$45,406-\$70,889. #00752X. Location: Information Technology. Deadline: Dec. 1.

A complete list of employment opportunities is available in the Office of Personnel Services, 303 Richmond Rd., and at http://www.wm.edu/PERSONNEL/emp_bull.html.

Calendar

performances

Nov. 13

The William and Mary Jazz Ensemble, under the direction of Laura Rexroth, will perform at 8 p.m. in the Commonwealth Auditorium, University Center. Admission is \$2 at the door. 221-1086.

Nov. 13-16

"Be Nice or Leave: a Performance Art Piece on the Southern Voice" opens Nov. 13-15 at 8 p.m. and Nov. 16 at 2 p.m. in the Studio Theatre of Phi Beta Kappa Memorial Hall. Free. 221-2609 or 221-2654 (See story pg. 7.)

Nov. 14

The Ewell Concert Series continues as the W&M Middle Eastern Music Ensemble, directed by Anne Rasmussen, performs in the Ewell Recital Hall at 8 p.m. Featured will be guest artist Youssef Kassab. The event is free and open to the public. 221-1071.



Kassab

Nov. 15

A candlelight concert will be given by The William and Mary Women's Chorus at 8 p.m. at Bruton Parish Church. Admission is free; doors open at 7:30 p.m. 221-1071.

Nov. 20-23

The William and Mary Theatre will present "The Caucasian Chalk Circle" at 8 p.m. on Nov. 20, 21 and 22 and at 2 p.m. on Nov. 23. All performances will be in Phi Beta Kappa Memorial Hall. The box office will be open from 1 to 6 p.m., Monday through Friday and from 1 to 4 p.m. on Saturday. General admission is \$6. 221-2674.

speakers

Nov. 13

The American Culture Lecture Series presents Rosemarie Thomson, from Howard University, at 5 p.m. in James Blair 205. She will speak on "The Beauty and the Freak: Spectacles of Embodiment in American Culture." 221-1275.

In conjunction with the current Muscarelle Museum exhibit, "American Painting from the Tweed Museum," a gallery talk, "A Look at American Art in the Tweed Collection," will be given by Alan Wallach, Ralph H. Wark Professor of Art and Art History, chair of the art and art history department and professor of American studies, at 5:30 p.m. at the museum. 221-2703.

Nov. 13, 20

Christopher Wren Association/Town & Gown brown bag luncheons are from noon to 1:30 p.m. in Chesapeake Rooms A & B, University Center. Cindy Hahamovitch, assistant professor of history, will be the Nov. 13 speaker and her subject will be "Migrant Workers." On Nov. 20, attendees will hear a



At left, "Bedford-Stuyvesant 579 Putnam Ave. 4/16/78," part of the exhibit "Memories of Brooklyn: Photography by Dinanda Nooney" on display at the Muscarelle through Dec. 7.

musical program presented by the Botetourt Chamber Singers, under the direction of Choir Director James Armstrong. 221-1365.

Nov. 20

Morris Newman, from the mathematics department at the University of California-Santa Barbara, will present the Cissy Patterson Lecture in Mathematics at 3:30 p.m. in Small 113. His subject will be "A Basic Result in Matrix Theory—the Smith Normal Form." 221-1873.

Nov. 21

In a lecture sponsored by the Linguistics Club, the Charles Center and the English department, Mark Harvey will address the subject "Nominal Classification and Gender in Aboriginal Australia." The lecture will be at 4 p.m. in Tucker 213. 221-3903.

exhibits

Muscarelle Museum

Through Dec. 7

"American Painting from the Tweed Museum" and "Memories of Brooklyn: Photographs by Dinanda Nooney." 221-2710.

Andrews Gallery

Through Nov. 13

Lucy Barber, visiting assistant professor in art and art history, will exhibit her paintings and drawings. 221-1837.

colloquia

Nov. 14, 21

Kenneth Pargament, professor of psychology and director of clinical training at Bowling Green State University, will speak on "God Help Me: The Psychology of Religion and Coping" at a psychology colloquium on Nov. 14. A second colloquium, on Nov. 21, will feature James Glass, professor of government and politics at the University of Maryland, speaking on "Public Health and Mass Murder: Psychological Perspectives of the Holocaust." Both events are at 3:30 p.m. in Millington 211. 221-3870.

On Nov. 14, Jim Stone, from Boston University, will be the featured speaker at a physics colloquium. He will discuss "Neutrino Physics With Deep Underground Detectors." O. Keith Baker, from the Jefferson Lab and Hampton University, will speak on Nov. 21 and his topic will be "Strangeness and Spin Polarization at Jefferson Lab." Both colloquia will be held at 4 p.m. in Small 109. 221-3500.

seminars

Nov. 14, 21

Professor Gary Wneek of Virginia Commonwealth University will speak on "Ion Conducting Polymers: Applications in Fuel Cells and Batteries" on Nov. 14. On Nov. 21, Vern Schramm of The Albert Einstein College of Medicine, is the speaker. His topic will be "Enzymatic Transition States and the Design of Antibiotics." Both seminars are at 3 p.m. in Rogers 100. 221-2548.

The fall seminar series continues at VIMS on Nov. 14 when Ron Etter, University of Massachusetts-Boston, will speak on "Patterns of Species and Genetic Diversity in the Deep Sea." He



Seniors Jason Berkley (right) and Mary Wilson in a scene from "The Caucasian Chalk Circle," opening Nov. 20 in PBK. See performances listing for more information.

will be followed on Nov. 21 by Mike Heath from Aberdeen, Scotland, who will discuss "Size Spectrum Dynamics and the Planktonic Ecosystem of a Scottish Sea Loch." Seminars are at 3:30 p.m. in Watermen's Hall. (804) 642-7011.

meeting

Nov. 20

The Black Faculty and Staff Forum will meet at noon in Tidewater B, UC. 221-2195.

miscellaneous

Nov. 17 and Dec. 9

President Timothy Sullivan will host a series of luncheons at the President's House to give students an opportunity to meet with him informally in groups of 10. The lunches begin at noon and last about an hour. Students may sign up by contacting Gail Sears at 221-1693 or via email to gbsear@facstaff.wm.edu.

Nov. 19

State employee relations counselors will be in Williamsburg from 8:45 a.m. to 3:45 p.m. at the Virginia Employment Commission, located at 5235 John Tyler Hwy., to answer questions about state personnel policies or other work-related concerns. Appointments may be made by calling 1-888-23-ADVICE.

John Tucker (husband of Jayne Barnard, professor of law) will sign copies of his newly published book *May God Have Mercy: A True Story of Crime and Punishment*, from 2:30 to 4 p.m. at the Campus Bookstore.

Nov. 21

The William and Mary School of Law will hold an information session for individuals interested in learning more about the school's programs, application procedures, admission and financial aid, career services and curriculum. The session will be from 9 a.m. to 1 p.m. and include a tour of the school, observation of a class, presentations by administrators and faculty and a question-and-answer period. Additional sessions are scheduled for early 1998. 221-3785.

Nov. 24

President Timothy Sullivan has reserved office hours especially for students to discuss issues that concern them (or just to chat). These hours, the President's Open House, are from 4 to 5 p.m. Individual students or small groups may reserve a 10-minute appointment by calling Gail Sears at 221-1693 or via email to gbsear@facstaff.wm.edu.

sports

Nov. 15

Football vs. Richmond, Zable Stadium, 1 p.m.
Basketball vs. Stetson, W&M Hall, 7:30 p.m.

Nov. 22

Basketball vs. Sundance All-Stars (exhibition), W&M Hall, 7:30 p.m.

For additional information, call 221-3368.

deadlines

Nov. 19, 21 and Dec. 16

Contributions to the HACE holiday projects should be made by: **Nov. 19 at 5 p.m.** for canned/dry goods or cash for Thanksgiving food baskets; **Nov. 21 at 5 p.m.** for stocking stuffers or cash for Salvation Army stocking project; and **Dec. 16 at 5 p.m.** for contributions for Christmas food baskets. 221-3108, 221-2617, 221-1252, 221-1257. (See item on pg. 6.)

Dec. 1

Open enrollment period for health insurance, premium conversion and flexible reimbursement accounts ends.

community

Nov. 18

The Chamber Music Society of Williamsburg is sponsoring an appearance by the Magellan String Quartet at 8 p.m. at the Regional Library Arts Center. Call 220-2821 for ticket information. Discounts for students and seniors.

WILLIAM & MARY NEWS

The next issue of the *William & Mary News* will be published on Friday, Nov. 21. Deadline for submission of items is 5 p.m. on Friday, Nov. 14, although submissions before the deadline are encouraged. Call 221-2639 with any questions or concerns. For questions about classified advertising, call 221-2644. Ads are only accepted from faculty, staff, students and alumni.

The *William & Mary News* is issued throughout the year for faculty, staff and students of the College and distributed on campus. It is also available on the World Wide Web at http://www.wm.edu/wmnews/wm_news.html. 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, no later than 5 p.m. the Friday before publication.

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Marilyn Carlin, desktop publishing
C. J. Gleason/VISCOM, photography
Stewart Gamage, vice president for public affairs
Peggy Shaw, university relations
Emily Mieras, proofreader