



NEWS

A Newspaper for Faculty, Staff and Students

On Rosh Hashanah, Sept. 18, Anne and I wish all Jewish students, faculty and staff a blessed, healthy and happy New Year.

Tim Sullivan
President

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Sullivan Provides Pay Increases for 290 Hourly and Classified Employees

College president cites below-market wages, low productivity and high turnover

Acting to meet the most pressing needs of William and Mary's lowest-paid workers, President Timothy Sullivan has authorized pay increases for 290 non-student hourly and wage employees of the College. The action came as the result of a six-month study conducted by the Committee on Employment Opportunity that was appointed by the president in March and chaired by William Rodgers III, Cummings Associate Professor of Economics and former chief economist for the U. S. Department of Labor. The group found that low and below-market wages and insufficient training and resources are leading to high turnover, low morale and reduced productivity among hourly and classified employees.

"The conclusion of the study is clear: The College is not offering competitive wages for many of our hourly and classified employees, and as a re-

sult turnover is unacceptably high, morale is predictably low and productivity is suffering," said Sullivan. "While there are many reasons for this situation, there is more than sufficient cause to take immediate steps

to address the problems. We are, therefore, taking several actions to ensure that no employee will have to choose between loyalty to William and Mary and the ability to make a living."

The president directed that effective with the pay period beginning Oct. 25,

Wage Increases

President Sullivan has authorized the following wage increases for 290 non-student hourly and classified employees of William and Mary, effective with the pay period beginning Oct. 25, 2001.

If you make . . .	You will receive . . .
\$7.53 per hour or less	a 10-percent increase
Between \$7.54-\$8.08	an \$8.29 per hour wage
Between \$8.09-\$10.51	a 21-cent per hour increase

Because employees of the food service, bookstore and child care center are not William and Mary employees, the College cannot grant them increases. The president is urging contractors to reevaluate their wage scales in light of these adjustments.

□ All non-student hourly and classified William and Mary employees earning \$7.53 per hour or less will receive a 10-percent increase, the maximum allowed by the Commonwealth of Virginia during one fiscal year;

□ All non-student hourly and classified William and Mary employees earning between \$7.54 and \$8.08 per hour will be moved to \$8.29 per hour;

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U.S. News: W&M Top Small Public University ... Again!



Each William and Mary fall finds freshmen settling into a new home and the College taking its familiar place atop the rankings of American colleges and universities. According to the *U. S. News & World Report*, this year is no different: the publication ranks William and Mary the best small public university in the nation for the fourth consecutive year. The news appeared in the magazine's latest ranking of colleges and universities, scheduled to hit the newsstand today.

In the rankings of the nation's 50 best public universities, William and Mary is listed in sixth place, the same as last year. With an enrollment of 7,500, the College is by far the smallest of the institutions among the top group. The College has also retained its rank as number 30 among all national universities—both public and private. The College's undergraduate program in business continues to be ranked among the nation's top 50.

"The College ranks sixth in terms of quality, and 131st in terms of financial resources. It is becoming increasingly clear that at some point, something is going to have to give," said President Timothy Sullivan. "Of the 22 institutions ranked below William and Mary in the list of top 50 national universities, 21 rank above us in financial resources."

In the *U. S. News* listing, the College continues to rank high in terms of graduation rate—17th nationally, just behind Columbia University and the University of Pennsylvania. More than 89 percent of William and Mary's undergraduates earn degrees. The College's selectivity and academic reputation retained the same rank as last year. ■

by Amy Ruth

Renewed Wren Building Welcomes Class of 2005

August occasions celebrate the "new William and Mary"

Twice on the last day of August the Wren Building welcomed the College family into its courtyard, where students, faculty, staff, alumni and friends sat surrounded on three sides by newly repointed, centuries-old bricks. The timeless bricks and their timely renewal captured the spirit of the morning and afternoon events, where the William and Mary community celebrated the return of an old friend and the arrival of several hundred yet to be made.

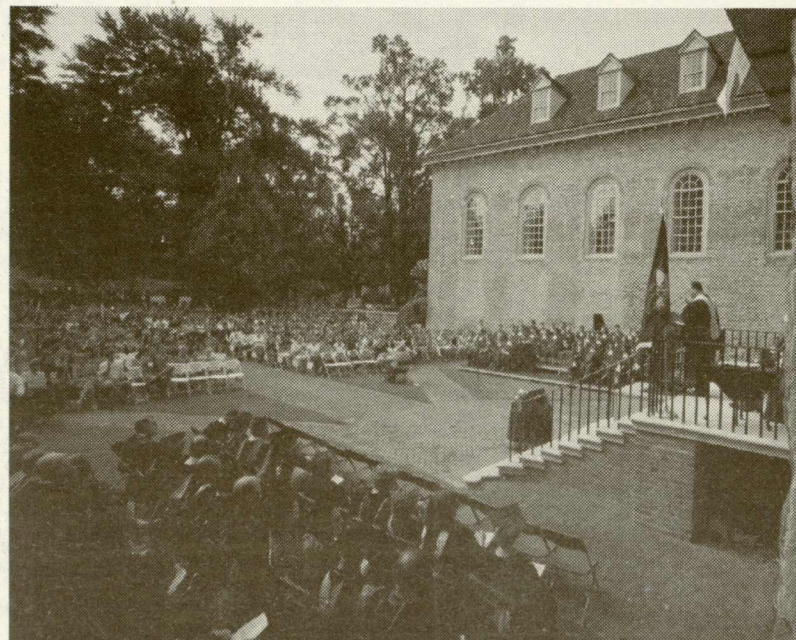
The day began with a Wren Building rededication ceremony, where the College family remembered not just the day five years ago when the renewal and replacement project was proposed or the day two years ago when the Wren was officially closed but the many previ-

ous celebrations of the building's rebirth. President Sullivan echoed the sentiments of one such occasion—the rededication after the fire of 1859—when John Tyler, 10th United States President and 15th Chancellor of the College, remarked, "William and Mary College is herself again."

A few hours later, during the Opening Convocation, Michael Powell '85—like Tyler, a member of a distinguished William and Mary family—marveled at the Class of 2005, the College's biggest and brightest ever.

"As I was preparing my remarks, I went to the College's Web site to learn a few things about this class," the Federal Communications

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Michael Powell, chair of the Federal Communications Commission and member of the Class of 1985, welcomed his "fellow classmates" during the Convocation's keynote address. "I feel I am your classmate, even though I have long graduated," Powell told the new students, "because I am still and always will be a student thanks to this university."

Brown, Smith Join Board of Visitors

Gilmore reappoints Barr, Magill

Jeffrey Brown, commissioner of the Department of Labor and Industry, and Shawn Smith, Class of '95, liaison for House relations, have been appointed to the William and Mary Board of Visitors by Gov. James Gilmore, who last week also announced the reappointments of William Barr and Susan Magill.

As commissioner of the Department of Labor and Industry, Brown administers all the state programs dealing with the health, safety and welfare of Virginia's work force. The former executive director of the Governor's Commission on Citizen Empowerment, he also served on the State Council of Higher Education for Virginia. A former Navy jet pilot, Brown graduated from the United States Naval Academy in 1984.

As the liaison for House relations in the office of Gov. Jim Gilmore, Smith is responsible for coordinating the executive branch's intragovernmental activities with the Virginia House of Delegates. Smith was the former deputy director of the Governor's Blue Ribbon Commission on Higher Education and served as a special assistant to the secretary of education. He has served his alma mater

on a variety of boards, including the Board of Directors for the Greater Richmond Alumni Chapter, the Young Guard Council, the Alumni Admission Network, and most recently as chair of his Reunion Gift Committee.

"I look forward to working with our two new Board of Visitors members to strengthen the education we provide William and Mary students," said President Timothy Sullivan. "It is, of course, a special pleasure to welcome William Barr and Susan Magill back to the board for a second term. They have served and will continue to serve the College and the Commonwealth well.

"I would also like to recognize the outstanding service of two departing board members, Regina Schofield and Rector Edward Grimsley," said Sullivan. "Because he was initially appointed to fill an unexpired term and went on to serve two full terms, Mr. Grimsley has been one of our longest-serving members of the Board of Visitors. But length of service is not his primary contribution. Through some difficult times, Rector Grimsley has led his alma mater in extraordinary fashion, and we will miss him." ■

Celebrating 45 Years of Service



Last Wednesday, Sept. 5, Deloris Crump was visiting with Larry Smith, director of the Commons Dining Hall, discussing Isaac Williams, a new supervisor who began work that day. "I wonder how he'll feel 45 years from now," Crump asked Smith, who was a bit puzzled by the query. Crump then went on to explain that she was hired on Sept. 5, too—in 1956. Last Wednesday was her 45th anniversary of service to the College.

Smith and Phil Dibenedetto, director of dining services, hastily prepared an afternoon reception, where several dozen of Crump's colleagues offered her an oversized card and an equally impressive round of applause. Dibenedetto presented Crump, whose husband, Reggie, has himself worked at William and Mary for over 50 years, with a dozen roses on behalf of the staff.

"You all are like another family to me," Crump said between hugs from her longtime colleagues. "Thank you. Thank you so much." ■

Long on Empathy, Essay Wins Wiesel Prize

Junior James Long's examination of genocide earns first prize in national competition

In His Own Words

an excerpt from James Long's "Deaths in Paradise: Genocide and the Limits of Imagination in Rwanda"

I was not in Rwanda when the killings came, but when Gourevitch relates the stories of the survivors, I cannot help but notice a trend: the immediacy of life in the face of death. When men wielding nail-studded clubs came into the homes of the Tutsis, the victims did not think about how their people were being killed. They did not envision the complete destruction of their country, the chaos of towns, the blood-stained roads. They did not think about Hutu Power, the history of colonization and decolonization, race identification cards, or the possibility of help from Western countries. They thought about their mothers, brothers, children. They thought about themselves. Their entire world was hiding with them. Do we think if a child sees her parents hacked to death in front of her that she thinks of herself as a victim of *genocide*? Does the story of Rwanda in the year 1994 become about anything more than the sight of her creators dead on the ground in front of her? When we talk about genocide, we lose every single story. We lose death, rape, decimation. The victims are not merely statistics, they are less than that, they are an idea. Genocide does not capture the reality of death or the immediacy of life. As people who do not *know* genocide, we use ideas to talk about it. When the men with machetes come, the entire universe is focused on oneself and one's family. Not the rest of the country or the world. Victims and survivors of genocide never had the luxury of thinking about genocide. ■

This summer, on a hillside in Axum, Ethiopia, junior James Long listened as Andom, 15, explained why he had not seen his father in several months. Caught in Eritrea—with which Ethiopia shares a border and 30 years of violent conflict—Aandom's father was safe, but not free to travel. Long, a history major fascinated with the complexity and violence of the developing world, was moved—but far from surprised. Compared to the subjects of an essay he wrote during last winter's semester break, Aandom's father faced a trivial inconvenience.

Long's essay, which explores the philosophy of genocide at work during Rwanda's violent 1994, recently received the 2001 Elie Wiesel Foundation Prize in Ethics. "Deaths in Paradise: Genocide and the Limits of Imagination in Rwanda" was honored with first prize in the nationwide competition. A reflection, in part, on Philip Gourevitch's 1998 book *We Wish To Inform You That Tomorrow We Will Be Killed with Our Families*, Long's essay is an arresting personal response to the genocide the extremist Hutu government visited upon 800,000 minority Tutsis in just over 100 days.

"The book was an inspiration because it's about an author coming to terms with his subject—and he eventually comes to terms with the fact that he can't objectively report on a massacre of Rwandan school children, for example," Long said of his essay's genesis. "Gourevitch allowed himself to have a visceral reaction to the

horrific things he saw, and I needed a space to have my own visceral reaction.

"I couldn't just read the book, put it down, and say, 'How sad.'"

Long first became interested in Rwanda while attending the Department of Government's Washington Program during his freshman year. The three-day program focused on "War Crimes and War Tribunals," with spe-



James Long (right) and his friend and translator, Aandom (second from right), visit Aandom's family in their home in Axum, Ethiopia.

cial emphasis on Rwanda and Yugoslavia. Long was fascinated, but ultimately frustrated with the complacent approach of many diplomats.

"I listened to academics list every reason we couldn't get involved—breaking norms of international law, the difficulty of landing troops in central Africa," he recalls. "And while I think those are appropriate arguments on

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Barrett Like Never Before

Office of Residence Life staff makes a hotel a home

As truth in advertising goes, it doesn't get much better than the sign that welcomed freshmen to the Governor's Inn on Friday, Aug. 24. "EXPERIENCING W&M LIKE NEVER BEFORE," the sign declared in green and gold, and so it is at the Colonial Williamsburg hotel turned residence hall.

Barrett Hall's ongoing renovation displaced about 180 freshman women, most of whom cheerily checked into the Inn without giving their magic-markered welcome much thought. Dozens of College staff members and students, on the other hand, spent the waning weeks of summer thinking about that very thing, determined to make the fresh-

men feel at home. From the Campus Police to Information Technology, Transportation to Facilities Management, offices throughout William and Mary worked hard to ensure that the Inn would be safe, wired, convenient and well-illuminated.

No group was more instrumental in making the new students welcome than the Office of Residence Life (ORL), seven of whose student employees will also call the Inn home this semester. Although ORL Director Deb Boykin and Area Director Kellie Gosnell made most of the arrangements before the RAs trickled back into town—about a week before their residents—Boykin says the smooth transition is due, in large part, to Head Resident Jenny Ambler

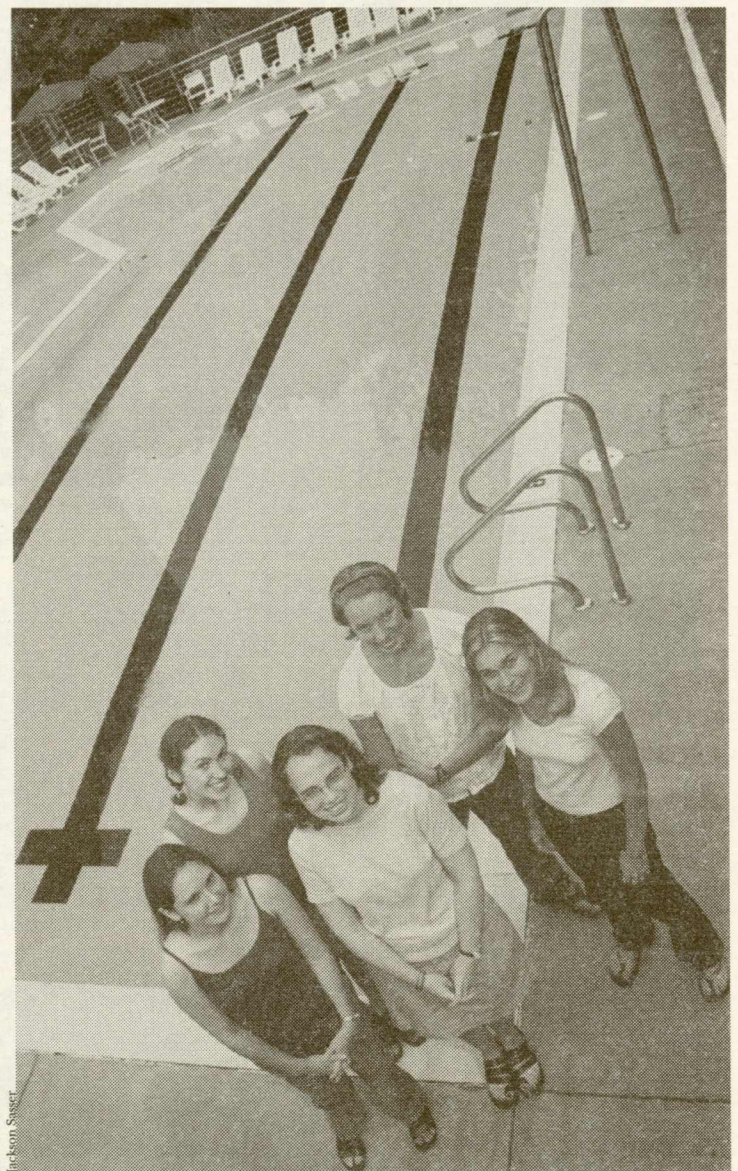
and RAs Sarah Cramsey, Liz Gallow, Erica Hart, Laurel Leicht, Mary Slonina and Alyssa White.

"They went through a trial by fire, moving in before we even had access to all the rooms, before the buses were running, before the rooms were connected to the campus network," Boykin says. "And their attitude was always positive: they went from 'Oh my gosh, what are we doing here' to 'Wait a minute, this is kind of cool' in a very short time."

It seems the student staff's enthusiasm was catching. Gosnell reports that the Governor's Inn check-in was the smoothest in her four years at William and Mary, and only one resident has left the Henry Street hotel for an available spot on campus. Much of this success depends on helping residents retain their identity as a community, another challenge the students help meet.

"We were trying to decide what to call ourselves out here," Ambler, the head resident, recalls. "Barrett at the Inn, Barrett on the Other Side of the Tracks"—the hotel is just north of Williamsburg's rail line—"then Laurel suggested G.I. Janes, and that's been the theme." The RAs, each responsible for about 20 residents, have had to be creative in other ways—for example, the ubiquitous freshman door sign, announcing one's name and hometown, is forbidden at the Inn.

No matter, according to Boykin. "When the residents arrived, I think they quickly felt like they fit in," she says. They even enjoyed something of a head start, considering that the College bombarded them with information in the weeks after it was determined Barrett



Area Director Kellie Gosnell (center), Head Resident Jenny Ambler (left) and Resident Assistants (from right) Alyssa White, Liz Gallow and Erica Hart are making sure the swimming pool is not all their residents appreciate about the Governor's Inn.

would be unavailable. Especially helpful were a Web site and e-mail digest the students helped set up, including Governor's Inn room dimensions, furniture arrangements and other "Frequently Asked Questions."

The Governor's Inn RAs may have had a longer row to hoe than their counterparts on campus, but they're not immune to some of the Inn's special benefits. Like the individual bathrooms, air conditioning, and, of course, the pool. "We're definitely going to be the staff

with the best tans on campus," Gallow says with a laugh.

When not poolside, the students are still thinking of ways to make the Inn more like the old campus home they'll reclaim in January. For example, a two-room social lounge will soon open to accompany the study lounge, and magnetic announcement boards have all but replaced door signs. For the really big announcements, however, there's always magic marker, posterboard and duct tape. ■

by Jackson Sasser

making headlines

Supreme Court Preview at Law School Sept. 21 and 22

The 14th annual Supreme Court Preview will bring attorneys, journalists, students and scholars to the Law School Sept. 21-22. Sponsored by the Institute of Bill of Rights Law, the conference will feature a moot court argument of one of the most important pending cases—*Adarand Constructors v. Mineta*—which involves the constitutionality of a federal affirmative action program.

The preview also includes panel discussions and an in-depth analysis of the U.S. Supreme Court's upcoming term by leading scholars and journalists. One group of speakers will focus on "The Legacy of Bush v. Gore"; other panels will examine the Rehnquist Court, the First Amendment, criminal law and procedure, business law and employment law.

Featured panelists include Joan Biskupic (*USA Today*), Linda Greenhouse (*New York Times*), Lyle Denniston (*Boston Globe*), David Savage (*Los Angeles Times*), Jeffrey Rosen (*The New Republic* and George Washington Law School) and Charles Lane (*Washington Post*). The roster also includes legal scholars from the University of Southern California, Temple University, American University and William and Mary law schools.

For more information about the conference contact the Institute of Bill of Rights Law at 757-221-3810, fax 757-221-3775 or via e-mail at ibr1@wm.edu.

VIMS Student Wins Scholarship

VIMS student Laurie Ann Sorabella is one of five graduate students nationwide to be recognized by the U.S. National Oceanic & Atmospheric Administration (NOAA) for their outstanding research. NOAA awards the Dr. Nancy Foster Scholarship, with a stipend of \$16,800 per year and up to \$12,000 annually for tuition, to exceptional graduate-level researchers in the fields of oceanography, marine biology and maritime archaeology. Sorabella is currently pursuing a master's degree in marine biology. Her research centers on estuarine and coastal habitat restoration, and her thesis, "Oyster and Seagrass Interactions in Restoration," discusses the potential for oyster reefs to create a more habitable environment for seagrasses. Sorabella hopes to encourage citizen involvement in restoration initiatives.



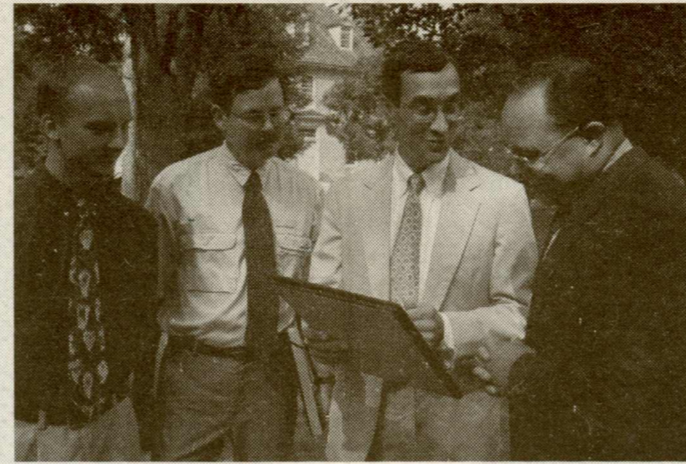
Sorabella

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"We had so much support on move-in day at the Inn, I wondered if anyone was helping the rest of campus," Gosnell said of the freshmen's arrival. The student groups helping residents between frisbee tosses and fathers completing bicycle maintenance suggested move-in business as usual.





Around the Wren Aug. 31 (clockwise from top): Sophomore Michael Powell (left to right) joins gymnastics coach Cliff Gauthier and Bob Gessner '76 in presenting Michael Powell '85 with a Gymnastics Alumni Society "Public Spectacle Award" for performing a forward roll during a speech to the National Cable Television Association convention this summer; electrician John Bowden watches the Class of 2005 process through the Wren; senior James Woodall after receiving his President's Award for Service to the Community; the College family welcomes its newest members with a warm round of applause; Michael Powell looks on as President Sullivan delivers his Convocation remarks; upperclassmen greet their newest classmates; members of the William and Mary choir; between numbers; Payne (left) and Harrison Tyler '49 look on as President Sullivan presents a new portrait of Lyon Gardiner Tyler, Harrison's father and the 17th president of the College; and Associate Director of Auxiliary Services Mark Gettys presents Sharron Cornelius, executive director of the United Way of Greater Williamsburg, with the \$500 check that accompanied his President's Award for Service to the Community.

College family gathers to renew ties with an old friend, welcome hundreds yet unmade

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Commission chair said in his keynote address, "and one press release took my breath away. I'll read it to you: 'This class is the most intellectually capable to enter the College grounds since 1760, when Thomas Jefferson arrived.' Wow."

Although Powell went on to joke that since "I'm a member of a class that preceded this class, I wasn't quite sure if I'm supposed to be proud or have my feelings hurt," he did acknowledge a kindred spirit with the incoming students. "I'm happy to greet all of you as my fellow classmates," he said. "I feel I am your classmate, even though I have long graduated, because I am still and always will be a student thanks to this university. At William and Mary, I learned how to learn."

President Sullivan described Powell as an especially appropriate speaker given Convocation's emphasis on public service. "From his days as a student on our campus, Michael has displayed a tremendous willingness and ability to lead—as well as an unwavering commitment to a life of service, wherever needed," Sullivan said.

Senior James Woodall and Mark Gettys, associate director of auxiliary services, were also recognized for their dedication to serving others. Recipients of the President's Award for Service to the Community, Woodall and Gettys each received a \$500 charitable donation, which they directed to Greater Williamsburg United Way and Housing Partnerships, respectively.

Senior class president Zakiya Thomas joined Van Smith and Brian Cannon, presidents of the junior and sophomore classes, in presenting the incoming students with the Class of 2005 banner, which whipped in the wind once unfurled from the Wren's west balcony. The new students concluded Convocation by filing under their new insignia, through the Wren Building and into a warm ovation in the Wren Yard.

Applause was also the order of the day at the morning's rededication, where the Wren was not just setting but subject. But as President Sullivan pointed out in his remarks, William and Mary's history is not without its dark days—most of which are

recorded in the Wren Building's bricks.

"The darker, more difficult tale of William and Mary's historical struggles is best understood by understanding the history of this building," Sullivan said. "Destroyed three times by fire—decimated several more by time, neglect and nature—the Wren is a monument to the power of faith and to the work of those who believed so firmly in William and Mary's destiny."

Chief among those faithful Sullivan recognized were the members of the College family who supported the Wren Building's renewal, providing a response unprecedented in the College's fund-raising history. "Today, thanks to the generosity of alumni, friends, foundations and corporations, we can echo Tyler's words—William and Mary College is herself again."

But, in truth, the College—as the Wren was known during the College's first 100 years—is, like her newest students, better than ever. Before the ceremony, student-led tours detailed the scope of the renewal, pointing out the replacement of all mechanical, electrical and plumbing systems; life-safety, service and lighting upgrades; repair and refreshing of interior architectural finishes and preservation of the masonry walls.

The festivities came to a close when Robert Wells, president of VIRTEXCO, symbolically returned the Wren's keys to Elizabeth McClanahan, vice rector of the Board of Visitors. With representatives of the College's faculty, staff and students alongside, President Sullivan joined McClanahan in declaring the Wren Building officially open for business, which the Wren's tolling bell affirmed.

The Wren's bell also pealed throughout the "Ancient Campus" a few hours later as new students flooded through the building, bringing Opening Convocation to a close. Senior Saya Ueda, happy to stand and clap for the new class, reflected on friends she's yet to make. "It's interesting to think that these are people we don't even know, but they are going to be part of us," she said. "They're the new William and Mary." ■

by Jackson Sasser



The Privilege of Being Here

President Sullivan's Opening Convocation Remarks

We mark today by this Convocation the beginning of William and Mary's 309th year. Quite remarkable when you think of it. In those three centuries, this building, which we rededicated today and in whose embrace we gather, has seen it all: hope and despair, glorious triumph and utter ruin, sublime nobility and consuming selfishness, much happiness but more tragedy. You can study the history of this place and learn not just the story of our country but vital lessons that will open doors to understanding the heart of humanity.

But this is much more than an occasion to recall institutional history; it is also a time to consider what this day and this place mean—or should mean—to every one of us. And for every one of us that meaning is different.

To the helplessly elderly, like me and not a few others here, it is a moment to feel the power of memory's lengthening shadows and to confirm our resolve to deserve by our conduct the privilege of being here.

For those of you new—or almost new—to us, to those of you who have come here for the first time, it is a moment at once daunting and exhilarating. You know in your bones—you know it now, before it happens—that what you learn here will change you forever. You understand, not in detail but surely in spirit, that when you leave us you will look back in vain for the person you were when you first came. Now, I know that these thoughts may not be especially comforting. Young or old, we fear what we do not know; young or old, we know that change is inescapable—but not always for the better.

The result of all this is, of course, anxiety—and anxiety does not produce ease. But a first-class education is not about reinforcing old habits or confirming old prejudices long mistaken for serious ideas. Robert Kennedy used to say that his job as a political leader was to afflict the comfortable and to comfort the afflicted. And today I must tell you that our faculty's job—and they do it brilliantly—has more to do with affliction than with comfort. The affirmation of all that you now believe is no part of William and Mary's obligation to you.

Believe it or not, I am trying to lighten your load—not add to it. Frankness, I think, is in the long run more comforting than soothing, sugar-spun rhetoric that hard reality soon betrays. Your gifts are many and glorious—but glory also has its burdens. And you are learning now that the present weight of glory's burdens often seems more real than the distant prospect of glory's consolations.

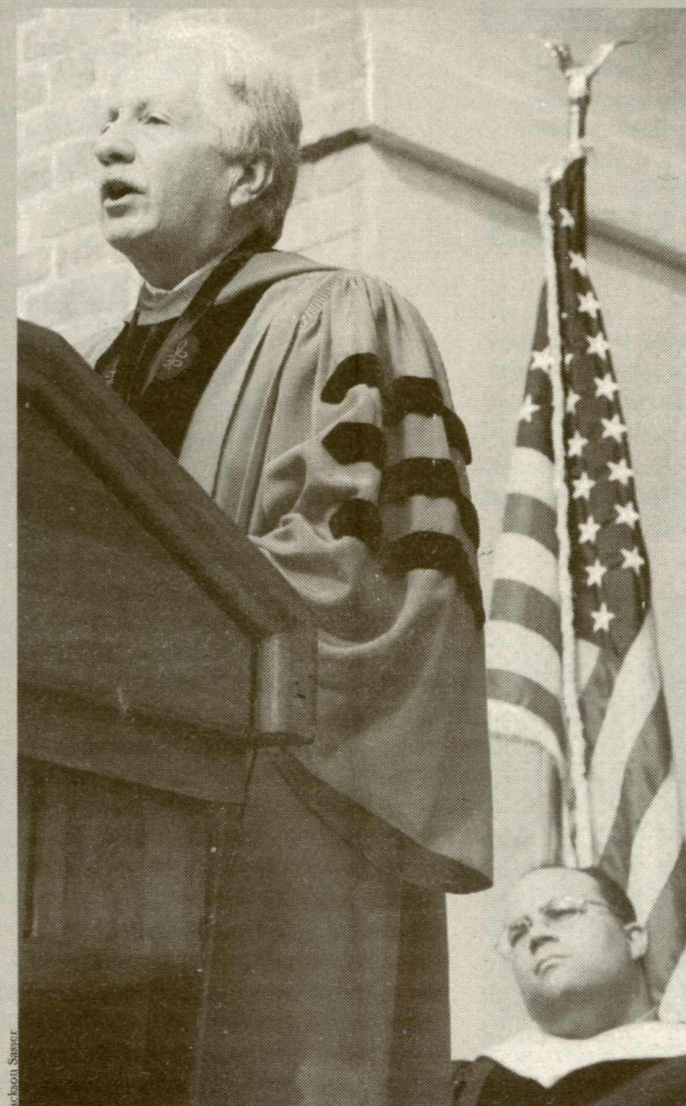
In the end, what William and Mary offers you is a chance for greatness. Thank

God for that. And greatness we define here not as a cookie-cutter, storybook virtue—but as a state of mind and heart that draws from each of you, and then makes real, the best of your ambitions and the truest of your feelings. And in the pursuit of that kind of greatness, a little anxiety does weigh down the scale.

I have been here thirty years—and thirty years have taught me some things that are true. One of them is that the challenges each of us finds in the quest for greatness are remarkably consistent over time and among us all. I want to talk to you briefly about some of those challenges, not because I believe you will believe me now, but because, if remembered, what I say may prove useful when hard experience persuades you of what my words cannot.

The first—and the greatest—challenge is the challenge of fear. You are all high achievers. You are accustomed to success. You have come to a new place. You are acting on a larger stage and in a more complicated play. For many—perhaps for most—there is a powerful instinct in such circumstances to limit risks and therefore to constrict opportunities. After all, why chance a large disaster to win a great victory against long odds when a miniature triumph can be had at small risk of failure? That may seem a clever strategy, but it is too clever by half. You are preparing for life, and that is far different and more difficult and important than building a resume. Don't choose courses or careers or even out-of-class activities because they are safe and promise to spare your vanity the pain of possible failure. Courage is its own reward—but it is more. Courageous, principled choices in aid of great ambition always lead to something better—even if failure is the first consequence. Great failures are rarely final, but they are an indispensable part of living a great life, quite simply because those failures teach lessons that lay the foundation for later and greater victories.

The second challenge is the challenge of self-knowl-



edge. I have spoken a good deal—perhaps too much—about change and transformation. To be sure, it would be a poor college that gave you four years of education and left you unchanged. Had you ever doubted, you know now we are not one of those places.

But you bring to us special qualities and core beliefs that are uniquely yours and thus for you uniquely true. To grow intellectually and morally does not require that you discard everything you now believe. Far from it. Your family and your teachers and your mentors have taught you things so important that you will never forget them and that for a lifetime you will strive never to betray. What are these things? The transcendent power of love, the honor of truth, the sacredness of compassion, the necessity for charity, among others.

Nothing you will learn or experience here should degrade or diminish those things. But the longer you live, the greater the danger that the vitality of those beliefs will wane—or be corrupted by a consuming cynicism. Fight—fight always—against the failure of faith in the rightness of those sacred things you learned when young from those who loved you most and who first dreamed the dreams that now belong to you.

The third challenge is the challenge of humility. Some of you must have seen those pillows sold by our alumni gift shop that are embroidered with the slogan: "It's hard to be humble when you come from William and Mary." That is true, of course, it is hard to be humble when you come from William and Mary. But, taken too far, it is also dangerous. I have spoken truthfully about your great talents. The College to which you come is likewise accustomed to the rewards that attend high achievements and high standards. But the habit of success—just like the habit of command—can breed at first an unthinking arrogance and later a self-consciously inflated view of how great we are and how important is the work we do.

It is better to remember that however much we know, what we don't know is probably more important than what we do. It is better to understand that while we have done much, there are millions who have done more. It is important, too, to remember that the life of the mind is the whole of life and that intellectual distinction without character, without heart, is really no great thing. And never forget that the talents with which you are blessed were not a reward for peculiar virtue but the result of God's grace—if you are religiously inclined—and the accidental blessing of random chance—if you are not. Finally, there is practical value in humility. For humility far more than arrogance is likely to inspire genuine greatness. This is so because to be truly humble requires a resilient sense of humor and a durable sense of proportion—without which I do not believe it possible to live a good and happy life.

In the last week—probably in the last few months—you have been bombarded by more advice than you could possibly want—or absorb. I am keenly conscious that what I have just said only adds to the overload. I am not sure why, but there is something irresistible for those of us who have blundered through our own lives—when confronted by the opportunity—to give a captive audience of the relatively young the dubious benefit of lessons learned from our own errant experience. In this, I am grateful for your patience—but do be sure—your turn will come.

For you there should be consolation in this: all who have offered counsel and advice care deeply about what happens to you and wish for you only happiness, useful work and great success.

What you do with your life—and the gift of great talent—is for you to decide. And you will. Those of us who coach from the sideline can offer suggestions, can give warnings—but the decisions and the consequences are for you to make and for you to live with.

May I share with you something Joseph Conrad wrote a long time ago. I keep it close to me and find in it a consistently wise way to think about life. Perhaps you will, too:

"What one lives for may be uncertain. How one lives, is not. Man should live nobly though he does not see any practical reason for it, simply because in the mysterious, inexplicable mixture of beauty and ugliness, virtue and baseness in which he finds himself, he must want to be on the side of the virtuous and the beautiful."

As the rest of your lives unfold, choose always to be on the side of the virtuous and the beautiful. You will never, ever regret it—whatever fate befalls. ■

notes

Semester, Summer, Minor Grants Deadlines

The Faculty Research Committee is pleased to announce the deadlines for the College's Semester, Summer and Minor Research Grants programs. The deadlines are as follows:

Minor Grants (all faculty, staff and students are eligible): Sept. 27, 2001, and Jan. 31, 2002; Semester Research Assignments (only faculty are eligible): Oct. 4; Summer Research Grants (only faculty are eligible): Oct. 11.

Applications for these programs must be received in the Grants Office, Rowe House, 314 Jamestown Road, on or before the deadline date. Guidelines and forms are available at <http://www.wm.edu/grants> in the INTERNAL RESEARCH GRANTS box. For more information contact Mike Ludwick (mike.ludwick@wm.edu or 221-3485).

School of Ed Accepting Applications

Applications are now available for the School of Education's elementary and secondary education certification programs. Eligible students should have second-semester sophomore status or higher and must be planning to concentrate in an arts and sciences field. Applications may be accessed at www.wm.edu/education/adfin/formundergrad.html or picked up in Jones 100. They must be returned to Jones 100 by 5 p.m. on Friday, Sept. 14. Transfer students should also provide a copy of their "Evaluation of Transfer Credit" form. For more information contact Patti Burleson at 221-2308 or paburl@wm.edu.

Football Fans Invited to Tribe Huddles

The Society of the Alumni will kick off four of this season's home football games with pre-game Tribe Huddles. Each luncheon will feature a different theme, from a Mardi Gras-style celebration with Cajun music (Sept. 15) to a Southern barbecue (Sept. 29), an Oktoberfest feast (Oct. 6) and a "Tex-Mex" fiesta (Nov. 10). The Huddles will take place at the Alumni Center from 11 a.m. until 1 p.m., except on Oct. 6, when the event will begin at 10 a.m., and tickets are \$20 for adults and \$13 for children under twelve. William and Mary fans may also purchase season passes for \$75 for adults and \$50 for children. Guests will be treated to lunch, soft drinks, two beer or wine tickets, and live entertainment, including a bluegrass band, polka tunes and mariachi music. After the games, join the Society of the Alumni and the Tribe Club at the Alumni Center for post-game tailgaters, which will feature soda and snacks such as pizza, barbecue and sub sandwiches. Tickets are \$6 per person or \$30 for a two-person season pass. Football fans who plan to go on the road with the Tribe are also invited to pre-game tailgate events at VMI on Sept. 8 and in Richmond on Nov. 17. For Huddle tickets call 221-1268; for tailgate tickets call 221-3350.

Owens, Hucles Named Players of the Week

The College's men's and women's soccer teams both captured top honors during the first week of the season, with Courtney Owen and Phillip Hucles named Colonial Athletic Association Player of the Week. Owen, a goalkeeper, allowed just one goal and made 10 saves in 180 minutes of action in two tournament victories against Colorado College and Southwest Texas State in Colorado Springs.

Sophomore Hucles scored two goals in the men's soccer team's season-opening 5-0 win over the College of Charleston. Hucles delivered the game-winning goal for the fifth time in his career. The victory helped boost the team from #25 to #16 in last week's NSCAA/Adidas national rankings; the women's team entered the rankings for the first time last week at #22.



Owen

James Long's ruminations on Rwanda earn Wiesel Prize

Continued from Page 2.

one level, it's hard to get away from the fact that 800,000 people died. Shouldn't we do everything we can, at all costs, to stop something that's morally outrageous?"

Long's award-winning piece argues that we should, and then catalogues the damages when we do not. Like his analog Gourevitch, Long is open about the ameliorative possibilities of the writing, and his style, which at times borders on stream-of-consciousness, contributed to his surprise at his essay's selection.

"The catharsis of writing it was the meaning for me," Long says, adding quickly, "but it's also meaningful in that now I have a way to pay for my year abroad." The Prize in Ethics includes a \$5,000 cash award.

Long's love of Africa—"the

developing world is just more complex, more compelling," he says—will next take him to the University of Dar Es Salaam in Tanzania for a year, where a David L. Boren Scholarship will help support his studies. This summer, he not only spent a month in Ethiopia with Professor of Geology Jerre Johnson—Andom was his translator there—but then traveled to Kenya, where he taught English with the help of a Charles Center Summer Scholarship.

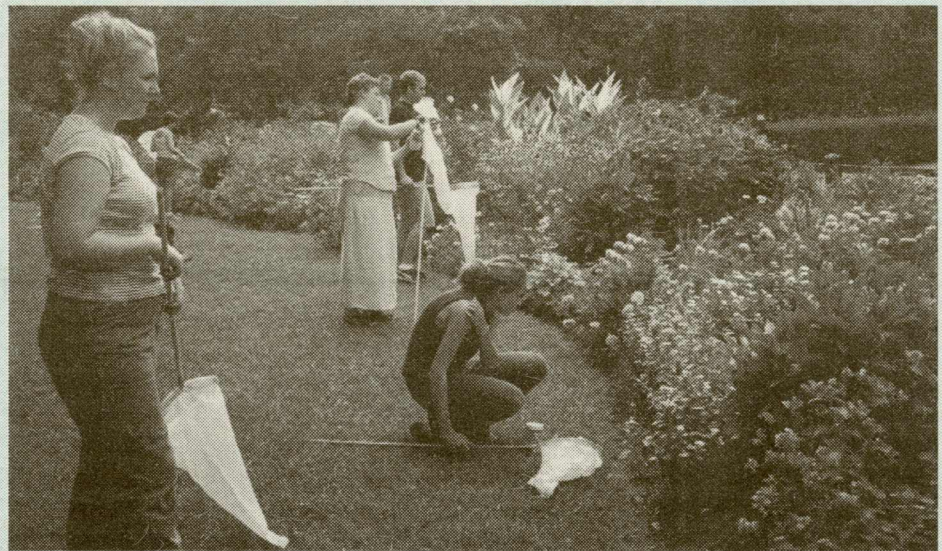
When Associate Professor of Government Stephen Ndegwa sought to have students describe their experiences in Africa at a Reves Center forum Sept. 4, Long was a natural choice. "He's very enterprising, very intrepid out there in Africa," Ndegwa says of the student who begged to accompany him on a research trip as a freshman. "He was

quite an appealing student even then—we'll be hearing from him for a long time."

The author of more than 40 books of fiction and nonfiction, Elie Wiesel was awarded the Nobel Peace Prize in 1986. Shortly thereafter, he and his wife Marion established the Elie Wiesel Foundation for Humanity, which administers the annual Prize in Ethics essay contest. Long and the other winners will be honored with a fall banquet, for which he will return to the States from Tanzania. ■

by Jackson Sasser

This Bug's for You



Professor Norman Fashing's General Entomology class plans its attack on insects in front of the Commons Dining Hall during the first week of classes.

Assault Turns College's Attention to Safety Measures

Campus Police are maximizing their visibility on campus while conducting an ongoing investigation into a recent abduction, rape and robbery on the College's campus.

Early on the morning of Aug. 31, a senior woman called the Campus Police and reported that she had been abducted, raped and robbed on Gooch Drive near the William and Mary Health Center. The student was accosted and taken into a nearby wooded area.

The woman, who suffered contusions and abrasions during the attack, reported that her assailant was a Caucasian male with short hair and approximately 18-25 years of age. The victim was admitted to Williamsburg Community Hospital and is expected to make a complete recovery.

Vice President of Student Affairs Sam Sadler emphasized the importance of observing safety precautions in an e-mail message notifying the College's student community of the rape.

"Should you observe suspicious activity any place on campus," his message read in part, "call the police at once. While the police are maximizing their visibility and patrols on campus, there are things you can do to help as well. Please don't go out alone at night. Use the 'buddy system'—don't accept walks from strangers—keep your doors locked—don't prop open exterior doors or admit people to your building whom you do not know—report malfunctioning security systems to the police at once."

Sadler also encouraged students to use the College's escort service, which offers to ac-

company any student on their way home or across campus. Open Sunday-Thursday, 7 p.m.-1 a.m., and Friday and Saturday, 8 p.m.-2:30 a.m., the escort office may be reached at 221-3293. ■

The Campus Police need your help. If you have any information that might be of assistance in their investigation of the assault of Aug. 31, please call them (221-4596) immediately. Information provided to the Campus Police will be kept in confidence. ■

Sullivan Provides Pay Increases for 290 Hourly and Classified Employees

Continued from Page 1.

□ All non-student hourly and classified William and Mary employees earning between \$8.09 and \$10.51 per hour will receive a 21-cent per hour increase;

□ The entry level wage for all employees hired after Oct. 25, 2001, will be no less than \$8.29 per hour;

□ The College will urge contractors of auxiliary services—including the food service and the bookstore and the parent board of the child care center—to reevaluate their wage scales in light of these adjustments; employees of these organizations are not employees of the College and, thus, cannot be given increases by William and Mary;

□ William and Mary will include among the goals of its planned fund-raising drive the creation of a \$2-million fund for employee training; and

□ The Committee on Employment Opportunity will be retained as a permanent College committee—chaired by Professor Rodgers—to monitor implementation of the recommendations.

“I want to express my appreciation and that of the entire College to Professor Bill Rodgers and his colleagues, who spent most of the spring and summer studying the situation and developing this report. Their evidence was so compelling that I am implementing immediately three of their top priority recommendations, and I have asked them to continue serving on the committee to ensure that the College will maintain a competitive wage structure into the future,” said Sullivan.

The 54-page study found that the most urgent problem was low wages, substantially below those paid in local and regional markets. Among the specific findings of the report were:

□ The wages William and Mary pays to hourly and classified employees in five out of six of the College's least competitive job categories are lower than those paid by another state institution located in the area. The pay differentials for similar positions ranged from \$1.13 to \$4.31 per hour.

□ Wages paid by William and Mary to hourly and classified employees are 9 to 14 percent lower than those paid to individuals in similar jobs in the Richmond and Norfolk metropolitan areas. The wage gaps ranged from 50 cents to \$1.86 per hour.

□ The turnover rate of hourly employees at the College during the most recent fiscal year was 59 percent. There was a 23-percent turnover rate for classified employees, compared to a turnover rate of 13 percent of similar University of Virginia employees, who received higher compensation.

“The cause of the high turnover is clearly dissatisfaction with low and below-market compensation,” said Rodgers. “This was substantiated by a survey the committee conducted of 1,100 hourly, classified and part-time employees, as well as employees of contractors who provide food service, books and child care to the campus. Some 55 percent of the 600 people who responded to the survey were dissatisfied with their compensation, and the dissatisfaction is the worst among the lowest paid employees.”

Rodgers said that in addition to causing low productivity among workers, the high turnover and low morale identified by the committee have serious long-term implications for the College, as well.

“Today, almost one-half of all hourly and classified employees are at least 45 years of age. Over the next two decades these employees will retire, and if changes are not made in the way we reward our hourly and classified employees, it will be even more difficult to attract and retain the skilled workforce that the College needs to fulfill its mission. Making the necessary changes today will place the College

on a path toward restoring its status as an employer of choice,” said the economist.

To reach this goal, the committee made the following recommendations [listed in priority order]:

COMPENSATION RECOMMENDATIONS

□ Make hourly and classified compensation competitive. The committee recommends that all non-student hourly and classified employees earning \$7.53 per hour or less should receive a 10-percent adjustment, the maximum increase allowed by the Commonwealth of Virginia in one fiscal year. All employees earning between \$7.54 and \$8.08 per hour should be moved to \$8.29 per hour. To address the problem of wage compression these raises would create for positions currently paying slightly more than \$8 per hour, the committee recommends that the College provide a 21-cent per-hour raise for all those earning from \$8.09 to \$10.51 per hour as of Oct. 31, 2001. This portion of the recommendation will be enacted by the College effective Oct. 25, 2001.

The committee further recommended that effective July 1, 2002, all non-student hourly and classified employees earning \$7.72 per hour or less receive the Commonwealth's maximum allowable raise of 10 percent in a fiscal year, and all earning \$7.73 to \$8.49 per hour move to \$8.50. To address wage compression, effective July 1, 2002, all non-student hourly and classified employees earning a current wage, as of June 30, 2002, of \$8.31 to \$10.75 per hour receive an across-the-board adjustment of 20-cents per hour.

□ Adjust the College's minimum hourly equivalent wage to \$8.29 per hour. The committee recommends that when the adjustments contained in the first recommendation are implemented, that \$8.29 should become the College's minimum hourly rate, and in fiscal year 2002, that figure should be raised to \$8.50 per hour.

□ Urge contractors who provide food and bookstore services, as well as the parent board of the child care center, to provide competitive compensation for their employees. The committee recommends that wage rates of employees in these areas be reevaluated in light of market conditions, and that when the College evaluates future bids for food and bookstore vendors, it take into consideration whether employers offer compensation consistent with the committee's recommendations.

□ Convert “long-time” hourly employees to classified employees. To move toward a balance of hourly and classified employees, the committee recommends the long-term conversion of employees who have currently worked three years or more in an hourly position to classified employees with full benefits. Under state regulations, hourly employees are currently not entitled to benefits.

EMPLOYMENT POLICIES AND PRACTICES RECOMMENDATIONS

□ Provide employees with access to lounges and public spaces. The committee recommends that the College identify pleasant places where employees can take breaks and eat meals.

□ Create a revenue-neutral and fair parking fee structure. The committee recommends that on-campus parking fees be sensitive to an employee's income and classification. Currently one price is charged all faculty, staff and administrators, regardless of their salaries.

□ Create employee training, development and educational programs. The committee recommends that the College work with the Peninsula Alliance for Economic Development to identify the education and training needs of employees and implement a comprehensive lifelong education and training program to promote better job performance and opportunities for advancement.

EMPLOYEE COMMUNICATION AND POLICY IMPLEMENTATION RECOMMENDATION

□ Retain the Committee on Employment Opportunity. The committee should become a standing College committee, charged with collecting data, developing policies and monitoring the College's progress as it works to implement the recommendations.

The report contains other findings and recommendations, which are ranked according to their priority, and the time period in which they should be implemented. Copies of the full printed report are being made available to all employees affected by the study, and presentations about the findings will be presented by Rodgers at various times and places, to be announced later.

“During our work, the committee identified some very sobering and disturbing employment practices, but we also found an extremely strong bond among employees, many students and some supervisors,” said Rodgers. “These strong relations have to date offset the negative impact of low wages, insufficient resources, lack of advancement opportunities, poorly trained supervisors and the current budget crisis. But we fear that these positive relationships cannot indefinitely overcome the barriers our report documents. Continuing to ask two-thirds of the College's employees to do more and more with fewer and fewer resources and rewards is truly putting the College's ability to fulfill its mission in jeopardy,” concluded Rodgers.

In addition to Rodgers, others on the committee include Malinda Cooke, Housekeeping Supervisor and Member of the Black Faculty and Staff Forum; Davison Douglas, Arthur Briggs Hanson Professor of Law; Clyde Haulman, Professor of Economics; Carl Hobbs, Associate Professor of Marine Science; Samuel Jones, Vice President for Finance; Edward Lyman, Information Security Officer, Information Technology, and Concerns Chair of the Hourly and Classified Employees (HACE); Anna Martin, Vice President for Administration; Linda Melochick, Tax and Payables Accountant, Private Funds Office, and Past President of HACE; Roy Pearson, Chancellor Professor of Business Administration; Diane Sadler, Housekeeper and Member of the Black Faculty and Staff Forum; Samuel Sadler, Vice President for Student Affairs; Ronald Sims, Floyd Dewey Gottwald, Sr. Professor of Business Administration; and Mary Voigt, Chancellor Professor of Anthropology.

Among the activities undertaken by the group to study the situation and to develop recommendations were:

□ Conducting detailed statistical analyses of the labor markets in the Williamsburg, Norfolk and Richmond metropolitan areas, and comparing them to pay scales and groups at William and Mary.

□ Surveying 1,127 hourly and classified employees at William and Mary. Some 647 completed survey forms were returned, a rate in excess of 50 percent that is far above the average response to mailed surveys.

□ Meeting with the Hourly and Classified Employee Association, the largest College organization representing employees affected by the study, and the Black Faculty and Staff Forum, a College organization that has a record of raising issues germane to the study.

□ Holding seven information sessions across campus with special meetings for housekeepers, grounds and maintenance employees and hourly and classified employees at VIMS. Committee members served as facilitators for all of the sessions, which attracted audiences ranging from 10 to 55 employees. ■

by Bill Walker

The complete report of the Committee on Employee Opportunity can be found on the William and Mary Web site at <http://www.wm.edu/report/>.

calendar

PLEASE NOTE ... Members of the College community may submit items to the calendar and classified ad sections of the *William & Mary News*. College events and classifieds must be submitted in writing through campus mail, by fax or by e-mail. Submissions must be signed with a contact name and telephone number for verification purposes. Items may be edited for clarity or length. Direct submissions to the *William & Mary News*, Holmes House, 308 Jamestown Rd. Fax to 221-3243. E-mail to wmnews@wm.edu. Call 221-2644 for more information. The deadline for the Sept. 20 issue is Sept. 13 at 5 p.m.

Tonight

Appearance by Jack Hanna, sponsored by UCAB, 7 p.m., Phi Beta Kappa Hall. See picture and item at right. 221-3254.

Sept. 11

Opening Reception: Exhibition *First Impressions*, 5 p.m., Andrews Gallery, Andrews Hall. 221-4764.

Sept. 12

Omohundro Institute of Early American History and Culture Colloquium: "Wilderness Acts: Environmental Change, Land Use and the Rise of Chiefdoms in the Potomac Valley," James D. Rice, SUNY-Plattsburgh and Virginia Foundation for the Humanities. 7:30 p.m., James Blair 206. 221-1114.

Sept. 13

Bookstore Event: Nancy Schoenberger, associate professor of English, will sign copies of her recently published biography, *Dangerous Muse: The Life of Lady Caroline Blackwood*. 3 p.m., William and Mary Bookstore. 253-4900, ext. 238.

Music in American Culture Lecture Series: "My Music Is My Flag: Puerto Rican Musicians and Their New York Communities, 1917-1940," Ruth Glasser, public historian. 5 p.m., James Blair 229. 221-1076.

Lecture: "Japanese Prints," Joseph Dye, adjunct assistant professor of art and art history. 5:30 p.m., Muscarelle Museum. 221-2703.

Sept. 13, 20

CWA/Town & Gown Luncheon and Lecture Series: "Muscular Christianity—Chariots of Fire in the U.S.," David Holmes, professor of religion (Sept. 13). "Helping Develop Court Systems in the Third World," Linda Caviness, National Center for State Courts (Sept. 20). Noon-1:30 p.m., Chesapeake Rooms A and B, University Center. 221-1079.

Sept. 14

Festival of Cultures, featuring performances by College cultural organizations, with a special appearance by Bio Ritmo from Richmond. Sponsored by the Office of Multicultural Affairs. 3-8 p.m., Sunken Garden. 221-2300.

Physics Colloquium: "Magnetic Fluctuations and Ion Heating in the Solar Wind," Peter Gary, Los Alamos National Laboratory. 4 p.m., Small 109. 221-3501.

UCAB Presents: Bobby Lee, comedian. 9 p.m., Commonwealth Auditorium, University Center. 221-3254.

Sept. 15

Children's Art Class: "Art Makes You Smart!" for 3-5-year-olds and adult companions. 11 a.m.-noon, Muscarelle Museum. \$10 for member and child; \$15 for non-member and child. Registration required. Call 221-2703.

Black Faculty and Staff Forum (BFSF) 7th Annual Talent Show. 7 p.m., University Center. Baked goods will be on sale. Proceeds from the show and sale of baked goods will benefit Big Brothers and Big Sisters. Tickets \$5, adults; \$2, students. 221-7546 or e-mail lcwhit@wm.edu.

Harvest Moon Festival. Sponsored by the Vietnamese Student Association and the Chinese Student Organization. 7 p.m., Tidewater Room A, University Center. 221-2300.

Temple Beth El High Holy Day Services

Sept. 17: Rosh Hashanah Evening Service. 7:30 p.m., Unitarian Fellowship Hall, 3051 Ironbound Rd.

Sept. 18: Rosh Hashanah Morning Service Day 1. 9 a.m., Unitarian Church. Tashlikh Ceremony. 5 p.m., College Landing Park.

Sept. 19: Rosh Hashanah Service Day 2. 9 a.m., Temple Beth El, 600 Jamestown Rd.

Sept. 21: Shabbat Shuvah Evening Service. 7:30 p.m.

Sept. 22: Shabbat Shuvah Morning Service (Vayelekh, Deuteronomy 31). 10 a.m.

Sept. 26: Yom Kippur Evening Service. 7 p.m., Unitarian Church.

Sept. 27: Yom Kippur Service. 9 a.m., Unitarian Church.

Neilah Service. 5 p.m.
Break Fast (vegetarian potluck). 7 p.m.

For information, call 220-1205.

William & Mary Concert Series: Arturo Sandoval, jazz trumpeter. 8 p.m., Phi Beta Kappa Hall. General admission \$20. Call 221-3276 for information on ticket availability.

Sept. 15, 29

W&M vs. Villanova Tribe Huddle and Post-Game Tailgater (Sept. 15): Pre-game "Mardi Gras"-luncheon, 11 a.m.-1 p.m. Cost is \$20 for adults and \$13 for children under 12; includes lunch, soft drinks, two beer/wine tickets and live Cajun music. Season passes available for \$75 for adults, \$50 for children under 12. Space limited to 200 guests. Reservations required. Call 221-1268. Post-game tailgater, sponsored by the Society of the Alumni and the Tribe Club, immediately following the game. Cost is \$6 per person or \$30 for a pass that admits two people to each tailgater throughout the 2001 season, including Homecoming on Oct. 27. Call 221-3350. Both events will be held at the Alumni Center. The tailgater and Huddle for the W&M vs. New Hampshire game (Sept. 29) will follow the same format except that the Huddle will be a Southern-style barbecue with live bluegrass entertainment. Reservations for Sept. 29 should be made before Sept. 14.

Sept. 17

Speaker: "Tupak Shakur: Keeping It Real vs. Keeping It Right," Andrew Ryan. Sponsored by the Office of Multicultural Affairs. 7 p.m., James Blair 229. 221-2300.

Sept. 19

Summer Project Presentation Fair: a presentation of projects by Monroe Scholars and other students who conducted research and service projects over the summer. 2-5 p.m., second floor, University Center. The College community is invited. 221-2578.

Concert: Timothy Olbrych, lecturer in music and baroque and classic guitarist. 8 p.m., Ewell Concert Hall. Admission \$5. 221-1071.

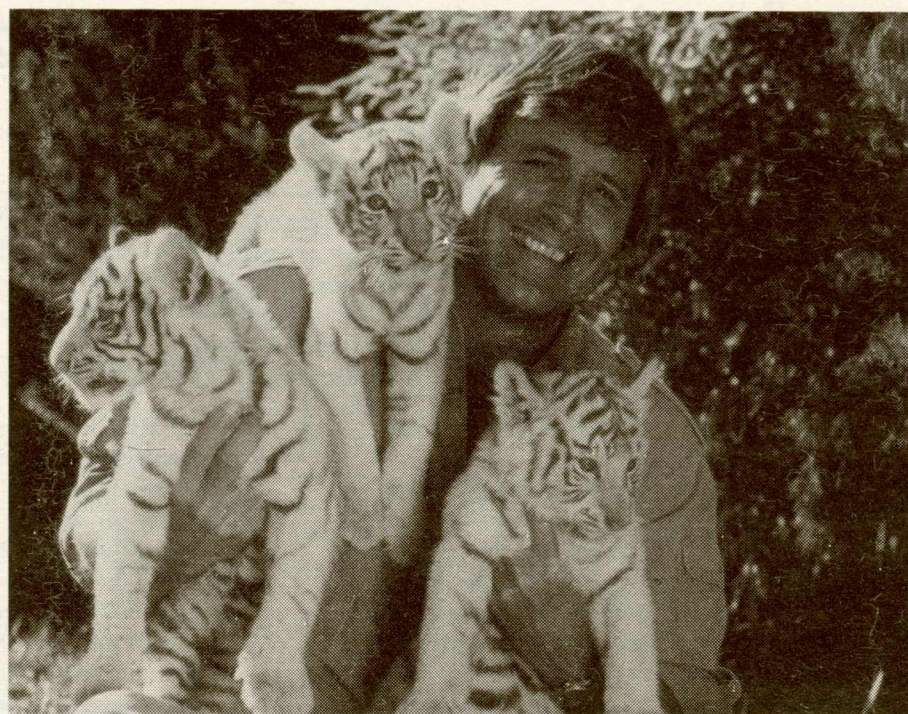
Sept. 19, Oct. 2 and 18, Nov. 2, 19 and 30, Dec. 6

Student Lunches with President Sullivan. President Timothy Sullivan will host a series of lunches to give students an opportunity to meet with him informally in groups of 10. Lunch will begin at noon (Sept. 19; Nov. 2, 19 and 30) or 12:30 p.m. (Oct. 2 and 18; Dec. 6) in the President's House and last approximately one hour. Students may sign up to attend a luncheon by contacting Lilian Hoaglund at 221-1694 or e-mailing lnhoag@wm.edu.

Sept. 20

Gallery Talk: "A Potter's Response," Marlene Jack, professor of art and art history. 5:30 p.m., Muscarelle Museum. 221-2703.

Hispanic Heritage Month Celebration: Latin Ballet of Virginia. 7 p.m., Commonwealth Auditorium, University Center. 221-2300.



Jack Hanna will appear at William and Mary tonight at 7 p.m. in Phi Beta Kappa Hall, sponsored by the University Center Activities Board. Any remaining tickets will be \$5 at the PBK box office before the show.

Sept. 21-22

Supreme Court Preview: Attorneys, journalists and legal scholars are invited to attend the annual preview analyzing what to expect from the 2001-2002 term. Sponsored by the Institute of Bill of Rights Law. The event will be held at the William and Mary Law School. For information, call 221-3810, fax 221-3775 or e-mail ibr@wm.edu.

Sept. 26, Oct. 9, Nov. 1 and 12

Student Office Hours with President Sullivan. President Timothy Sullivan has reserved office hours especially for students to discuss issues that concern them (or just to chat). Individuals or small groups may reserve 10-minute appointments from 4-5 p.m. Contact Lilian Hoaglund at 221-1694 or e-mail lnhoag@wm.edu.

sports

Sept. 14

Men's Soccer vs. High Point 7 p.m.

Sept. 15

Field Hockey vs. JMU, 11:30 a.m.

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

Men's Soccer vs. Marshall or UMBC, 7 p.m.

For information, call 221-3369.

exhibitions

Through Oct. 7

Japanese Works of Art from the Permanent Collection

Shaped with a Passion: The Carl A. Weyerhaeuser Collection of Japanese Ceramics from the 1970s

The Solar Wall: Past, Present ... and Future?

These exhibitions are on display 10 a.m.-4:45 p.m. weekdays and noon-4 p.m. on weekends at the Muscarelle Museum. 221-2703.

Through Sept. 23

First Impressions, a new faculty show featuring the works of Brian Kreydatus and Elizabeth Peak.

This exhibition will be on display 9 a.m.-5 p.m. weekdays at the Andrews Gallery in Andrews Hall (opposite Swem Library and the rear of Phi Beta Kappa Hall). 221-4764.

deadlines

Sept. 27; Oct. 4, 11

Sept. 27: Minor Research Grants (open to faculty, staff and students); **Oct. 4: Semester Research Grants** (faculty only) and **Oct. 11: Summer Research Grants** (faculty only).

Applications must be received in the Grants Office, 314 Jamestown Rd., on or before the deadline date. Guidelines and forms are available at <http://www.wm.edu/grants> in the "Internal Research Box" or from Mike Ludwick (mike.ludwick@wm.edu) at 221-3485.

Oct. 1

Applications for NEH Summer Stipend Grant Program. Non-faculty college and university staff, adjunct faculty and academic applicants with appointments terminating by summer 2002 may apply. NEH forms can be found at <http://www.neh.gov/grants/guidelines/fellowships-stipends.html> and must be filed by Oct. 1. For additional information on eligibility, call Mike Ludwick at 221-3485.

looking ahead

Sept. 28-30

Family Weekend, co-sponsored by the undergraduate students and the Association of Parents. For a complete schedule, visit the Office of Student Affairs Web site at <http://www.wm.edu/OSA/osa/family.htm>. 221-1236.

classified advertisements

nished, clean and quiet. From October 2001 or from January 2002. \$900/mo. Contact Dr. Broitman at 221-1892 or e-mail broitman@as.wm.edu.

Fully furnished house belonging to W&M professor on leave. 4-BRs, 2-1/2 baths (jacuzzi), LR, DR, fenced backyard with deck. No pets. Available Jan. 1-Aug. 15. \$1,000/mo. Serious inquiries only. Contact 258-1490 or dxcher@wm.edu.

2-story Cape Cod with attached garage on quiet cul-de-sac. 3 BRs (first-floor master BR), 2 full baths. Fenced backyard with deck, security system, washer/dryer. All appliances included. Near Ukrop's/199. \$1,150/mo. Available Sept. 9. Call (757) 880-3737.

Babysitter in my home near campus. Flexible hours according to sitter's schedule. Non-smokers only. Two boys, ages 4 yrs. and 18 mos. E-mail jjmodeste@home.com.

Local doctor seeks responsible, non-smoking individual to help with front desk responsibilities and/or billing. PT/FT. Contact pchiro@widomaker.com.

Single woman with cat and dog seeks furnished sub-bathal housing spring 2002; exact dates flexible. Walking distance to campus. Willing to care for your pets. Contact fhadders@pop.uky.edu.

Williamsburg Campus Child Care Center has a limited number of immediate openings for pre-K children and anticipates openings in October for children ages 14-23 months. Applications are being accepted for the infant room waiting list. For an appointment to see the facility, located behind the former College Bookstore building, and meet the teachers, call 221-2136.

W&M NEWS

The next issue of the *William & Mary News* will be published on Thursday, Sept. 20. The deadline for submission of items is 5 p.m. on Thursday, Sept. 13, although submissions before the deadline are encouraged. Call 221-2639 with any questions or concerns. For information 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@wm.edu no later than 5 p.m. the Thursday before publication.

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Amber Esplin, copy editor
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