

Basketball's new season includes a new coach and a new game. Paul Westhead plans to show Mason fans how exciting "Paul Ball" can be. See pages 4 and 5.

The Mason Gazette

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September 17, 1993

Summer Review

By Paula Odin

For the benefit of those who missed reading the *Mason Gazette* during the summer, here is a recap of the administrative news items, except those describing summer special events, followed by the date of the *Gazette* issue containing the full text.

■ The School of Nursing and the Department of Human Services merged to form the new College of Nursing and Health Science on July 1. The reorganization, undertaken to better prepare students for careers in the health-care industry, positions the university to address today's major health issues, said Rita M. Carty, [then] dean of the School of Nursing. Carty is serving as dean of the new college. *Gazette*, June 10.

■ Students got on-line rather than in line to register for fall classes in the SUB II Ballroom's new touch-tone phone bank. Seconds later, they got printouts of their class schedules, tuition charges, and related data from computer terminals located on the other side of the room. Students can also add/drop courses, check their schedules, and access other registration-related information. In the future, they will be able to find out about grades, financial aid, tuition rates, and their admissions status, says registrar Richard Bayer, who plans to eventually double the system's 32 lines. *Gazette*, June 16.

■ As of July 1, all university departments are being directly billed for local seven-digit, off-campus calls. For more information on fiscal year telephone funding levels, contact your department's Budget Office representative. For more information on the local-calling bill, call Communications and Network Services Department, x3455/3540. *Gazette*, June 25.

■ The Communications and Network Services Department is offering two new Mason Mail telecommunications capabilities. Voice message services provide call-answering for faculty, administrators, and staff; and call processing (automated attendant) is a call-routing and automated information service. For rates and more information, call CNS. *Gazette*, June 25.

■ The university now collects colored paper for recycling. In July, collection bins were distributed throughout the campus. See the side of the collection box for a list of items acceptable for collection; or see *Gazette*, July 13.

■ Fenwick Library has joined four other Virginia universities in acquiring a full-text database containing a 4,500-volume collection of English poetry that dates from 600-1900 A.D. The database, located in U.Va.'s IBM RS/6000 computer, should be ready for faculty and student literary researchers to access by the start of the fall semester. *Gazette*, July 22.

■ New photo ID cards are being issued for faculty and staff to replace the current ones, which become invalid on October 11. For schedules, dates, and other details, see full *Gazette* item or call Veronica Flagg, Office of Information Services, at x1004/1005. *Gazette*, July 22.

■ Governor Wilder appointed Margo E. Homer, deputy commissioner of revenue for Arlington County, to serve on the Board of Visitors through June 1995. She fills the unexpired term of Cathleen A. Magennis, who was appointed secretary of Economic Development for Virginia last year. *Gazette*, June 10.

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Faculty Handbook Revision Completed

By Paula Odin

"A handbook is a living document that needs to be updated on a regular basis," a faculty handbook expert from the American Council on Education told the Faculty Senate nearly 10 years ago. Selected faculty senators and administrators were then undertaking the first major revision, requested by the state attorney general, which turned the 1976 Faculty Handbook into the document that has served as the contractual basis for faculty employment policy and practices since 1985.

The task began anew in May 1991 when then-provost Clara Lovett suggested that the university had changed sufficiently in size, structure, and role to warrant another revision. The Faculty Handbook Committee, comprising three Faculty Senate members chosen by their Senate peers, three administrators appointed by the president, and a chair selected by the committee, began its work in February 1992.

After a year and a half of meetings, negotiations, and individual drafting efforts that consumed hundreds of hours, a draft version acceptable to both the president and the Faculty

Senate has been produced. Committee members worked throughout the summer to get a final draft agreeable to the president and approved by the Senate before Sept. 29, when the new Senate convenes. Now approved by the current Senate, the draft of the revised version is expected to be submitted to the president for final review. It must then be reviewed by the Virginia Attorney General's office before going to the Board of Visitors for ratification.

Several objectives guided the committee's work from the outset: to separate the contractual from the informational elements; to clarify sections of the existing handbook widely considered unclear in themselves or in relation to other sections; to address significant changes in the university since the current handbook was adopted; to allow flexibility for dealing with future changes in the university; and to change procedures for promotion and tenure decisions in a way that recognizes diversity of scholarly activity and promotes fairness.

By August, two major unresolved points of difference between faculty and administrators

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James Fletcher

Complaint Procedures Aid Sexual Harassment Policy

By Paula Odin

In 1984, Harvard became one of the first universities to formulate a policy banning sexual harassment. Since then, colleges across the country, including George Mason, have followed suit with policies and procedures to manage, if not eliminate, what is considered an abuse of power and educational mission occurring in various forms on every campus.

The University of Iowa, California State University, the University of Massachusetts, and Georgetown University are among institutions that have either adopted or are considering policies.

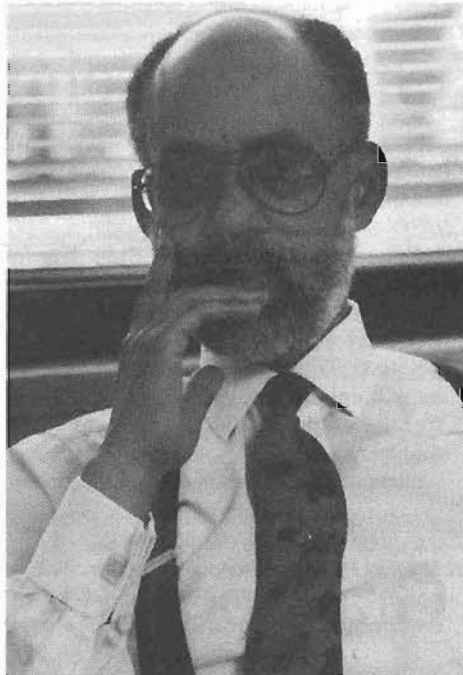
Given the sometimes puzzling boundaries of the offense and the range of cultural attitudes coloring the search for fair, workable policies and complaint procedures, this is not an easy issue for academe. At one extreme are those who see sexual harassment behind the most well-intended remark, and at the other extreme, those who see the issue as a symptom of political correctness run amok and an infringement of privacy and academic freedom. Too, tradition never weighs so much as when it is being overturned.

"In the past, there was an incredible set of exploitative relationships between professors and students—usually male professors and female students—but no mechanism for dealing with it," says Frederick A. Rossini, university provost. "As one sociologist at Berkeley said to me in the sixties, 'Sex in academia is never studied by academic sociologists.' The situation has changed. This is the first generation seriously attempting to confront and deal with these issues. As a result, we're in a careful, groundbreaking mode, because we don't have a tradition in dealing with the misuse of power relationships.

"There are always going to be unequal relationships," he adds. "The problem does not come from using these relationships for good outcomes; it results from abusing them in such areas as nonconsensual sex. Even in cases where a sexual relationship is by mutual consent, there is a potential for a set of unfavorable impacts on third parties."

While many colleges and corporations are just beginning to help their employees recognize what constitutes the offense, the U.S. Supreme Court in 1986 defined sexual harassment as a form of sex discrimination and a violation of Title VII the Civil Rights Act of 1964 as amended. Last year, the Supreme Court found it to also be a violation of Title IX of the educational amendments of 1972.

Increasingly, across the country, alleged victims of sexual harassment and/or sexual assault are pursuing redress through criminal prosecution as well as administrative processes, says Earl Ingram, vice president and university equity officer. Those found guilty stand to lose



Earl Ingram

not only their jobs but also a great deal of money in damages as they gain a criminal record.

Because employees' complaints at the federal level are handled by the Equal Employment Opportunity Commission and students' complaints by the Department of Education's Office for Civil Rights, Ingram says that some higher education institutions, like Mason, have blended and adopted into their policy statements the definitions of sexual harassment developed by those agencies. An explanation of the university's policy is available in a brochure from his office for those who do not already have a copy.

As victims become less reticent and speak out, the recognition of sexual harassment is growing, in both *quid pro quo* situations and in patterns of behavior or conditions that constitute a hostile environment.

A 1987 study published in *College Student Journal* indicates that 25 percent of female university students and up to 12 percent of male university students are sexually harassed by a professor or work supervisor. As reported by The Center for Women Policy Studies in Washington, D.C., a recent study at Harvard university found that 32 percent of tenured female faculty and 49 percent of non-tenured female faculty had experienced such harassment.

Researchers attending the annual meeting of the American Association for the Advancement of Science last year reported results of a large study of misconduct in academic science in which it was found that 40 percent of female faculty members and 32 percent of female graduate students surveyed have direct evidence

of, or have observed, sexual harassment at their schools.

On This Campus

At George Mason, one or two complaints are made in a typical month.

"People often think that nothing will happen if they bring a complaint, but things do happen," Ingram says. "About every 20 months or so, a faculty or staff member 'decides to leave' the university rather than face possible disciplinary sanctions."

Complaints coming into Ingram's office do not always involve male professors or supervisors and female students. There have been cases involving female supervisors and male employees, male supervisors and female employees, and female supervisors and female employees. The one thing they have in common is the use of power and threat or intimidation, according to Ronald Sinacore, compliance coordinator for the University Equity Office. "Although hostile environment situations are more common, the *quid pro quo* cases—those are the ones that get the most public attention and that the public most clearly understands—are the ones more commonly brought," he says.

Courts have defined *quid pro quo* situations as those in which a supervisor or professor/instructor either explicitly or implicitly makes sexual favors a condition of receiving a tangible or economic benefit. The hostile environment category refers to "severe or pervasive" behavior or circumstances—such as sexual gestures, innuendo, jokes, pin-up posters, and other

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Karen Rosenblum

In Box

■ **Deputy voter registrars will be on campus Sept. 20 through 24**, to register eligible U.S. citizens. Virginia residents wishing to change address can fill out a form and it will be forwarded to their county of residence. Information about absentee ballots also will be available. The registrars will be on the Quad Monday through Thursday, 9 a.m. to 3 p.m., Friday, noon to 4 p.m. and Tuesday evening, 5:30 to 7:30 p.m. In the event of rain, the registrars will relocate to SUB I.

■ **The Women's Studies Research and Resource Center and The Women's Center in Vienna, Va.**, are sponsoring "A Day of Self Defense" on Sept. 25, from 9 a.m. to 4 p.m., in SUB II. This hands-on workshop is devoted to teaching self defense skills. Sessions on physical technique training, the psychology of self defense, dealing with stalking, campus violence, assault in the community, domestic violence, and real life experiences are included. Registration is \$30/\$20 for students. Call (703) 281-2657.

■ **The Department of Public and International Affairs** is presenting a lecture series for the 1993-94 academic year titled "Democratization in the Post Cold War Era." The lectures will be held on Wednesdays from 11:30 a.m. to 1 p.m. in the SUB II Ballroom. On Sept. 22, Francis Fukuyama of the Rand Corporation presents "Is Democracy the Wave of the Future?" with commentator Robert Clark of Public and International Affairs. For more information on the series, call Mark Katz at x1407.

■ **Fenwick Library offers research workshops and library tours** throughout the fall semester. The research workshops are Sept. and Oct. 11, from noon to 1 p.m., Sept. 22 and 30, from 1:30 to 2:30 p.m., and Oct. 6 from 7 to 8 p.m. Workshops are open to the campus community and those interested in attending should meet in the conference room on the second floor. Library tours are Mondays, Aug. 30 through Sept. 27, at 3 p.m.; Tuesdays, Aug. 31 through Sept. 21 at noon; Wednesdays, Sept. 1 through 22 at 10:30 a.m. and 6 p.m.; and Thursdays, Sept. 2 through 23, at 2 p.m. All tours begin in the lobby. For more information on research workshops and tours, inquire at the library's reference desk or call x2210.

■ **Incentive Pay Plan for Supervisors.** How to Conduct Performance Evaluation Interviews. The performance evaluation interview is the last step in the Incentive Pay Plan cycle. Completed evaluations are due no later than Oct. 8 to the Human Resource Department. The workshop provides supervisor's with the knowledge and skills necessary to effectively communicate with employees during this interview. The workshop covers: a) how to prepare in advance for the performance review; b) how to keep the review focused and non-threatening; and c) how to facilitate a two-way dialogue during the interview. Linda Westphal, director of Human Resources, presents the workshop, Sept. 22, from 9 to 11 a.m. in SUB II, Rooms 5 and 6. To register, call x2600 by Sept. 21.

■ **Mason's Center for Health Policy, College of Nursing and Health Science,** and the Institute for Genomic Research's Department of Research Policy and Ethics present a one-day conference, "The Ethical Implications of Human Genome Research," Sept. 29, from 8 a.m. to 5 p.m., in the SUB II Ballroom. The conference features lectures and breakout sessions on the issues raised by increases in pre-symptomatic diagnoses and genetic profiles. The public's access to new diagnostics and therapeutics, medical options and dilemmas for health-care providers and insurers, and legal concerns will be discussed. For more information or to register for the conference, call Geri Dolan at x1931.

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Student Right-to-Know Act Remains Confusing

By Michele Braithwaite

What do they need to know and when do they know it? That's at the heart of an ongoing discussion of the Student Right-to-Know Act. National legislation now calls for colleges and universities to make graduation-rate information available to prospective students as of July 1, 1993, but the guidelines as to what statistics to report remain unclear.

The Student Right-to-Know Act was intended to be a sort of consumer protection law that gives students another means of evaluating the institutions to which they are applying. Another law with that same goal, the Campus Security Act, requires schools to make their crime statistics available and has been in effect for a year.

The controversy with the federal reporting requirement is which cohort to follow. The students tracked by each institution are those entering as full-time freshmen and graduating within six years from that same institution. The guidelines in the *Federal Register* call for reporting in 1993 the graduation rates as of 1992 for students who entered in 1986; but the guidelines from the Education Department direct schools that have incomplete statistics to make projections of graduation rates and track students entering in the fall of 1991, so full disclosure would be made five years from now. George Mason does keep statistics, so it must comply with the *Federal Register* guidelines.

Education secretary Richard Riley said, "We believe that the Act and the guidance provided are sufficiently detailed to enable institutions to make a good faith effort to comply with the Act's disclosure requirements." He did not, however, oppose the ongoing efforts of the American Association of State Colleges and Universities

to push for an amendment delaying compliance until the final regulations are set.

The issue of graduation rates was also the focus of a study last year by the State Council of Higher Education for Virginia that showed that one out of three Virginia college students graduates within four years.

"The 'traditional' college student—one who matriculates for four consecutive years at the same college and leaves with a bachelor's degree—is giving way to the 'transitional' student—the student who graduates in five or more years, transfers to another institution before graduating, or leaves higher education entirely before earning a degree," concluded the author of that report, State Council finance coordinator Peter A. Blake.

He cautioned that graduation rates "in isolation cannot justify the existence or define the quality of an institution."

George Mason, in compliance with the federal act, has made its statistics available for new students in the 1994 student prospectus. The text reads:

George Mason students exceed the retention and graduation rates in a comparison group of public universities. In fact, nearly 3/4 of the freshmen class return for their sophomore year. As they continue their education, students reflect the fluid community of the Washington, D.C., metropolitan area and many decide to work or go to school part-time. Even so, 45 percent of the freshmen entering in 1987 remained full-time students and graduated by spring 1993.

Current students will be directed to the library where the statistics will be available.

In addition to the requirements of the Student Right-to-Know Act, the National Collegiate

Athletic Association requires universities to inform prospective student-athletes and their parents of the graduation statistics involving student-athletes who received or were offered financial assistance awarded on the basis of athletic ability. The report is further broken down by sex and the sport in which the athlete competes. For George Mason student-athletes, the graduation rate was 63 percent for the 48 students entering in 1986.

George Mason, like other public urban universities, has a nontraditional student body, and the factors that make them different from a traditional student population may have an affect on the graduation rate. Nearly 82 percent of undergraduates commute. Three-quarters of the commuter students work while going to school, and 38 percent of them are employed full-time.

George Mason accepts nearly an equal number of transfer students and first-time freshmen each year, but only the full-time, first-time freshmen are tracked for the Student Right-to-Know Act. For example, the 1992 entering class included 1,772 first-time freshmen, and 1,739 undergraduate transfer students equally divided between lower division and upper division.

Karen Gentemann, Office of Institutional Planning and Research, says it is important to look at the graduation statistics in comparison with similar institutions. OIPR shares information with the Public University Information Exchange, and the graduation rates show that 45 percent of George Mason students graduate within six years, compared to 40 percent to the PUIE peer group average. Seventy-four percent of George Mason freshmen continue after the first year, compared to 71 percent for the PUIE peer group.

Graduate School Functions Transferred

Now that Mason's Graduate School Office has been dissolved, most of its administrative functions have been transferred to college and school deans and institute directors.

According to assistant provost for Research and Graduate Studies, Deborah Boehm-Davis, the dissolution of the Graduate School makes it easier for students to receive the services they need. "This was done as a way of moving the administration closer to the students. We're flattening the organization to increase efficiency."

Interested students still contact the Office of

Admissions, which serves as a liaison between the student and the college, school, or institute. The reorganization mainly affects enrolled students seeking other services.

When the graduate school existed, students seeking approval to transfer credit, take courses elsewhere, or drop and add courses late, needed as many as four signatures to complete these actions. Now deans and directors can handle these requests with permission of the department. This benefits students, says Boehm-Davis, because "now the college, school, or institute has final authority on these

matters, and they know more about their students's needs."

Some other functions of the Graduate School have been assumed by the Office of the Provost. These include faculty study leaves, summer support programs, minority graduate fellowships, commonwealth fellowships, some graduate research assistantships, and the *Graduate Catalog*. However, the 40 graduate research assistantships that were awarded through a graduate school competition are now handled by individual colleges, schools, and institutes, with

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Grassroots Increases Community Awareness

By Daniel Walsch

The university is undertaking a comprehensive effort designed "to build in Northern Virginia a grassroots commitment to higher education based on an understanding of the consequences to the state and the individual of the current legislative decisions being made about higher education in Virginia."

Helen Ackerman, vice president for University Relations, is leading this campaign that, she notes, involves all segments of the campus community.

"We want to do nothing less than win the hearts and minds of Northern Virginia for George Mason, so that our community becomes our most active supporter and strongest advocate," says Ackerman. "We need to open ourselves up to the community, educate them about our role in the community, and, in particular, inform them about the way higher education public policy has changed in Virginia over the last three years."

Helping Ackerman coordinate the "grassroots" campaign is a steering committee comprising representatives of various areas of the campus. Its members include Dorcas Goodwin, University Outreach and Activities; David Potter, College of Arts and Sciences; Ken Bumgarner, dean of Student Services; Pat Carretta, Career Development Center; Mick Ellis, University Unions and Student Activities; Nicole West, The Volunteer Center; Stanley Taylor, University Operations; James Laue, Institute for Conflict Analysis and Resolution; Florine Graham, Administration and Special Projects; Monica Neighbors, Corporate and Community Relations; Joan Ziemba, University Publications; Daniel



Helen Ackerman

Walsch, Media Relations; Martin Haley, Student Advocacy Council; and Noreen McGuire, Educational Programs and Research.

According to Ackerman, the "grassroots" campaign has emerged out of a need to elicit stronger community support in order to urge legislators to increase funding for higher education, and to counter the negative image that higher education has in the minds of segments of the public.

"George Mason already does a lot to win

community support—much of it through programs that have been in existence. We need to continue these things. But we also need to put our initiatives, both new and old, in the common context of 'grassroots.' We must make our community understand what is at stake if higher education does not receive the support it so desperately needs," she says.

Since 1988, funding for Virginia's public colleges and universities has been cut 22 percent, or \$413 million, which is the largest single cut in higher education of any state and the single largest cut of any state agency in Virginia. At George Mason that total amounts to \$22 million.

In the past five years Virginia has fallen from 22nd to 43rd in the nation in state tax dollar support per full-time student. While the state has appropriated the dollars to restore the majority of these cuts, those funds are coming from tuition rather than the source of the cuts—state tax dollars.

Students in Virginia are currently paying the second highest tuition of any students in the nation. At the same time, faculty salaries have fallen from the 60th percentile to the 23rd.

"These facts represent a significant change in Virginia's public policy of funding public higher education," says Ackerman. "But to combat this trend, we need to communicate this information and encourage the university's friends and supporters to urge elected officials to give higher education greater support," says Ackerman.

Ackerman and the steering committee continue to meet with different segments of the campus community in order to devise more outreach strategies.

New Campus-Wide Information System Being Developed

By Sabrina G. Anwah

MasonLink is a new developing computer-based, campus-wide information system (CWIS) for George Mason University. A joint initiative of the Fenwick Library, the Office of the Provost, and University Computing and Information Systems (UCIS), the system was installed on approximately 100 on-campus personal computers for use and evaluation over a six-week period during July and August. The number of participants increases to more than 300 this fall, as the initiative expands.

"MasonLink is not 'high-tech,' it is 'high-access,'" says Kathy Perry, assistant provost, "which means that while it is not the most technologically advanced system designed, it is the easiest to acquire and works on most of the personal computers on campus." MasonLink is available with installation of gopher software or through Mason I and the GMU VAX.

The purpose of MasonLink is to provide more information, more accurate information, and more timely information to the campus community. An additional advantage is that it allows easier access to the Internet computer network.

Charlene Hurt, director of Libraries, says that there are two ways of developing campus-wide information systems: a masterplan can be developed and the information organized and offered to the campus as a completed database; or the information can be gathered and integrated from a variety of sources.

"We are certainly in the second category. We are not delivering a perfect system, we are delivering a system in development because we thought it important to give people access as quickly as possible. The benefit of gathering the information from a variety of sources is that every office that has information that is of interest to the campus can contribute it," she says. Hurt says associate librarian Wally Grotophorst has contributed significantly to the development of the system's database.

Provost Frederick Rossini feels that MasonLink is a needed element in the university's information system. "It presents the university community with the opportunity to access a wide range of information from the desktop. It is a participatory experiment in information gathering and communication that should continue to evolve through the creative efforts of everyone."

Information now available on the MasonLink includes:

- the *Mason Gazette*
- the undergraduate, graduate, and law school catalogs
- the university *FactBook*
- an abbreviated phone list
- directions to campuses
- a list of area hotels
- the academic calendar
- the student handbook
- the faculty handbook (2/93 draft)
- a list of emeritus faculty (7/93)
- weather information and forecasts
- information on how to receive White House publications
- the Career Development Center's part-time job listing



Charlene Hurt

- information on the Prince William and International institutes
- the Center for the Arts 1993-94 calendar
- Fenwick Library's catalogs, special collections, and archives
- links to the EDUCOM and National Science Foundation gophers
- access to the Internet

In the future, other pertinent information such as course syllabi and book lists, student records, and campus phone listings will be added to the system. One major advantage to having information on the system is that it can be updated by the originating source on a continuing basis.

An executive committee (EXCOM) has been appointed and charged with implementing all aspects of the MasonLink campus-wide information system. Members include assistant provost Kathy Perry, director of Libraries Charlene Hurt, associate librarian for Automated Systems Wally Grotophorst, director of Computing Support Services Sandy Sehlhorst, director of the Law Library Phil Berwick, registrar Richard Bayer, director of the Student Leadership Center Adrienne D. Hillery, and student Shawn Masters. A faculty member will be added to the committee. Pam Holley-Wilcox, associate director for University Projects, has been named project manager of MasonLink, and reports to the committee.

A committee also has been formed to oversee the organization of the information contained on MasonLink. Laura Rein, associate librarian of collection development and reference, heads the committee. The MasonLink Users Council is a group of 20 or more participants who also make recommendations to the executive committee. Membership is open the campus community. The Users Council's next meeting is Sept. 30 at 2 p.m. in Mason Hall, Room D3.

All university offices are encouraged to think of information they need to share with large numbers of people and to work toward getting that information "loaded" into MasonLink as soon as possible. This may be information that is presently available in WordPerfect form (brochures, lists, course schedules, etc.) or things that would be useful but do not now exist.

If you are interested in becoming a MasonLink user or want to add information to the system, call project manager Pam Holley-Wilcox at x 3446.

Internet: What Price Knowledge?

Internet, the world's largest computer network, was started about 20 years ago by the U.S. Department of Defense to support military research.

Internet grew and became popular because its developers created software for all types of computers, making it possible for computers made by different manufacturers to communicate. Government and educational institutions found this feature of Internet attractive. When the National Science Foundation created regional networks, the Internet became even more accessible.

Three unique aspects of the network are the emphasis placed on direct communication between computers; the responsibility to ensure the addressing and delivery of messages placed upon users; and the use of electronic mail and

bulletin boards to acquire information through knowledgeable people. The most commonly used services of the Internet are electronic mail, file transfer, and remote login. Once connected to Internet, users have instant access to a wealth of information.

Many networks on the Internet are sponsored by government agencies like the National Science Foundation Network (NSFNET) and the National Research and Education Network (NREN).

While there are a few commercial networks, the research and education networks have remained available to subscribers for a small fee. However, concerns about excessive unintended use, censorship, the security of records, and copyright and patent infringements have raised concerns about the future of government funding, causing many to fear that the Internet's services may not remain cost-free to users.

Comments director of Libraries Charlene Hurt, "I am concerned about whether the Internet will

continue to be free. But, there are groups working hard to at least make sure it's free for educational access, and if not free, at least not prohibitive. "I don't think we are developing something we will have to take away."

GMU Internet Resources

Internet and CWIS Books on Three-Day Reserve in Fenwick Library

Krol, Ed

The Whole Internet: A User's Guide and Catalog. Sebastopol, CA: O'Reilly & Associates, 1992 TK 5105.875 .I57 K86 1992

Lloyd, Les

Campus-wide Information Systems and Networks: Case Studies in Design and Implementation Westport, CT: Meckler, 1992 LB 2342.75 .C37 1992

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Stateline

By Karen Lafferty Lunny

William and Mary Hosts 40th Anniversary of "Brown vs. Board of Education" Ruling

The College of William and Mary hosts "Brown vs. Board of Education after 40 Years: Confronting the Promise," sponsored by Howard University School of Law and the Bill of Rights Institute at William and Mary's Marshall-Wythe School of Law. The conference is scheduled for May 17 and 18, 1994, and is cochaired by Gov. L. Douglas Wilder, a graduate of Howard Law.

Tidewater Physics Consortium Planned

The College of William and Mary, Hampton University, and Old Dominion University, in conjunction with the Continuous Electron Beam Accelerator Facility (CEBAF), signed an agreement in July linking the schools' graduate physics programs. Doctoral physics students may take advanced courses at all three institutions through this consortium agreement.

NVCC and Mason Offer Telecourses

Northern Virginia Community College's Extended Learning Institute (ELI) and George Mason jointly produce community service programming on Columbia Cable Channel 59, available to Prince William County residents. These programs allow students to complete college courses without traveling to a campus. Mason provides the upper-division courses.

U.Va. and Virginia Tech Seek New Graduate Campus

The University of Virginia and Virginia Tech have narrowed their search for a new Northern Virginia graduate campus to six locations: three in Fairfax County, two in Arlington County, and one in Alexandria. The universities serve more than 4,000 part-time students in their present Merrifield location. Final selection is planned this fall.

VCU, Gorbachev Sign Exchange Agreement

Virginia Commonwealth University president Eugene P. Trani and former Soviet president Mikhail Gorbachev signed an agreement this July to promote faculty and student exchanges and to organize conferences and joint research programs. Trani also presented papers comparing Russian and United States higher education and visited VCU's academic partner, Moscow State University.

\$500-Million Washington International University Project Stalled

The \$500-million Washington International University project is indefinitely stalled. Katsuyuki Imamura, the director of the project, cites lengthy economic slowdown in the United States and Japan and loss of key financing as problems that have thwarted the most ambitious Japanese investment in American education. The project, planned on a 545-acre tract in Loudoun County, was to house equal numbers of Japanese and American students and promote more Japanese-U.S. exchanges.

Dyke Leaves Post as Education Secretary

Virginia education secretary James W. Dyke left his cabinet position in early July to return to private law practice. Over the past three years, Dyke traveled thousands of miles and visited dozens of schools to make radical educational reform an issue in Virginia.

MWC Receives \$3 Million for Science Center and Faculty

Alice A. Jepson and Robert S. Jepson, Jr., donated \$2 million to complete the science building and \$1 million for endowed salaries for junior faculty at Mary Washington College. The donation is the largest in Mary Washington's 85-year history.

Hampton University Proposes Service Plan

Hampton University president William R. Harvey hopes to raise \$50 million for a project that would allow 750 students to attend the university tuition-free after serving the community for one year. This proposal is similar to Clinton's national service corps. Harvey's proposal would encourage students to help the community while fulfilling their career goals.

U.Va. Policy Limits Faculty-Student Amorous Relationships

The University of Virginia faculty senate endorsed a policy in late April limiting amorous relationships between faculty and the students they teach. The policy is turned over to U.Va. president John T. Casteen for review.

The recommended policy begins: "It is the policy of the University of Virginia that a member of the faculty shall not engage in amorous or sexual relations with, or make amorous or sexual overtures to, any student over whom he or she holds a position of authority with regard to academic or administrative judgments or decisions." The term faculty includes teaching assistants, full- and part-time personnel, and coaches. The suggested reprimands range from letters to dismissal, depending on the severity of the offense.

The Mason Gazette

The *Mason Gazette*, the newspaper for the faculty and staff of George Mason University, is published by the Office of University Publications, Joan K. Ziemba, director.

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Submissions may be sent to Suite D217, Mason Hall.

Paul Westhead: Basketball's Renaissance Man

By Karen Lafferty Lunny

Paul Westhead, Mason's combination basketball coach and Renaissance scholar, has the perfect Shakespearean basketball team in mind.

He would recruit Richard III as a strong guard; Othello as a tough, hardworking rebounder; and Sir John Falstaff as a bench warmer to lend good team spirit. But Hamlet would be out of luck—cut from the team because of his indecisive nature.

Westhead needs resolute, up-tempo players to turn Mason's basketball program around, and he has just the plan: leave other teams frantic and gasping for air. His fast-break style may turn the Colonial Athletic Association up on end. But what would you expect from a

man who has a resume to rival any collegiate coach?

In addition to coaching collegiate basketball teams to NCAA finals, Westhead led the Los Angeles Lakers to the 1980 NBA championship.

His coaching style has produced mind-boggling scores. In the 1989-90 season, his Loyola Marymount University team set an NCAA scoring record with 181 points in a single game and a per-game average record of 122.4 points.

This fast-paced style carries over into Westhead's recreational interests. He runs marathons—his best time is three hours, 18 minutes, over hilly terrain. He plays Jimmy Connors-style tennis—fast and powerful,

beating his opponents through perseverance and endurance. His "you have to make it happen" attitude is going to turn GMU basketball into a spectator sport again.

Q: With your extensive collegiate and professional coaching experience, it is clear why George Mason chose you to coach basketball here, but why did you choose George Mason?

A: George Mason is situated right in the hub of not only basketball activity but also the social and political arenas. The Colonial Athletic Association is a good league, and even though George Mason is at the bottom of the league, I feel I can come in, and in a

relatively short time, take it from the bottom to the top. It is an attractive basketball situation.

I also had an instantaneous good feeling that Jack Kvanetz would be a terrific athletic director to work with.

Q: How do you plan to transform George Mason basketball?

A: The plans are at least simple in concept—not necessarily simple in execution. We will attract quality players from the Washington metropolitan area who, in the past, may have overlooked George Mason, but because of my fast-break style and my exciting manner of play, [these players] will come to George Mason. The secret in turning a program around is acquiring better student-athletes, and I think we'll be able to do that. The only question is, will we be able to do this in six months, or two years? How long will it take to change George Mason's basketball image from what it was to something that is more exciting, more upbeat, and more attractive for young men who want to play this fast-break style and be a part of a new program?

Q: We've heard a lot about this fast-break style. How does the system work?

A: The fundamental of the fast-break system is that speed is of maximum importance. The split second that we gain possession of the ball, even if the other team scores on us, we're going to attack the basket and try to shoot within the next four or five seconds. We do that over and over again so that the pace of the game is multiplied. My game is frantic. It's just super fast, as if you turned a record player on high speed. My players will become accustomed to it, so for them the pace will be normal. But for the opponents, the play is frantic.

Q: You've described your fast-break system as "one step away from disaster." What do you mean?

A: You are doing something very demanding of the players, and it's risky. You can play slowly and methodically and lose by six points, and everyone thinks you've done a decent job. But in my system, because of the style, we could win the game by 15 points, and everybody is excited because it was a great win, an exciting game. But we could also lose by 30, and when you lose by 30, it looks like a disaster. That's the risk of my style. Games that you would have normally lost in sleepy fashion, you can win with my system—that's the advantage.

Q: Your experience as a high school and college player doesn't reflect this fast-paced game, so how did you come up with the fast-break offense and full-court press defense?

A: It was developed in a couple of phases. Twenty years ago I hooked up with Sonny Allen, who was a very successful fast-break coach at Old Dominion [University]. He was running this fast-break system, and he was having a lot of success with it. I spent some time with him, and I modelled what I did from my experience working with him. Then, in the mid-1980s, when I was at Loyola Marymount, I came up with the full-court defense system that literally doubled the speed of the fast-break offense. One fed into the other. So from averaging 85 points a game, my teams began to average 125 points a game. The two parts contribute to what I now have.

Q: With eight returning players and three recruits, you were left with only two spots to fill for this season. Have you recruited any more players?

A: We've been in the process through the spring and summer of recruiting players, mostly for next year. Recruiting occurs a year in advance. But nonetheless, we're still in the process of trying to recruit for this year.



In fact, we have just signed Riley Trone, a guard from nearby W. T. Woodson High School, for this season.

Q: Are there any players on the roster that you expect to excel this season?

A: At this time, anyone at George Mason probably knows more about last year's team than I do. All of my observations have been somewhat second-hand. I've seen some of the players during a summer league at Georgetown, but I don't know them, nor will I really know them until we practice in November. Then I'll be able to see how they will fit into my system, and I'll be able to see their talents on a daily basis. Each player is going to have a new, fresh chance to earn a spot and become the best player they can.

Q: What is conditioning like for the players prior to November when the season begins?

A: The conditioning is preparing them for the season, but really a special basketball season. With the pace that they'll run, they're going to have to be the best-conditioned athletes in America. We'll do a lot of sprint work, where they'll think that they are 400-meter Olympic stars rather than just normal basketball players. They will have to be speedster-players who can go up and down the court and beat other teams because of the way they've trained.

Q: Considering your academic background, how do you respond to critics who maintain that colleges should spend less money and time on athletics and more on academics?

A: I think that money is well-spent in both areas. The perfect situation is a student-athlete who is served well in both arenas—able to thrive as a basketball player and also as, say, a Shakespearean scholar or an accounting major. There is no question that the primary reason for George Mason University is academic development, but that's no reason why the athletics can't be top notch at the same time.

Q: With an undergraduate scholarship to St. Joseph's and a master's degree from Villanova, you were able to achieve that balance.

A: Oh yes. I was a basketball player, brought in on scholarship. They gave me the scholarship, not because of my personality, or because I like to play tennis, or because I like classical music. They gave me the scholarship because I was going to help the team. But at the same time I realized that my return—what I was personally getting back—was the opportunity for a great education. I was very diligent. I didn't need anyone twisting my arm. I would go on road trips and read *Romeo and Juliet* an hour before practice.

Q: How do you instill this balance between academics and athletics in your players?

A: Showing interest in both academics and athletics is one of the best ways I project and instill a commitment to this balance. Asking "How's your American literature class?" should be as important as "How's your jump shot?" Also, George Mason provides a number of programs to assist student-athletes—such as tutoring and study labs.

Q: I know you've taught Renaissance literature at other institutions. Do you ever want to return to the classroom?

A: Throughout my career I've taught—first at La Salle University for nine years and then at Loyola Marymount for five years—and I will certainly keep that option in mind. I love the classroom. I thoroughly enjoyed teaching, so it certainly would be a pleasure to return to it one day.

Q: You were busy this summer with youth basketball camps. What other community involvement do you plan?

A: At first I want to blend in and see what's going on. My wife and I are excited about the move. We will get involved in social and community events, but I'm just going to spend the first six months or so discovering what is going on beyond basketball, and then branch out from there.

Q: What would you like to tell George Mason fans about the upcoming season?

A: Well, it's hard to make predictions. I can't say much right now, but I can say that the game is going to be very fast and very exciting, so you're not going to fall asleep at a George Mason game; you're going to be on the edge of your seat!

1993-94 Men's Basketball Schedule

November

17	Wed	USA VERICH REPS (EXHIBITION)	7:30 p.m.
21	Sun	MOSCOW DYNAMO SPORTS CLUB (EXHIBITION)	2 p.m.
27	Sat	TROY STATE	7:30 p.m.

December

1	Wed	at Bucknell	7:30 p.m.
4	Sat	at Northeastern	7:30 p.m.
6	Mon	at Radford	7 p.m.
9	Thurs	NIAGARA	7:30 p.m.
11	Sat	ST. PETER'S	7:30 p.m.
22	Wed	VIRGINIA COMMONWEALTH	7:30 p.m.
28	Tues	Chemical Bank-Iona Classic in New Rochelle, NY (Iona, Lafayette, St. Francis-NY)	6 p.m.
29	Wed	Consolation/Championship	6/8 p.m.

January

2	Sun	MORGAN STATE	2 p.m.
4	Tues	at Louisville	8 p.m.
8	Sat	*at UNC-Wilmington	7:30 p.m.
10	Mon	*at East Carolina	7 p.m.
11	Sat	*JAMES MADISON	7:30 p.m.
19	Wed	*RICHMOND	7:30 p.m.
22	Sat	*OLD DOMINION	7:30 p.m.
26	Wed	*at William & Mary	7:30 p.m.
29	Sat	*at American	7:30 p.m.

February

1	Tues	at Canisius	7:35 p.m.
5	Sat	*EAST CAROLINA	7:30 p.m.
7	Mon	*UNC-WILMINGTON	7:30 p.m.
12	Sat	*at James Madison	7:30 p.m.
16	Wed	*at Richmond	7:30 p.m.
19	Sat	*at Old Dominion	TBA
23	Wed	*WILLIAM & MARY	7:30 p.m.
26	Sat	*AMERICAN	7:30 p.m.

March

5	Sat	*Colonial Athletic Association Tournament	TBA
6	Sun	at Richmond Coliseum	
7	Mon	in Richmond, VA	

HOME GAMES IN ALL CAPS
*Denotes Colonial Athletic Association Game

For ticket information, call (703) 993-3270.
Adults \$10; Youth/18 and under, Seniors/62 and over Half Price

Ticket Sales

PRICES: Season (14 games, includes 2 exhibition)
• General Public—\$90
• GMU Faculty/Staff—\$75

6-Pack (6 games, includes JMU, ODU, and Troy State, plus your choice of three others)
• Adults—\$50
• High School and under, Senior 62 and over, Alumni, and Faculty and Staff—\$25

Single Games

• Adults—\$10
• High School and under, Senior 62 and over, Alumni, and Faculty and Staff—\$5

Groups

• 20 or more—\$5 per ticket
• 100 or more—\$3 per ticket

All Mason faculty and classified staff can purchase season tickets through a payroll deduction program. Fifteen dollars per ticket is deducted from each paycheck for five consecutive paychecks. The first deduction is with the Dec. 1 check. For more ticket information, call (703) 993-3270

Payroll deduction is also available for contributions to the Patriot Club, which generates funds for the benefit of George Mason's Athletic Programs. The Patriot Club offers various amenities for season ticket holders such as hospitality rooms and special parking, and special fieldhouse membership rates for faculty and staff sponsors. For more Patriot Club information, call (703) 993-3215.



Coach Westhead scouts for future local talent at his summer basketball camps for boys ages 8 to 18. Four one-week sessions in June and July helped prepare nearly 700 youngsters for middle and high school action. Westhead's assistant coach Mike Cooney directed the camps and arranged for special speakers like Michael Adams from the Washington Bullets, who holds the NBA record for the most three-point baskets in a season. To make the camps fun, Cooney posed as a Ninja warrior to teach defense and brought in amazing shooters like King McGee and Dave Hopla to entertain the campers. State and local high school basketball coaches including Mark Martino of Lake Braddock High School, former George Mason player Mike Dufrene from E.C. Glass High School, and Mike Yohe from J.E.B. Stuart High School offered their expertise as well. The boys especially enjoyed the Camp Olympics on the last day, complete with the Olympic anthem and tough competition.

Changes Abound: University Center, New Classroom Building in Full Swing

By Laura Martinez Massie

Those of you who haven't been at Mason over the summer may notice that the university has undergone a few changes.

New, safer sidewalks stretch out from Parking Lots A and C; the Copy Shoppe in SUB I has expanded, and Apple Federal Credit Union has moved, so you can no longer eat lunch in that section of the union. New access roads encircle the Presidents Park I and II residence hall complex, alleviating traffic congestion during move-in and expediting daily deliveries; and a large area adjacent to Hap Spuhler Field on the west end of campus is being transformed into new intramural and intercollegiate athletic fields.

Is something missing?

Oh, yes—and that deep, enormous hole in the ground surrounded by the Center for the Arts complex, Robinson and King halls, and the Science and Technology buildings is actually the daily changing site of the University Center. Construction of this innovative new concept in higher education began in June. In addition, the new Enterprise Hall is scheduled to break ground at the end of this month.

Coinciding with the construction of these two buildings are two projects that will improve the university's utility infrastructure. One project upgrades and revises the distribution lines for the university's high-temperature and chilled water systems. These are the pipelines that distribute heating and cooling to many of the campus buildings from the central heating and cooling plant. The other project entails the upgrading of the data/telecommunications network across the entire campus.

Progress doesn't come without some shared sacrifices, however, and students, faculty, and staff are being asked to make a few—such as recognizing that you might not be able to take the same pathways to work and class that you used to, that you may not be able to park your car in certain areas of Lot B anymore, or roadways may suddenly switch from two-way to one-way.

It's a good idea to give yourself more time than usual to get to work or class.

How Do We Get There from Here?"

Here is a detailed guide of what you will and won't find and the easiest way to get around the construction:

■ Pedestrian walkways extending from Lot B nearest Presidents Park and Lot A are affected most, as well as those surrounding the Science and Technology buildings, the Center for the Arts complex, and Robinson and King halls. In some instances, some pathways just aren't there anymore.

■ Alternate asphalt paths have been constructed to divert pedestrians around the Enterprise Hall site. Signs featuring highlighted maps and written directions are posted in two strategic areas in Lot B, detailing the easiest access from Lot B to the Science and Technology buildings, King Hall, and Robinson Hall. Colored ribbons, which correspond with the colors on the maps, are in place to guide you more quickly and easily. Signs and ribbons are also placed in other strategic spots near Lots F and K.

■ The existing concrete path alongside King Hall and Science and Technology I and II, nearest the construction site, will be widened and replaced. Temporary walkways have been installed.

■ The north/south path between Mason Hall and Pohick Lane has been rebuilt. It now connects with the path from the Fine Arts Building. Pedestrians going from Lots A or K or the Center for

the Arts complex are being diverted to alternate routes alongside the new Parking Deck, located on the north and west sides of the Concert Hall.

■ Paths connecting the Center for the Arts with Science and Technology I and II have been demolished and will not be replaced until after construction has been completed. There is limited access to the rest of the campus from the plaza between the Concert Hall and Mason Hall. Pedestrians normally using these paths from Lots A or K or the Center for the Arts may make a diversion north to Robinson Hall and Harris Theater by way of the Parking Deck.

■ The front entrance to Science and Technology II is inaccessible, as the contractor fenced off the Enterprise Hall site. Entrance to the building may be made by taking the pedestrian bridge from Science and Technology I or through the entrances off the Rivanna Lane access road between SUB II and the Science and Technology buildings.

■ The entrance to Lot B closest to the Presidents Park residence hall complex has been designated a service entrance for construction vehicles only. While you can get into the lot from that entrance, the rest of the lot is blocked off by concrete Jersey barriers and a fence. Limited space is available in that area, but there is heavy construction traffic and parking is not recommended. Please use the two remaining entrances.

■ The handicapped parking spaces eliminated from Lot B have been relocated to Lot T across from SUB II. Handicapped parking behind Harris Theater and Robinson Hall has also been eliminated and relocated to the new parking deck.

■ Pohick Lane runs from behind SUB I and the Student Apartments and then turns at a right angle to run along the south side of Robinson Hall. Vehicular traffic is prohibited on Pohick Lane starting at that right-angle turn. This is the area closest to the construction site. The space has been fenced off for emergency and service vehicles and construction parking only. The portion of Pohick Lane that ran behind the south side of Robinson Hall has been demolished and will be reconstructed as a pedestrian plaza to complement the University Center.

■ Several minor paths in the area around SUB II and the Enterprise Hall construction site will be disrupted throughout the entire academic year to install high-temperature and chilled water lines. Temporary alternate paths will be provided at the appropriate time. The most significant disruption caused by this project will occur on the north side of King Hall nearest the now-defunct satellite dish. The contractor will phase in construction and/or provide temporary paths to maintain access to and around King Hall.

■ Installation of new data/telecommunications lines will require digging up much of the campus, which may result in some alternate routes for pedestrians. In those cases where alternate paths don't exist, temporary paths will be built by the contractor.

The Mason Gazette will run a weekly column of new changes on campus.



Robert N. Endebrock (in the hard hat) examines the young American chestnut tree with professor Ted Bradley.

Chestnut Tree Sprout Preserved Amid Construction

In the midst of all the construction around the new academic building a bit of nature's bounty has been preserved. A large American chestnut tree sprout, estimated to be around 15 years old, was found by a timbering subcontractor in a small clump of trees at the back of the Science and Technology II.

He alerted Robert N. Endebrock, director of Facilities Construction, who instructed that the clump of trees be worked around. Endebrock told professor Ted Bradley in the Biology Department about the find.

According to Bradley, the American chestnut tree was the most dominant and important tree in the United States when the Europeans arrived. "It had thousands of years of evolution and was the most stable, mature type of tree in the forest." Biology graduate assistant Robert C. Cain, who has done research on the tree and its replacement, says the species was found in forests from Maine to Georgia.

In 1904, a fungus called *endothia parasitica* was introduced from Asia that killed off the American chestnut, leaving present-day forests virtually devoid of this majestic tree. The chestnut blight fungus is estimated to have reached the central Blue Ridge of Virginia by the mid-twenties.

Although the standing structure of the tree dies, the roots below ground constantly deliver shoots up from the ground to replace the missing tree. These shoots are eventually killed by the fungus before they reach sexual maturity. The process may take years to complete, but once infected, the tree is sure to perish.

Despite some Japanese beetle damage, Bradley says the sprout has a lush habitat. Still, he is not optimistic that it can survive. "It's a very healthy root sprout. The root sprouts are common all over the United States, but they are not reproducing. We'll have to just wait and see."

Mason's New Energy Management Plan Now in Effect



Sheri Stewart

By Laura Martinez Massie and Michele Braithwaite

How does a small city with more than 24,500 people go about implementing a recycling plan? That ongoing effort at George Mason is led by recycling and waste management coordinator Sheri Stewart, Physical Plant and George Mason Recycling.

The university has been actively recycling since 1990, Stewart says, and in addition to recycling metals, paper (white, fax, and color), plastics, glass, and automotive materials, George Mason also recycles cooking grease, yard debris, wood, asphalt, Varsol solvent, refrigerator coolant, and laser printer cartridges.

That translates to 270 tons recycled in 1992. Stewart says that figure could triple in 1993. In fact, students, faculty and staff may find that their trash cans will soon be obsolete.

The recycling program is part of George Mason's overall energy management plan. Such plans were mandated of all state agencies to reduce Virginia's energy consumption by 25 percent by 1998, based on 1990 consumption. George Mason was one of the first agencies to

comply with a gubernatorial executive order in September 1991 that required producing a comprehensive plan to reduce consumption.

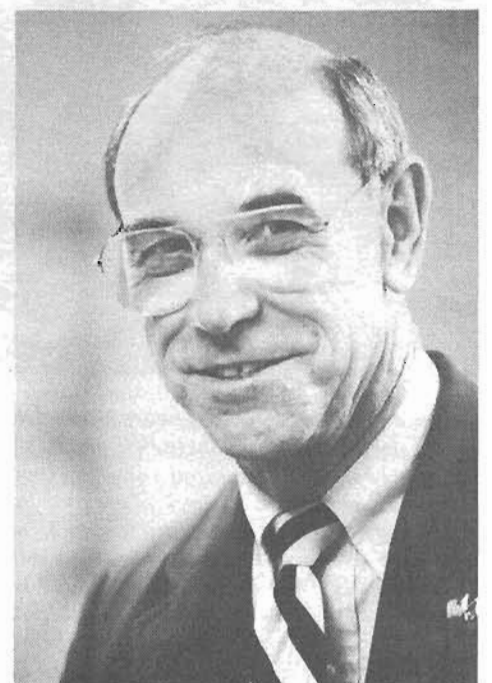
L.E. McMennamin, director of the Physical Plant, is leading the university's conservation efforts, and he enlisted faculty and staff from various offices to assist him in establishing and implementing the final plan. The plan went into effect July 1.

"This plan helps to protect the environment and save money for the people of Virginia," says McMennamin. "This is an all-hands program where each student and each faculty and staff member can make a significant contribution."

The new energy management plan offers strategies for every level of operation in George Mason's busy and diverse operation including:

- offering training programs for new employees and ongoing recycling education to reduce wasteful use of supplies and materials;
- reducing the number of copies made on recruitment and selection forms and applications for employment;
- purchasing energy-efficient equipment and

Continued on page 14



Lester McMennamin

Mason's Master Plan Evolves with University's Goals

By Sabrina G. Anwah

George Mason's master plan has changed five times over the past 26 years as enrollment, goals, and needs have adjusted. As a result, only one aspect of the plan seems to remain certain. More changes are on the way.

Reid Herlihy, vice president for Facilities, says some aspects of the plan have remained the same. "The original master plan had the loop road (Patriots Circle), with academic buildings within it, and parking on the outside. We've been very true to that original concept, as it has remained flexible enough to allow the university to evolve academically and otherwise."

The first master plan was designed in 1967, when the campus's 583 acres were acquired. At the time Mason was still a satellite campus of the University of Virginia. The plan was designed by architects and planning consultants John Carl Wamecke and Associates of Washington, D.C.

In the mid- to late-seventies, another master plan was designed by architects Saunders, Cheng and Appleton of Alexandria. This plan had more buildings represented, a childcare center, retention pond, and on-campus housing.

In 1982, the second plan was revised. It included additional on-campus housing units and introduced the Patriot Center. "Each master plan has put more and more uses on the same parcel of land," says James Miller, director of Facilities Planning.

In 1987, Sasaki Associates, of Watertown, Mass., Hankins and Anderson of Richmond, and MIRA, Inc. of Minneapolis, Minn., designed the current master plan. The basic objectives for the plan were:

- to provide the physical facilities necessary to accommodate long-term enrollment growth to 20,000 FTE (full-time equivalent) students or 30,000 headcount (with faculty and staff)

- to maintain and enhance the spatial quality and architectural character of the campus environment

- to establish and reinforce the identity of functional sub-areas of the campus

The Sasaki plan introduced research space into buildings and provided for 9,000 parking spaces (2,500 more than are available now).

"Although it takes many years and secured funding to complete the goals of any plan, Mason

changed the Sasaki scheme before its completion due to changing needs of the university," says Miller.

In 1991, the Office of Facilities Planning, with the help of two architectural firms, Marcellus Wright Cox & Smith and Shepley Bulfinch Richardson and Abbott, adjusted the Sasaki plan. The adjustments consist largely of rearranging some of the buildings. The land planning/landscape architectural firm of Higgins Associates, Inc., also contributed to the new plan.

One of the changes was relocating the

University Center, now under construction, from its original site (in the area of the new Parking Deck) to a more central location.

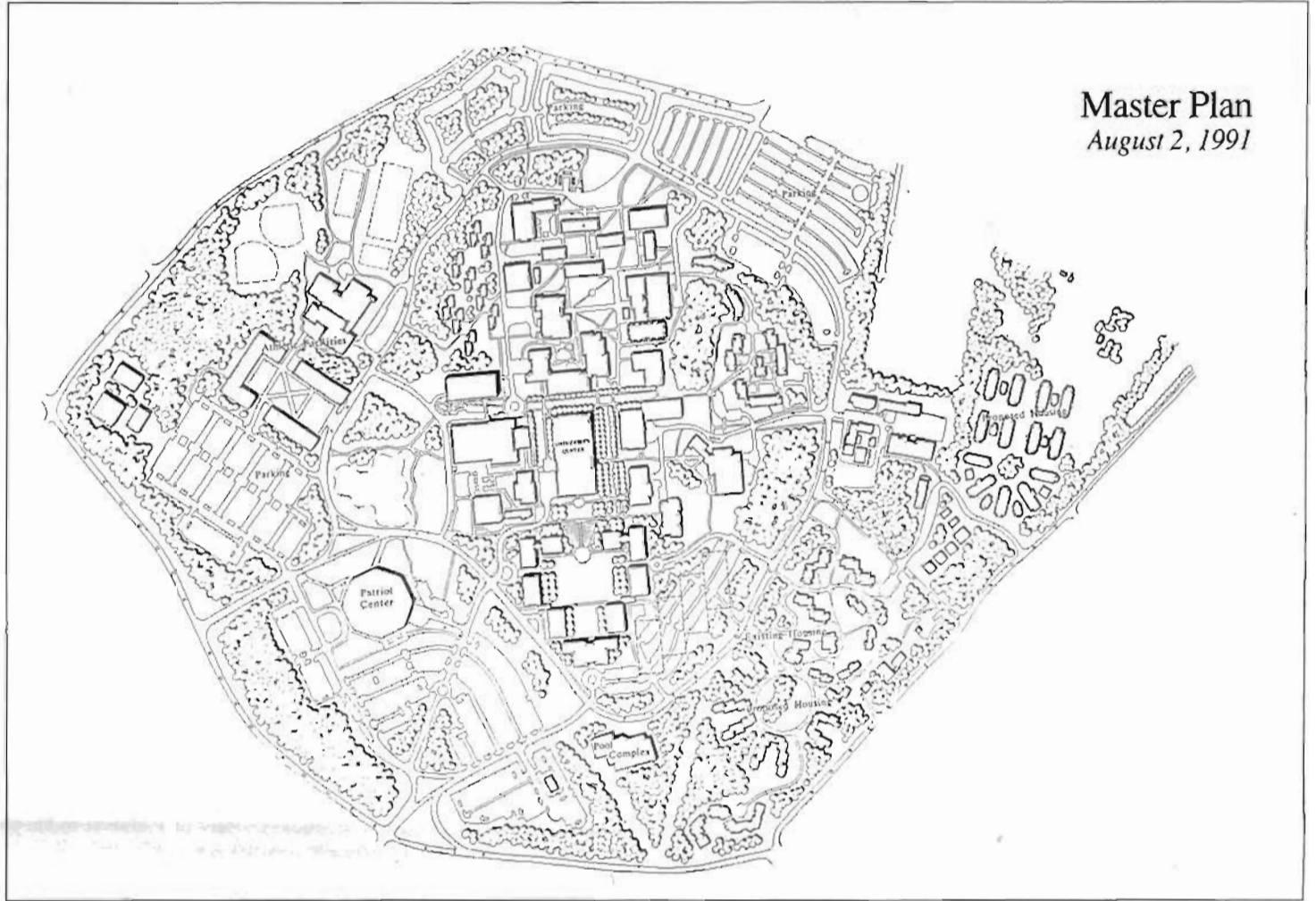
"We combined the third student union building with the library to create a centerpiece for the university. It was felt that there was no focal point to the university. It was also determined that there was a need for a place for commuting students to have a home away from home," says Miller.

This plan calls for a quad, "a green, open, landscaped, exterior space" to the north and south of the University Center. The center has an

open atrium and dome and will become the focal point of the campus.

According to Miller, the center will be spacious and house the undergraduate library, food services, social functions, television lounges, and recreational activities for a student body that has outgrown SUB I's facilities.

Other aspects of the most recent plan include construction of the business building, now called Enterprise Hall, and plans for a new building, now called Academic Four, that will be on the south quad. And more parking decks are planned in the future, as surface land is limited.



Students Donate Cherry Trees

Last spring members of Club Nippon, an organization of students who share an interest in Japanese language and culture, decided they wanted to do something different for Mason's annual International Week celebrations.

So instead of presenting the usual exhibit or event, club members decided to make an enduring and beautifying contribution to the campus by giving living symbols of the Orient—cherry trees.

With the help of other campus groups more than 30 of the trees were purchased from Merrifield Garden Center. Only one of the trees was planted by the pond and Cross Cottage during International Week, while the Facilities Planning Office integrated the others into long-range plans for the area.

The French Club, the Filipino Student Association, Global Nomads, Club Latino, the Vietnamese Student Association, and the Asian

Student Union were the student organizations that contributed toward the planting of the trees. The English Language Institute, Department of Foreign Languages and Literatures, International Institute, Program Board, Office of the Provost, and the Office of Auxiliary Enterprises also contributed.

According to Reid Herlihy, vice president for Facilities, the trees, which are 10 to 12 feet tall, will be supplemented with dogwood and other hardwood trees indigenous to the area, like oak. And in the future, a section of the area will be for "memorial trees" donated in memory of relatives and loved ones.

Work is scheduled to begin this semester.

Club Nippon adviser and assistant professor of Japanese Noriko Williams, says the planting of the trees has been long-awaited by students who participated in the drive, many of whom graduated this spring.

China Visit Promotes Trade, Friendship

By David L. Johnson

Five People's Republic of China executives from the Ministry of Coal plan to visit Southwest Virginia coalfields and discuss a training program in clean coal technologies and environmentally safe mining practices.

Virginia Tech and George Mason University are collaborating with the Virginia Department of Economic Development and the Virginia Coalfield Economic Development Authority in setting up a six-week pilot course for Chinese coal operators. The course is expected to be offered three times in 1994-95.

The officials' visit in late October or early November is in exchange for a trip to China this spring by a Virginia delegation including Flo Graham, associate vice president for Administration and Special Projects and Virginia Economic Bridge Initiative (VEBI) executive director; Sandra L. Sweitzer, director of the Arlington Professional Center; and state Sen.

Edward M. Holland (D-31) of Arlington.

The trade-seeking and friendship-building trip, under auspices of VEBI and Virginia's Department of Economic Development, was led by E. W. Davis, Jr., director of International Marketing. Also in the group was Wang Xinhua, director of the International Technology Institute based in Springfield, who arranged trip details.

The delegation spent eight days in Shanghai, Taiyuan, and Beijing, focusing on different types of business and industry in their regions. The group talked with manufacturing, trade, mining, science, governmental, and tourism officials for exchanges of economic initiatives.

At the Ministry of Coal in Beijing, says Holland, the group "discussed clean coal technology, coal production, gasification, capture of gases during the mining process, training of personnel at George Mason, and various coal industry problems."

Multicultural Center Begins Second Year

George Mason's Multicultural Research Resource Center starts its second year with renewed goals and a new location—SUB I, Room 106C. The center is likely to experience an increase in walk-up traffic, as the newly created room was once a safe haven for smokers.

Dennis Webster, associate director of the Counseling Center, supervised the project's development and feels the center's new location makes it more accessible to the campus community. "We do not want to represent what is stereotypically viewed as a liberal value; we want to represent a model by providing the whole spectrum of information," says Webster. Toward that end, publications by such diverse community organizations as the Southern Anti-Poverty Law Center and European-Americans for Equal Rights are available at the center.

The center is the result of efforts by Suzanne Swope, associate provost of Academic Support; Kenneth Bungamer, associate vice president and dean of Student Services; Charles Smith, director of Minority Student Affairs; and members of the Cultural Diversity Committee, a campus-wide group of students, faculty, and staff members.

The center provides diversity-related information resource for the campus and community. Says Webster, "We provide a resource to academic departments in the structuring of their curricula, courses, and workshops. We also provide information to students researching diversity-related topics."

For Charles Smith, the larger goal of the center is promoting understanding and tolerance. "Although we have differences, there must be an opportunity for us to come together and share in our differences and also in our commonalities. If you were to cut us, we would all bleed. That's the amazing thing. I think people sometimes lose sight of."

"We've targeted our initiatives around collecting information; setting up a liaison with

the library to find ways of housing and retrieving the information; creating listings of on-campus organizations, activities, and training resources; and promoting in-class workshops like Racism 101 and Stick, Stones, and Stereotypes," says Webster.

Robert Walker, a Mason alumnus who majored in Public Administration and a former president of the Student Coalition Against Apartheid and Racism (SCAR), is the program coordinator of the center. "The purpose of the center is to make sure that George Mason is ahead of the curve instead of behind the curve on diversity issues," says Walker. "I believe those issues are only going to get more important in the future."

For more information, call Robert Walker at x4003.



Celebrating 10 Years...

PAGE Program's Success Continues into a New Decade

By Sabrina Anwah

George Mason's award-winning Plan for Alternative General Education (PAGE) program celebrates its tenth anniversary this September. By all measures the program is a success. Still, those involved are seeking new challenges on the educational horizon.

Revamping General Education

PAGE was started as a response to the widespread criticism general education received in the late seventies. In 1982, president George W. Johnson charged a committee of four Mason faculty members with designing a new general education program for freshmen and sophomores.

Three of the four original committee members are still at Mason. Fred Siff, then a professor of decision sciences; Joseph Scimecca, professor of sociology; Jay Wilson, professor of biology; and Jan Cohn, then chair of the English Department, comprised the committee. Cohn is now dean of faculty at Trinity College in Hartford, Conn.

The committee drafted a well-received proposal and recruited other faculty members. Then, nearly \$500,000 in funding was secured from the commonwealth of Virginia's Funds for Excellence program, used for curriculum development and faculty training. Faculty involvement and interest continued to increase, and according to PAGE program director Patrick Story, "We still have about 75 faculty members who consider themselves a part of the PAGE program." Story estimates that over the years, more than 100 faculty members have taught courses or worked on committees for the program.

Seeing the Whole Picture

"The problem with most general education is fragmentation," says Story. "The PAGE program was designed to educate students by giving them the whole picture." PAGE instructors integrate the information given in a variety of disciplines so students are able to see how these disciplines relate to each other and learn their practical applications.

Rarely are the natural sciences, social sciences, math, logic, arts, non-Western culture, and humanities presented in this context. Writing, reading, speaking, analytical thinking, and



Pat Story and Margaret Andino

computing are also stressed in the program. Although there are similar programs at other universities, "not very many are as ambitious as ours," says Story.

Because of its structure, only full-time entering freshman are eligible to register for the PAGE program. It provides a core of general education requirements for students in all degree programs. Students supplement the program's courses according to their majors. More than 2,000 students have participated in the PAGE program to date.

Sweet Success

The PAGE program's approach to learning has gained the attention of those in higher education, and the program's successes have been many. Some features, which were considered innovative when the program began, have been adopted by other programs at Mason and elsewhere. Interdisciplinary and integrative studies and writing and computing across the curriculum are becoming accepted concepts in education today.

In 1986, the program won the G. Theodore

Mitau Award for Innovation in Higher Education, the highest honor accorded by the American Association of State Colleges and Universities. Also, a study done by the university found that students who had completed the PAGE program had a significantly higher retention rate (over a four-year period) than a non-PAGE comparison group.

In the early years, the program's mascot was a robot called R B5 X. Students could computer-program the robot to navigate.

Weekly Strand lectures examined various systems for encoding ideas and looked at the world in terms of the human experience. Once separate, the lectures now integrate both topics. Yearly faculty retreat workshops hosted such speakers as *Washington Post* columnist Coleman McCarthy and author O.B. Hardison.

The program has had six directors: Physics professor William Lankford (1983 to 1984), PAGE committee chairs Jan Cohn and Fred Siff (for part of 1984), English professor Chris Thaiss (1984 to 1987), the late English professor Terry Comito (1987 to 1990), and English professor Pat Story (1990 to the present).

What's Ahead

Although the PAGE program's first decade has been a success, those involved with the program are not resting on their laurels.

This past year, the PAGE program was the first university unit to take advantage of the university's VAX Notes electronic bulletin board by placing all students, faculty, and staff members on the system, allowing them to communicate through messages.

This fall, Robinson Professor of Humanities Egon Verheyen leads a team of instructors teaching a new Strand lecture course, "Cultural Encounters." Instead of focusing on one culture, the lectures focus on the history of religious, political, and social interactions between diverse cultures.

"We have our framework," says Story, "but within that we are testing new courses all the time. The whole concept of PAGE is to keep trying new things, to keep making the program better and more interesting to the students."

As the program enters its second decade, renewed emphasis is being placed on computer-enhanced teaching and learning across

the curriculum. PAGE is also renewing its original emphasis on the recruitment of highly qualified early-admission freshmen.

With the help of executive assistant Margaret Andino, Story is confident of the program's future. "So we return to our original goals, but with new technology and ten years of experience," he says.

PAGE Reunion Planned

A tenth anniversary reunion reception for PAGE Program Alumni, faculty, and staff is planned for Tuesday, Sept. 21, in the Student Union II Ballroom, from 4 to 6 p.m.

President Johnson is a scheduled speaker. A multimedia presentation and a panel discussion by PAGE program alumni also are featured. Alumni of the PAGE program are invited as well as past program directors, faculty, and friends. "I hope a lot of people will join us," says Story.

For more information, call PAGE executive assistant Margaret Andino at x1110.



Danielle Eesley

A PAGE Alumnus Remembers

Danielle Eesley, a recent Mason graduate who double-majored in Spanish and International Studies, was enrolled in the PAGE program from 1989 to 1991. This summer Eesley worked as a student assistant in the PAGE administrative office while looking for a job in international development.

While still in high school, Eesley registered for the program through an academic adviser because "The whole concept of PAGE fascinated me."

She feels the program benefited her both academically and socially. "My involvement in PAGE kept me from falling into the void some freshman experience due to the pressures of moving away from family and friends. It provided more structure. We were encouraged to be creative and expressive," she says. The program also exposed her to many areas of study and a wide range of faculty members.

Prior to attending George Mason, Eesley had a strong interest in science, physics, and mathematics. She feels the PAGE science labs (PAGE 227-228) "brought the heavier things down to a more practical level."

In *Cross-cultural Perspectives* (PAGE 230), she was introduced to Nigerian tribes. "I'm from Utah, and that was the first class I'd ever had in African culture. It was like having a passport for a semester," she says.

One of her favorite classes was *Conceptions of Self* (PAGE 130), where she was introduced to Freud's theories, eastern religions like shamanism, and the practice of meditation.

Computers in Contemporary Society (PAGE 120) taught her how to use a variety of computer programs and the university's VAX system. Eesley says the PAGE computer classes gave her "tools I could carry with me throughout my time at the university and out into the real world, which gives me an edge on the job market."

Diagnostic Program Pinpoints Calculus Deficiencies

By Michele Braithwaite

Many college freshmen contemplate college calculus in a state of math anxiety, but mathematics professor Philippe Loustaunau hopes a newly developed diagnostic computer program will help reduce the stress level.

Loustaunau, DiAnne Tanner, and Brian Williams have developed MathemaGIC, which stands for Mathematics Guide to Issue Competence, to evaluate a student's competence in the mathematical skills required to succeed in calculus. The MathemaGIC project, Loustaunau says, will improve the success rate in mathematics courses by identifying the specific skills that

need improvement.

"When entering calculus, students are often hindered because they cannot perform certain basic tasks in algebra or trigonometry," Loustaunau explains. "Unfortunately, some students do not recognize their own weaknesses. Our system will aid students in pinpointing problem areas and give them a well-defined list of tasks that they can improve on and a list of specific questions to bring to the Math Tutoring Center."

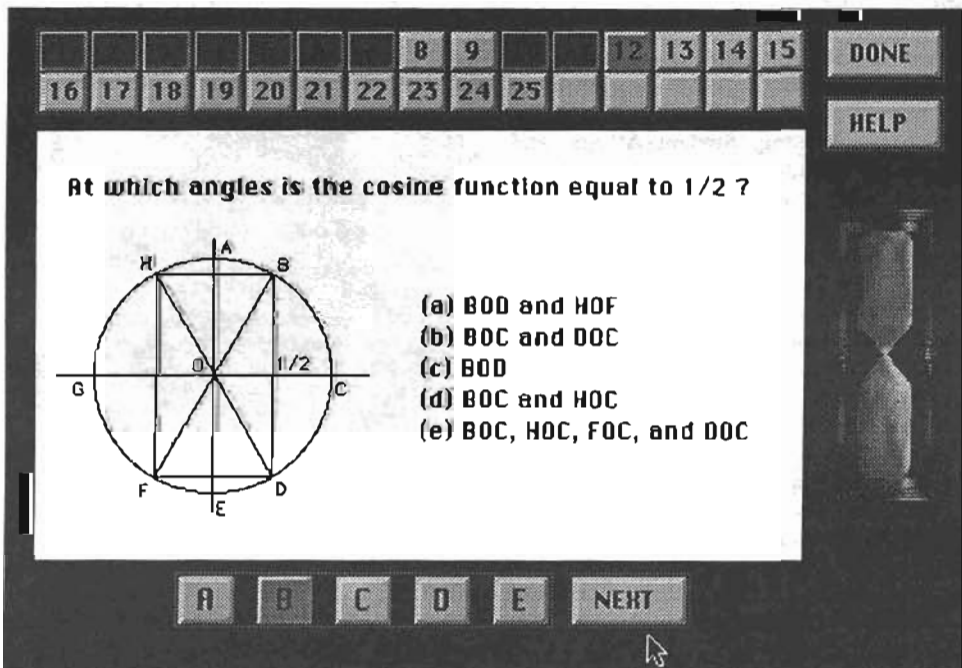
The computer program targets the tasks in which a student must perform well in order to be prepared for calculus including algebra, functions, graphs, and trigonometry. In the

MathemaGIC project, the student sits at the computer and takes a timed multiple-choice test of a set of problems from the targeted tasks. At the end, the student receives a description of the tasks performed successfully and those missed.

Then the student may go on to the diagnosis portion of the system and be tested on the steps involved in the tasks he or she answered incorrectly so that the computer program can determine which skills the student is missing.

The student receives a list of deficiencies or areas that need improvement, and he or she will be encouraged to use the resources of the Math Tutoring Center to improve those skills before enrolling in calculus.

This summer several students who planned to enroll in calculus took the MathemaGIC diagnostic, and fall semester students in MATH 113 will be tested in Macintosh computer lab. Loustaunau believes the computer-based testing approach will better prepare students by helping them identify and correct any deficiencies before they enroll in calculus.



MathemaGIC's multiple choice questions are timed. At the end of the test, the student receives an indication of how well they are doing.

Kendrick Is Strength Behind Women's Volleyball Program

By Karen Lafferty Lunny

Only days away from the first match of the 1993 season, Pat Kendrick, head coach of the women's volleyball team, had a realistic attitude about her winning season last fall.

"From the beginning we felt we had a team that was going to win the conference tournament. Going into a season with that kind of confidence had a lot to do with our success," she says, looking back on her 18-10 season.

Six teams constitute the Colonial Athletic Association (CAA) Volleyball Conference: James Madison, William and Mary, East Carolina, North Carolina at Wilmington, American, and George Mason. Since the Patriots meet conference teams only once during the season, the majority of their matches are nonconference, which kept last year's team working toward the CAA Championship and the CAA Coach of the Year awards: two much-deserved honors.

Kendrick's influence has had a significant impact on Mason's growing success in volleyball. Her history with the team began early in her freshman year as an undergraduate in decision sciences. "I needed something to do before basketball season. So I looked in the *Undergraduate Catalog* and saw Mason had a volleyball team.

"I thought, 'Hmm. I always liked playing volleyball in P.E. class [at Hayfield High

School in Alexandria].' So I contacted the coach," says Kendrick. Because of her athletic ability, she excelled in volleyball as well as in track and field, in which she was Mason's first conference champion when she won the 100-meter hurdles in 1979. She was inducted into the GMU Women's Track and Field Hall of Fame in 1990.

Although a successful athlete, Kendrick never seriously thought about coaching volleyball until the end of her senior year, when her coach, Kim Sears, offered her the assistant coaching position. Two years later when Sears stepped into an academic position, Kendrick took over the team.

"When I started recruiting my own players, I wondered why they weren't doing what they were supposed to do, and I realized that it was me. I had a lack of knowledge of how to train them," says Kendrick.

She began to observe progressive training techniques to produce a winning team. This desire to constantly improve is part of Kendrick's coaching philosophy. "I've decided I don't know everything about coaching, so I try to seek out people who have more experience," she says.

Rick Butler, who coaches a juniors program in the Midwest and advises the National Team, is one of the coaches she observes. "He has trained players all over the country, and I use many of his techniques to train my own players."

Also key to her continued growth as a coach is her participation in National Junior Elite

Training Camps and U.S. Olympic Festivals during the summers. In 1992, she was head coach of the National Junior Elite training team, having served as an assistant in 1988. She also served as an assistant for the U.S. Olympic Festival South team in 1991, which won the gold medal in Los Angeles. This summer she was head coach of the East team at the U.S. Olympic Festival in San Antonio, Tex., and her team earned the silver medal.

All of these experiences increase her knowledge of the sport and more specifically her knowledge of training techniques. "I like to think my players leave the program with a feeling that they've had good training and a good time," Kendrick says, noting that enjoying the sport is important for successful teamwork.

Kendrick, along with assistant coaches Nila Toribio-Straka and J. K. Barber, continues to build toward the future by recruiting players who have the desire and the athletic ability to succeed. "You don't necessarily have to have strong high school training," Kendrick says, citing former star player Lisa Driscoll as an example. Kendrick enjoys the challenge of turning raw talent into refined skill.

"Through the Junior Elite camps, I get a chance to work with some of the best young players in the country. Many of them turn out to be All-American players," says Kendrick.

Citing Gloria Green, a high school P.E. coach

as her inspiration to pursue athletics, Kendrick no doubt has inspired many young players to pursue their dreams in college volleyball. Some even pursue them at George Mason.



Pat Kendrick

Mason's Judicial System: An Important Part of University Life

By Karen Lafferty Lunny

Each semester, faculty members remind students of their responsibility to know the Honor Code, uphold the rules, and report violations.

Faculty, administrators, and the university community at large share in this responsibility; however, the procedures and committees often seem nebulous to those who have never experienced the system directly.

George Mason's judicial system fosters a supportive climate for learning by protecting the community from conduct that is destructive to the learning and teaching environment. The Office of Judicial Affairs, within the Department of Student Services, monitors several academic and nonacademic hearing bodies related to Mason's judicial and honor codes.

The best-known is the Honor Committee, a group of students elected from the student body, whose primary purpose is to instill the concepts of responsibility, respect, trust, and fairness among all members of the university. The Honor Committee sits as a hearing body on alleged violations of the Honor Code.

Attempted cheating, plagiarism, lying, and stealing of academic work and related material constitute code violations.

"There is a dual responsibility in that students must report Honor Code violations, or they may be accused of lying, which is a violation," says Sara Diaz, counsel coordinator of the Honor Committee. She notes that, although no one has been penalized for failing to report an Honor Code violation in the years she has served the committee, it has happened in the past. Typical penalties for Honor Code violations range from oral reprimands and failing grades to suspension or even expulsion, depending upon the type and severity of the breach.

Diaz emphasizes that all faculty members should remind students of the Honor Code early each semester. "They should not only outline the Honor Code guidelines on their syllabus, but they should discuss their department's specific guidelines," she says. Areas such as the extent to which collaboration or group participation is permissible may vary from course to course.

Faculty members are responsible, to the best of their abilities, for maintaining the integrity of the learning and testing process, both in the classroom and outside of it.

A typical Honor Code hearing begins with the initial report, which must be made within 15 working days of the alleged incident. Within five days of the report, the committee mails a letter of accusation informing the accused that he/she has five days to set up an appointment with the Honor Committee.



Left to right, Kevork Juskatian, chair David Keene, Girard Mulherin, and Sara Diaz.

Counsel, in the form of trained student mediators, is provided at the accused's request. The accuser must be present at the hearing, as is the accused's right to face his or her accuser. Witnesses may or may not be present.

A four-fifths majority vote is required for a guilty verdict. If new evidence is introduced within seven days of a guilty verdict, an appeal may be granted.

Nonacademic violations are handled in a similar manner. According to Student Services associate dean Girard Mulherin, typical complaints include vandalism, assault, service of alcohol to minors, drug use, and nonacademic modification to university records.

Nonacademic complaints operate under the Judicial Code. Students accused of nonacademic offenses may choose to have the case heard before a panel of 11 students (selected in the same manner as Honor Code panelists) or before an administrator in Student Services, a post that Mulherin holds.

The model for disciplinary procedures is that of an administrative proceeding rather than a criminal or civil trial. Standards of fairness and student rights exist for the accused, such as the rights to receive prompt, written notice of charges, to examine witnesses and produce evidence on his/her behalf, to have a decision based on clear and convincing evidence, to be accompanied in

all formal proceedings by an adviser of his/her own choosing, to receive a public hearing, to appeal decisions, to refuse to be a witness against him/herself or to have his/her silence taken as an indication of guilt, and to have his/her case processed without prejudicial delay.

Normally, Mulherin receives complaints directly from the accuser or from the University Police. In many instances, he seeks legal advice from Jeffrey Brandwine, assistant vice president for Human Resources, who serves as the liaison for legal activities between the university community and the commonwealth's Attorney General's Office.

"The three departments [University Police, Judicial Affairs, and Brandwine's office in Human Resources] work together, not just occasionally, but nearly daily," states Mulherin.

In all cases, students are free to pursue matters in the criminal justice system. Actions by the police or criminal courts do not in any way prejudice the right of a student to bring a charge in the student judicial system.

Because of the broad realm of university life, several other hearing bodies exist. The Residence Hall Judicial Board hears cases involving alleged violations of residence hall rules and regulations. The Student Court of General Sessions reviews internal student government cases involving student government constitutional matters and

disputes involving recognized clubs and organizations. The Media Board's Judicial Board resolves disputes involving member publications. The Greek Life Judicial Board deals with matters between Greek organizations, and the Parking Appeals Review Board hears appeals of university-issued parking tickets.

Judicial committees from many Virginia universities gather periodically to compare and assess their honor and judicial codes. George Mason and the University of Virginia have similar systems in that academic and nonacademic violations are handled separately and elected student representatives comprise the honor and judicial committees.

James Madison University also separates academic and nonacademic violations; however, their juries are composed of students, administrators, and faculty members.

Mary Washington College's system also differs. Nine randomly selected students form a hearing body to decide the guilt or innocence of the accused.

Mary Washington's 17-member Honor Council, elected from the student body, determines sanctions against students found guilty. Instead of student mediators as counsel, faculty advisers provide guidance to defendants during the proceedings.

"I believe the random selection process is extremely effective," says Brian Sullivan, vice president of Mary Washington's Honor Council, "because all students share in the responsibility of monitoring student conduct. Students are aware that they may serve at some point, which prompts them to learn more about the system, councils, and cases." Sullivan believes that students are not afraid to convict their peers and finds student-run councils both objective and effective.

David Keene, chair of Mason's Honor Committee, agrees. "We feel the autonomous system is extremely effective. We strive to maintain complete objectivity; we try to put ourselves into both the accused and the accuser's positions to deliver an unbiased decision."

Both Keene and Diaz have been working hard to make the Honor Code more accessible to all facets of the university. They attended all the freshman orientations and have included Honor Code literature in the orientation packets, among other projects. Both agree that judicial systems are an indispensable part of successful university life.

Summer Changes

Alvita S. Eason, has been appointed the new Director of Career Services at the George Mason University School of Law. She succeeds Quay S. Watkins, Ms. Eason comes to the law school from the Monroe County Public Defender's Office in Rochester, N.Y. She has an undergraduate degree from Duke University and a law degree from Cornell University.

Elizabeth S. (Bess) Littlefield became director of Alumni Relations in July. Formerly she was executive director of the Medical College of Virginia Alumni Association of VCU and, prior to that, assistant director of Alumni Affairs for the College of William and Mary's Society of the Alumni. *Gazette*, July 13.

Joe DiBari is the new public relations/special events coordinator for the Parking Services Office. In addition to handling special event parking needs, he is developing a public relations plan for the campus and local community detailing Mason's parking options and regulations. Before coming to Mason, he was the sports information director for the U.S. Merchant Marine Academy. *Gazette*, July 13.

Yehuda Lukacs was appointed director, Office for International Exchange and Study Abroad Programs, effective June 1. Previously he was assistant professor of international politics and diplomacy for The American University and has written extensively on European and Middle Eastern affairs. *Gazette*, June 10.

Elizabeth H. Bolen was named director of development and will assist the Mason Foundation in strengthening Mason's support from individuals, corporations, and foundations. She was previously vice president for Development and Public Affairs for the National Building Museum in Washington, D.C. *Gazette*, July 22.

Cassandra R. Jones was appointed university unions manager for the University Unions and Student Activities Office. She has served as assistant director for Operations/assistant director of Student Activities and Operations for Tufts University. *Gazette*, July 22.

Tanya E. Copeland is the new assistant director for programs and training for the University Unions and Student Activities Office. A Mason alumna, she has held various positions on campus related to student advising. *Gazette*, July 22.

Kimberly A. Kline has been appointed assistant director for operations for the University Unions and Student Activities Office. She comes to Mason from SUNY-Buffalo, where she worked in student activity positions. *Gazette*, July 22.

Colonel Arnauld D. Gabriel (USAF Ret.) retired from his position as chairman of Mason's Music Department at the end of June. He will continue to conduct the Mason Symphony Orchestra and serve as music director of the McLean Orchestra, but will devote more time to guest conducting on an international scale. Gabriel came to Mason eight years ago as chairperson of the Department of Performing Arts after a 36-year career in the Air Force, where he received three Legion of Merit awards for his work as commander/conductor of the U.S. Air Force Band, Symphony Orchestra, and Singing Sergeants. *Gazette*, July 13.

Alice C. Andrews, associate professor of geography, retired at the end of the summer after 20 years of service to Mason. She will continue her consulting work with the National Geographic Society and the Population Reference Bureau. Coauthor of *Atlas of Higher Education in the United States*, with James Fonseca, director of the Prince William Institute, Andrews is now working on another book with Fonseca. Named associate professor emeritus at this year's graduation ceremony, Andrews was also honored when the Geography and Earth Systems Science Department named its Outstanding Senior in Geography Award after her. *Gazette*, July 13.

Fred Siff, vice president for University Computing and Information Systems, is on sabbatical for the 1993-94 academic

Continued on page 13

Honors

Karen Amendola received the 1993 Addison-Wesley Careers Division Best Paper Award from the Academy of Management.

Cheryl Bartholomew, Graduate School of Education, received a major award for her curriculum materials of Horizons: 2000 at the American Educational Research Association. Bartholomew also appeared on "American Agenda" segment on ABC-TV.

W. Murray Black, Electrical and Computer Engineering, received modification to a grant, *Axial-Field Transverse Modulation Klystron*, an additional \$39,927, FM Technologies.

Andres Gomez-Camirero, Biology, received the 1993 Departmental Faculty Award in the Biology Department.

Ellen Fagenson, School of Business Administration, was honored when her paper "TQM-Total Quality Mentoring: Factors Influencing Functions Provided and Received" co-written with Karen Amendola, received the 1993 Addison-Wesley Careers Division Best Paper Award from the Academy of Management.

Edwin A. Fleishman, director of the Center for Behavioral and Cognitive Studies and Distinguished University Professor of Psychology, was honored by an invitation from the University of Hong Kong to be Elizabeth Mao Visiting Scholar April 12 through 22, 1993, where he presented two lectures, entitled "Individual Differences in Leadership" and "The Dimensions of Human Physical Performance."

Nand Hart-Nibbrig, Public and International Affairs, was awarded a Fulbright grant to conduct research in Papua, New Guinea for the 1993-94 academic year.

Robert Hurst, fire protection inspector, completed courses approved by the Environmental Protection Agency. These courses led to certification involving asbestos safety/protection.

Stuart S. Malawar, School of Law, received the Hardy Cross Dillard Award for exceptional leadership in founding and developing the International Institute's International Transactions Graduate Program.

Roy Rosenzweig, History, and Elizabeth Blackmar received the Vernacular Architecture Forum's Abbott Lowell Cummings Award for 1993 for *The Park and The People*.

Andrew P. Sage, School of Information Technology and Engineering, was honored with an American Society for Engineering Education (ASEE) 1993 Centennial Certificate in recognition for exemplary support of ASEE.

Ellen Todd, Art and Art History, served as a juror for the professional awards during the 1993 Virginia Museum of Fine Arts Fellowship program.

Roger Wilkins, History, one of America's leading advocates for social justice and equality, delivered the keynote address and received an honorary degree of doctor of laws during Gallaudet University's 124th commencement in May at the university's Northeast campus in Washington, D.C. Wilkins was honored in recognition of his lifelong efforts as a leader in the battle for personal and societal freedoms.

Promotion and Tenure

Promotion

Kevin Avruch, Sociology and Anthropology, from associate professor to professor.

Catherine Connelly, College of Nursing and Health Science, from associate professor to professor.

John Crockett, Finance, associate professor to professor.

Carolyn Forché, English, from associate professor to professor.

John Foster, English, from associate professor to professor.

Sheryl Friedley, Communication, from associate professor to professor.

Donald Gantz, Applied and Engineering Statistics, from associate professor to professor.

Harold Gortner, Public and International Affairs, from associate professor to professor.

Henry Hamburger, Computer Science, from associate professor to professor.

William Kovacic, School of Law, from associate professor to professor.

James Lawrey, Biology, from associate professor to professor.

Rao Venkata Mulpuri, Electrical and Computer Engineering, associate professor to professor.

Miriam Raskin, College of Nursing and Health Science, from associate professor to professor.

Linda Schwartzstein, School of Law, from associate professor to professor.

Glen Smith, Music, from associate professor to professor.

Tenure

Ravindra Athale, Electrical and Computer Engineering, from associate professor to associate professor with tenure.

Amer Beslagic, Mathematical Sciences, from assistant professor to associate professor with tenure.

Jane Censer, History, from assistant professor to associate professor with tenure.

Flavia Colonna, Mathematical Sciences, from assistant professor to associate professor with tenure.

Timothy Conlan, Public and International Affairs, from associate professor to associate professor with tenure.

Sidhartha Das, Decision Sciences and Management Information Systems, from assistant professor to associate professor with tenure.

Ellen Fagenson, Management, from assistant professor to associate professor with tenure.

Marita Golden, English, from assistant professor to associate professor with tenure.

Kenneth Hintz, Electrical and Computer Engineering, from associate professor to associate professor with tenure.

Bijan Jabbari, Electrical and Computer Engineering, from associate professor to associate professor with tenure.

Charles Jones, English, from assistant professor to associate professor with tenure.

Roger Lancaster, Sociology and Anthropology, from assistant professor to associate professor with tenure.

L. Brian Lawrence, Mathematical Sciences, from assistant professor to associate professor with tenure.

Richard Miller, College of Nursing and Health Science, from associate professor to associate professor with tenure.

Walter Morris, Jr., Mathematical Sciences, from assistant professor to associate professor with tenure.

Indubala Satija, Physics, from associate professor to associate professor with tenure.

Hugh Sockett, Graduate School of Education, from research professor to professor with tenure.

Timothy Sugrue, Finance, from assistant professor to associate professor with tenure.

Clifton Sutton, Applied and Engineering Statistics, from assistant professor to associate professor with tenure.

Susan Tichy, English, from assistant professor to associate professor with tenure.

Martin Winkler, Foreign Languages and Literatures, from associate professor to associate professor with tenure.

Publications

John B. Burns, Philosophy and Religious Studies, published two articles, "Solomon's Egyptian Horses and Exotic Wives" in *Forum* and "Namtaru and Nergal, down but not out: A reply to Nicholas Wyatt" in *Vetus Testamentum*.

Maureen Connors, Susan Sare Politano Haynes, Jennifer Sturgis, and Anna Wu, Fenwick Library, published a report to the director of libraries on tables of contents service and document delivery services proposed for George Mason University's Fenwick Library in *Information Reports and Bibliographies*.

Ellen Fagenson, Management, wrote a book, *Women in Management. Trends, Issues, and Challenges in Managerial Diversity*, published by Sage Publications.

Jayne Hart, Biology, is the first author (with colleagues Jing, Freas, Bina, and Muldoon from the Uniformed Services University of the Health Sciences, Bethesda, Md.) of a research study recently accepted for publication in the journal *Anesthesiology* entitled "Effects of Halothane on EDRF/cGMP-mediated Vascular Smooth Muscle Relaxations."

Thelma Z. Lavine, Robinson Professor of Philosophy and American Culture, wrote a chapter "American Philosophy, Socialism, and the Contradictions of Modernity" published in John J. Stuhr's *Philosophy and the Reconstruction of Culture*, SUNY Press, 1993.

James Lawrey, Biology, recently had a paper "Chemical Ecology of *Hobsonia Christianenii* a Lichenicolous Hyphomycete" accepted for publication in *American Journal of Botany*. Another paper, "Lichens as Monitors of Pollutant Elements at Permanent Sites in Maryland and

Virginia" was accepted for publication in a special issue of *The Bryologist* dedicated to the memory of Mason Hale.

Laura O. Rein, Faith P. Hurley, John C. Walsch, and Anna C. Wu, Fenwick Library, published an article, "Formula-Based Subject Allocation: A Practical Approach," in *Collection Management*.

Mark R. Walbridge, Biology, published a paper entitled, "Function and Values of Forested Wetlands in the Southern United States," in the May 1993 issue of *Journal of Forestry*. This issue was dedicated to the subject of 'Forested Wetlands,' in honor of National Wetlands Month (May). Three papers in this issue, including Walbridge's, were presented at a symposium entitled "Forested Wetlands: Science and Policy," jointly sponsored by Mason and the National Capital Chapter of the Society of American Foresters, and held at Mason on October 3, 1992.

Grants

Len Adelman, Center of Excellence in C'I, received a grant, *AASERT Request to Support Research on Army Team Decision Making*, \$149,738, U.S. Army Research Office and additional funding for two grants, *Extending the Focus on Judgement Heuristics and Biases*, \$106,000, U.S. Army, and *Enhancements to the Army Command and Control Evaluation Center*, \$13,933, Evidence Based Research, Inc.

Raymond Akwule, Communication, received a grant, *AFCOM Conference 1993*, \$250,000, U.S. Agency for International Development.

Paul E. Ammann and **Ravinderpal S. Sandhu**, ISSE, received additional funding for a grant, *Derivation, Modeling, and Analysis of Access Control Systems*, \$152,081, National Science Foundation.

David Anderson, Center for Health Promotion, received two grants, *Evaluation of a Regional Youth and Alcohol Project*, \$15,000, The Washington Regional Alcohol Program, and *Training on Cultural Competence*, \$24,750, ADAMHA.

Ravi Athale, Electrical and Computer Engineering, received a grant, *Organization of User Training Workshop for F-SEED Smart Pixel Technology*, \$24,878, and additional funding for two grants, *HDL: Diffractive Optical Elements in Optical Process Systems*, \$85,000, and *Devices and Modules for Optical Computing and Processing*, \$100,000, U.S. Army Research Laboratory. Also, extension of a grant, *Optical Residue Processing Module Experimental Demonstration Program*, with no additional funding.

Shaul Bakhsh, Robinson Professor of History, received a one-year fellowship for research and writing at the United States Institute of Peace in Washington.

Michael Behrmann, Center for Human Disabilities, received four grants, *TAC #3 Supplement*, *Infant/Toddler TAC Services*, \$16,500, *Preschool Technical Assistance Grant*, \$249,359, Virginia Department of Education; *Early Education Program for Children with Disabilities*, \$135,000, U.S. Department of Education; *Columbia Granger's World of Poetry on CD-ROM*, \$700, Team Washington, Inc. Also, a no cost extension for *TAC SD 92-93*, through September 30, 1993, Virginia Department of Education.

W. Murray Black, Electrical and Computer Engineering, received a grant, *Microwave Particulate Trap Cavity*, \$12,500, Technology Assessment and Transfer, Inc., an extension of two grants, *The Microwave Joining of SiC to SiC Ceramics*, and *Modular Systems for Heavy Ion Fusion Accelerators*, with no additional funding, Virginia's Center for Innovative Technology, and modification to a grant, *Axial-Field Transverse Modulation Klystron*, an additional \$39,927, extended through June 30, 1993, with no additional funding, FM Technologies, Inc.

Estela Blaisten-Barojas, Computational Sciences and Informatics, received a grant, *Dynamics of Cluster Formation, Growth and Breakdown*, \$72,000, National Institute of Standards and Technology.

Deborah Boehm-Davis, Biology, received an order for services, *Sign Visibility Research*, \$8,432, Federal Highway Administration.

Richard Bolstein, Applied and Engineering Statistics, received a grant, *Marine Recreational Fishery Statistics Survey*, \$54,220, KCA Research Division/David C. Cox and Associates, and extension of a grant, *Marine Recreational Fishing Statistical Survey*, until June 30, 1993

with no additional funding.

Beverly Boyd, College of Nursing and Health Science, received two grants, *Peace Corps Adult Clinical Assessment Course—Spring '93*, \$13,503, for the contract course held May 17 to 31, 1993, and *Contract Credit Courses with Aga Khan University*, \$400, Aga Khan University.

Ted Bradley, Biology, received two grants, *Consultant Services for Statewide Upland Aquatic Plant Surveys*, not to exceed \$75,000, and *Consultant Services for Statewide Upland Aquatic Plant Surveys: Task 2*, \$8,130, Virginia Department of Transportation. Also, modification to a grant, *Consultant Services for Statewide Upland Aquatic Plant Surveys: Task 3*, \$2,899, Virginia Department of Transportation.

Rex Brown, Systems Engineering, received additional funding for two grants, *Supplementary Equipment Funds for "Logical Frameworks for Making and Justifying Arctic Development Decisions: Russian and U.S. Approaches,"* \$5,000, and *Logical Frameworks for Making and Justifying Arctic Development Decisions: Russian and U.S. Approaches*, \$59,900, National Science Foundation.

Dennis Buede, Center of Excellence in C³I, received modification for a grant, *Technical Support to Operational Evaluator for the National Missile Defense (NMD) Command and Control*, through September 30, 1993, with no additional funds.

Hortensia Cadenas, Early Identification Program, received two grants, *Early Identification Program*, \$15,000, and *Early Identification Pre-College Program*, \$15,000, Virginia Council of Higher Education.

Rita Carty, College of Nursing and Health Science, received two grants, *Nursing Education Collaboration, PIET-OMAN*, \$214,720, AMIDEAST, and *Nursing Opportunities Camp*, \$1,500, the Washington Forrest Foundation. Also, additional funding for a grant, *LPN to RN: Baccalaureate Degree Pathway for LPNs*, \$122,836, U.S. Department of Health and Human Services, Health Resources, and Service Administration.

Richard Carver, Computer Science, received a grant, *RIA: Specification-Based Testing and Analysis of Concurrent Software*, \$90,000, National Science Foundation.

Holly Ho Chen, Chemistry, received modification to a grant, *Intergovernmental Personnel Assignment*, an additional \$1,710, Naval Medical Research Institute.

Harold Chu, Graduate School of Education, received two grants, *Training Bilingual Multicultural/ESL Educational Personnel—Year 2*, \$273,937, and *GMU Title VII Fellowship Program. Doctor of Arts in Education with a Specialization in Bilingual Education*, \$110,932, U.S. Department of Education.

Richard Coffinberger, School of Business Administration, received a grant, *Strengthening International Studies to Support the Japanese Education Initiative*, \$70,133, Japanese Education Initiative.

Eric Cole, Electrical and Computer Engineering, received a grant, *Romps: Halogen Lamp Annealing of Poly-Crystalline Semiconductors*, \$29,842, Goddard Space Flight Center.

Christopher Dede, Center for Interactive Education Technology, received a letter of agreement, *Optical Data Workshops*, between George Mason University and Optical Data Corporation.

Peter Deuning, Computer Science, received a grant, *Integrating HPC into the Curriculum*, \$2,903,656, Advanced Research Projects Agency.

Thomas Dietz, Paul Stern, and Gregory Guagnano, Sociology and Anthropology, received a grant, *Attitude Formation and Political Behavior in Response to Global Change*, \$70,241, National Science Foundation.

Mary Ann Dzama, Graduate School of Education, received a grant, *Proposal No. 093511 Reading to Learn 1993-94*, \$25,000, Virginia Department of Education.

Robert Ehrlich and Maria Dworzecka, Physics, received a grant, *Consortium to Develop Computer Software for Upper Level Undergraduate Physics*, \$147,843, National Science Foundation.

Sheila Ffolliot, Art and Art History, received a grant, *Folger Institute Seminar*, \$1,712, Folger Institute.

Lynn Fontana, Graduate School of Education, received an extension for a grant,

SUB I Housekeeper Named Employee of Month

By David L. Johnson

Dana T. King, housekeeping worker in Student Union Building I for University Unions and Student Activities, is the university's classified employee of the month for September. She was nominated by 13 SUB I employees in addition to director Mick Ellis.

In commending King's work and personality, her nominees described her with numerous complimentary adjectives, several repeatedly. King has been a George Mason employee since March 1991.

Says Nancy Murphy, secretary to the associate vice president and dean for Student Services, "Dana is dependable, courteous, friendly to the students, and, more than any other trait, shows initiative in her day-to-day job performance." Adds Murphy, "She gives 100 percent all the time."

"Dana King is not only efficient and hard-working," states Lynn Siegel, secretary for the Student Leadership Center, "she is always pleasant and willing to give extra effort. She is constantly busy, but has the time to be friendly to everyone she meets."

Minority Student Affairs secretary Penny Torry describes King as "dedicated, sincere, friendly, excited, and one who understands the meaning of hard work," and "Dana is always ready to lend a helping hand." Director Charles N. Smith and other office colleagues support Torry's endorsement.

"Dana is one of those employees who makes the extra effort every time," notes Elizabeth A. Hagaman, Health Education Center director. Adds Barbara J. Fuller, Information Services manager, "Dana is a definite asset to George Mason University, making the Student Union a pleasant place for students and staff

to work and a congenial environment for the students."

Classified employees of the month are presented with a certificate by president George Johnson and given a reserved parking space for one month. They also receive gift certificates from the university bookstore, Brion's Grille, and Nelligan's Framing; lunch for two from university dining services; tickets to shows at the Patriot Center and the Center for the Arts Concert Hall; and tickets to Intercollegiate Athletics events.



Dana T. King

The Science Matters Planning Project, Educational Film Center.

Gregory Foster, Chemistry, received an extension for a grant, *Tributary Loadings of Trace Organic Substances in Chesapeake Bay*, \$6,695, Council of Governments.

Ophir Frieder, Center for Image Analysis, received additional funding for a grant, *REU Supplement: Parallel Verification Systems for Highly Complex Communications Protocols*, \$5,000, National Science Foundation.

Wayne Gable, Center for the Study of Market Processes, received a grant, *Center for the Study of Market Processes 93-94*, \$198,657, Center for the Study of Market Processes.

Kathleen Gaffney, College of Nursing and Health Science, received a grant, *Maternal Role Sufficiency—Predictors and Interventions*, \$93,269, National Institutes of Health, Center for Nursing Research.

Don Gallehr, English, received two grants, *Northern Virginia Writing Project 1993*, \$18,500, National Writing Project, and *Northern Virginia Writing Project*, \$21,375, Virginia Council of Higher Education. GMU is providing cost sharing totaling \$35,975.

James Gentle, Computational Sciences and Informatics, received a grant, *ASA/NSF/BLS Research Fellowship*, \$43,341, American Statistical Association.

Janos Gertler, Electrical and Computer Engineering, received two grants, *Model Based On-Board Detection and Diagnosis for Automobile Engines*, \$25,000 each, General Motors Corporation/Service Technology Center.

Hassan Gomaa, Information and Software Systems Engineering, received a grant, *Sustaining Engineering: Life Cycle Support for Evolutionary Software Development*, \$44,000, NASA Goddard Space Flight Center.

Florine Graham, Administration, received a grant, *Virginia Economic Budget Initiative—FY 1994*, \$25,000, Virginia's Center for Innovative Technology.

Gregory Guagnano, Sociology and Anthropology, received a grant, *HIV Services Provider Survey "KAB Survey,"* \$10,515, Northern Virginia Planning Commission.

Tom Gullede, The Institute of Public Policy, received a grant, *DoD Enterprise Process and Data Models Conference*, \$37,938, Office of Naval Research.

Paul Hager, Center of Excellence in C³I, received additional funding for a grant, *DISA/TOA 13: Corporate Technology Assessment/ISDN (add-on)*, \$41,000, Defense Information

Systems Agency.

Henry Hamburger, Computer Science, received a grant, *Foreign Language Tutoring and Learning Environment*, \$227,029, National Science Foundation.

Gayle Hamilton, Center for Health Promotion, received two grants, *Health Aspects of Addiction*, \$3,305, The Arlington County Schools, and *Minority Community-Based HIV Prevention Project*, \$17,428, Everyday Theater Youth Ensemble.

Kingsley Haynes and David Armor, The Institute of Public Policy, received a grant, *The Causes of Black Achievement Gains*, \$74,993, Smith Richardson Foundation.

Francis Heliotis and Mark Walbridge, Biology, received a grant, *Phosphate Removal Capacity, Hydrology, and Landscape Position of Selected Freshwater Wetlands in the Virginia Piedmont and Coastal Plain*, \$21,895, Virginia Water Resources Research Center.

Ken Hintz, Center of Excellence in C³I, received a grant, *Evolving Neural Networks for Nonlinear Control*, \$129,750, U.S. Air Force Office of Scientific Research.

Robert Honeychuck, Chemistry, received supplemental funds for a grant, *Fluorinated Polyurethanes*, \$15,000, Office of Naval Research.

Charlene Hurt, Library Administration, received a grant, *A Proposal to Improve Interlibrary Loan Service to State-Supported Academic Institutions in Virginia*, \$3,325, Council of Higher Education.

Earl Ingram, University Equity Office, received two fellowships, *Commonwealth Graduate Fellowship Program*, \$20,000, SCHEV.

Sushil Jajodia, Information and Software System Engineering, received two grants, *Secure Two-Phase Commit in Multilevel Secure Database Management Systems*, \$46,875, Mitre Corporation, and *Transaction Processing in Distributed Multilevel Secure Database Systems*, \$42,878, Virginia's Center for Innovative Technology.

R. Christian Jones, Biology, received a grant, *Gunston Cove Ecological Study, 1993-94*, \$81,613, Fairfax County; and an extension for *Collection of Blue Plains Wastewater/Risk Assessment of Nitrogen-Fixing Algae*, Metropolitan Washington Council of Governments.

Menas Kafatos, Computational Sciences and Informatics, received two grants, *A Collaboration Between GMU and NASA for the*

Study of Gamma Ray Astrophysics, \$105,534, and *Morphology of the Local H I Void and Ionization of He in the LISM and Galactic Halo*, NASA. He also received modifications to a grant, *Center for Computational Physics and Space Sciences*, \$80,000, Center for Computational Physics and Space Sciences; supplemental funds to a grant, *High Energy Emission from Hot Accretion Disks in Active Galactic Nuclei*, \$84,883, Research Grant Award; and a modification to a grant *Center for Computational Physics and Space Sciences*, \$50,000, Naval Research Laboratory. Kafatos also received two extensions for the grants, *The Symbiotic Phenomenon*, and *High Energy Emission from Hot Accretion Disks*.

Michael Kehoe, Small Business Development Center, received a memorandum of agreement, *SBDC 1993*, \$230,000, between the Virginia Department of Economic Development and George Mason University.

David Lepard, NOVRAC, received a grant, *NOVRAC Leadership Academy FY94*, \$26,462, Virginia Department of Education.

Alexander Levis, Center of Excellence in C³I, received a grant, *Adaptive Decision Making and Coordination in Variable Structure Organizations*, \$440,611, Department of the Navy, and subcontract agreements for *Performance Evaluation of C³I Architectures*, \$75,881, and *User Pull Applications, Requirements, and Technologies*, \$63,000, Science Applications International Corporation. Also, an extension for a grant, *Theoretical Foundations of C³I Architectures*.

Jack Levy, Graduate School of Education, received a grant, *Training University Faculty in the Education of Limited English Proficient Students: Year 2*, \$229,374, U.S. Department of Education.

Paul Lehner, Systems Engineering, received a grant, *Bayesian Decision Theory for Safety Analysis*, \$4,000, National Institute of Standards and Technology.

Ryszard Michalski, Center for Artificial Intelligence, received two grants, *ES Postdoctoral Associate: A Multistrategy Constructive Induction: A Method and Experiments*, \$46,200, and *CS&E Postdoctoral Associate: Parallel Systems for Machine Learning in Vision*, \$46,200, National Science Foundation. Also, additional funding for a grant, *Machine Vision Through Machine Learning*, \$299,816, U.S. Air Force Office of Scientific Research.

Bob Might, Center of Excellence in C³I, received a grant, *Arc-Node Module*, \$145,000, Argonne National Laboratory.

Christopher Mitchell, Institute for Conflict Analysis and Resolution, received a grant, *General Support for ICAR 1993-96*, \$270,000, William and Flora Hewlett Foundation.

John O'Malley, Entrepreneurship Center, received a grant *Proposal for Management of the Virginia Space Business Incubator*, \$55,000, Virginia's Center for Innovative Technology.

Josephine Pacheco, History, received a grant, *Graduate Research Assistantship: Margaret Ventrudo*, \$6,503, the Board of Regents of Guston Hall.

Ann Palkovich, Sociology and Anthropology, received a permit documents, *Archaeological Field Project*, allowing research activities within Belmont Bay, a tributary to the Occoquan River, from Virginia Marine Resources Commission.

James Palmer, School of Information Technology and Engineering, received two grants, *Analysis of Prose Requirements Statements for the Consortium Requirements Engineering (CoRE) Method*, \$50,000, Virginia's Center for Innovative Technology, and *Support to Turnkey Conference, June 9-10, 1993*, \$15,000, U.S. Department of Transportation. Also, he received extensions for the grants, *Advanced Nuclear Reactor Public Opinion Project: Phase II*, U.S. Department of Energy, and *Consortium for Suburban Mobility*, U.S. Department of Transportation/Federal Transit Administration.

Mark Pullen, Center of Excellence in C³I, received a grant, *DISA/TOA 21: Simulation Interoperation Technology*, \$215,000, Defense Information Systems Agency.

Dave Rine, received a grant, *ASERT: Object-Oriented Formulations for Particle-In-Cell (PIC) Plasma*, \$163,695, U.S. Air Force Office of Scientific Research.

Larry Rockwood, Biology, received an extension, *Potential Cumulative and Long-Term Effects of Aerially Applied Dimilin*, U.S.

Department of Agriculture.

Roy Rosenzweig, History, received an extension for a grant, *Who Built America: An Electronic Book*, American Social History Productions.

Stephen Ruth, Decision Sciences, received a grant, *Feasibility Study: Connectivity Across International Networks*, \$50,000, Andrew W. Mellon Foundation.

Terry Ryan, Systems Engineering, received a grant, *IWR Student Assistant J. Bushey*, \$11,899, U.S. Army Corps of Engineers.

Robert Sachs, Mathematical Sciences, received a grant, *Analysis of Solitary Waves and Multi-Solitons*, \$19,100, National Science Foundation.

Indubala Satija, Physics, received supplemental funding for a grant, *REU Supplement: Systems with Competing Periodicities*, \$10,000, National Science Foundation.

Ravi Sandhu, Information and Software Systems Engineering, received a grant, *Architectures for Typed-Based Distributed Access Control*, \$120,000, and modification to a grant, *Workshop: New Security Paradigms II*, \$10,000, National Security Agency.

David Schaefer, Electrical and Computer Engineering, received a grant, *Modeling of Parallel Computing Structures Utilizing Hierarchical High Level Colored Petri Nets*, \$19,998, Goddard Space Flight Center.

John Schreifels, **Wayne Stalick**, **Robert Honeychuck**, **Ron Roth**, Chemistry, and **Vikas Chandhoke**, College of Arts and Sciences, received a grant, *Shared FTR NMR Facility at George Mason University*, \$100,000, National Science Foundation.

Nancy Schulte, Drug Education Center, received a grant, *Students in Prevention (SIP)*, \$10,811, Virginia Governor's Office.

Charles Smith, Minority Student Services, received a grant, *Virginia Student Recruitment and Retention Program*, \$88,728, Virginia Council of Higher Education.

Hugh Sockett, Center for Applied Research and Development in Education, received a grant, *Education for the 21st Century: Year 4*, \$80,000, U.S. Department of Education.

Ariela Sofer and **Stephen Nash**, Operations Research and Engineering, received a grant, *Parallel and Large-Scale Nonlinear Programming*, \$180,044, National Science Foundation.

Clay Stewart, Center of Excellence in C³I, received two grants, *Information Fusion Workshop*, \$13,578, U.S. Army Research Office, and *Quadratic Detection and Classification for Synthetic Aperture Radar*, \$185,827, Naval Command, Control, and Ocean Surveillance Center; and the extension of a grant, *NCTI Testbed Architecture Development*.

Roger Stough, The Institute of Public Policy, received two grants, *Northern Virginia Technology Database Survey*, \$15,000 each, Northern Virginia Technology Council.

June P. Tangney, Psychology, received a grant, *Constructive Anger, Shame, and Empathy: A Lifespan Study, Year 4*, \$99,454, National Institutes of Health.

Harry Van Trees, Center of Excellence in C³I, received two grants, *DISA/TOA20: Support to ADA Joint Program Office*, \$466,907, Defense Information Systems Agency, and *Technology Development Center in Command, Control, Communications, and Intelligence (C³I)*, \$225,000, Virginia's Center for Innovative Technology; and modification to a grant, *General Sponsorship of C³I Center*.

Ed Wegman, Center for Computational Statistics, received a grant, *High Performance Computing Applications to Nonlinear and Transient Signal Processing*, \$750,000, Department of the Navy, Office of Naval Research, and additional funding for a grant, *Computational Algorithms for Generalized Nonparametric Function Estimation*, \$20,280, National Security Agency.

Brett Wright, College of Nursing and Health Science, received three grants, *Fairfax County Park Authority Needs Assessment*, \$23,823, Fairfax County Park Authority; *Soil Conservation Brochures*, \$37,985, U.S. Department of Agriculture, Soil Conservation Service; and *Environmental 2000 Scholars Program*, \$23,250, National Fish and Wildlife Foundation. He also received an extension for *Rural Landowner Liability Study*, U.S. Department of Agriculture.

Conferences, Seminars, Workshops

Vassily Aksyonov, Robinson Professor of Russian Literature and Writing, was a keynote speaker in Russia at a two-week conference on his own literary work.

Shaul Bakhsh, Robinson Professor of History, presented an invited paper on Iran in Abu Dhabi at an international conference on "Changing Environment of Persian Gulf Security."

John B. Burns, Philosophy and Religious Studies, presented two papers, "Proverbs 7:6-27: Vignettes from the Cycle of Astarte and Adonis" at the annual meeting of the Society of Biblical Literature in San Francisco, Calif., and "Cursing the Day of Birth" at the annual meeting of the Eastern Great Lakes Biblical Society in Pittsburgh, Penna.

Don M. Boileau, Communication, was an invited participant in a roundtable discussion on "Richard Weaver and Contemporary American Society" at the Heritage Foundation.

Carl Ernst, Biology, participated in a program for high school students on "Ethics in the Workplace and Society" sponsored by TRW and Fairfax County Public Schools and presented an illustrated lecture "Turtles of Virginia, Life Styles and Conservation" to students at Lake Braddock High School.

Vic Cordell, Marketing, presented a paper, "Organizational Diffusion of Information Technology: A Comparison of U.S. and Japanese Adoption Patterns," at the World Business Congress in Turku, Finland. He will also be presenting a paper entitled "Effects of Economic Shock on Product Distribution by Small Businesses in Poland," at the World Marketing

Congress in Istanbul, Turkey.

John N. Paden, Robinson Professor of International Studies, was invited to participate in the technical review committee of the World Bank Conference on Culture and Development in Africa. Paden also presented an invited paper on "Cultural Considerations in International Transactions" to the Virginia Bar Association conference.

Seymour Martin Lipset, Hazel Professor of Public Policy, helped organize the 88th annual meeting of the American Sociological Association (ASA) held August 13 to 17, 1993, in Miami Beach, Florida. "Transition to Democracy" was the title of the conference, which featured prominent scholars from throughout the world. Lipset is current president of the ASA.

Bruce Manchester, Communication, and members of the GMU Forensics Team presented a program on public speaking and oral interpretation for the Founders Day Luncheon of the Women's Club of Mantua.

Kevin McCrohan, Marketing, **Timothy Sugre**, Finance, and **Jennifer O'Connor**, a doctoral student in Psychology, presented a paper "A Preliminary Profile of Consumer Participants in Informal Markets" at the annual meeting of the American Statistical Association in August.

Hung Nguyen, Public and International Affairs, chaired a session on "The Vietnamese Community in America: Development and Empowerment" at the NAFEA's 14th Annual Conference on Indochinese Education and Social Services, in Boston, Mass. Hung was invited to give a series of lectures on Vietnamese government and politics, its economy, and foreign relations at the Department of State's

Foreign Service Institute. He participated in a meeting of the Pacific Basin Research Institute to draft a policy paper on "Transforming the Vietnamese Economy." Nguyen also participated in a seminar on "United States-Vietnamese Relations" at the Center for Strategic and International Studies and he spoke on "Vietnam—The Next Decade" at the Voice of America's symposium on "The United States and Indochina: What's Ahead?" commemorating its 50th anniversary of broadcasting to the world. Earlier, Hung was invited by the Sasakawa Peace Foundation to participate in an international roundtable meeting on "Vietnam, Laos, Cambodia: The Path to Economic Development," in Tokyo, Japan.

Robert O. Ruhling, College of Nursing and Health Science, recently presented an invited lecture, "Physiological Influences of Exercise and Aging on Brain Function," to the Centre for Sport and Exercise Sciences, School of Human Sciences, Liverpool, John Moores University. He is also the author of a quarterly question-and-answer column on sports medicine topics entitled, "Ask Dr. Bob," for PARKtakes, the journal of the Fairfax County Park Authority.

Linda B. Samuels, Accounting and Business Legal Studies, presented a paper on "Franchising Regulation: Current Developments" at the Legal Studies Section of the Southwest Federation of Administrative Disciplines in New Orleans, Louis. Samuels also presented a paper, "Resources and Topics for Internationalizing the Business Law Curriculum," and participated on a panel, "The Next Generation: Topics, Time Allocations, and Teaching Methods on Required Business Law Course(s)," at the Mid-Atlantic Academy of Legal Studies in Business Annual Conference in Arlington, Va.

Rajendra Sisodia, Marketing, presented a paper, "Service Superiority," at the Operations Management Association in Coventry, England.

John Wallin, Institute for Computational Sciences and Informatics, and graduate student **Michael Keegan**, were invited to participate in the NSF MetaCenter Computational Institute in Parallel Computing. This a two-week workshop was a competitive NSF program that provided Wallin with training on the Intel Paragon at the San Diego Supercomputer Center and Keegan with training on the Connection Machine CM-5 at the Illinois Supercomputer Center.

Egon Verheyen, Robinson Professor of Humanities, served as a panelist and speaker at a conference on teaching art history at the Savannah College of the Arts.

Roger Wilkins, Robinson Professor of History and American Culture, was commencement speaker and recipient of honorary doctoral degrees at these institutions: Gallaudet College, Georgetown Law School, and the University of Oregon.

John F. Witherspoon, School of Law, addressed a dinner meeting of the Connecticut Patent Law Association in New Haven, Conn., on the hypothetical claim analysis employed by the Court of Appeals for the Federal Circuit in its *Wilson Sporting Goods* case and the effect of that decision on proving infringement under the doctrine of equivalents in a patent infringement litigation.

Students

Josephine Russell Axt and **Donna Maria Jehle**, Biology, have been awarded Hilltop Construction Debris Landfill Scholarships for 1993. The Hilltop Scholarships were established by Hilltop Sand and Gravel Company, Inc., to recognize outstanding students enrolled in the Environmental Management Certificate program.

Anjali Bamzai and **Jaya Ramaprasad** have been selected to assist with lecture notes and prepare the proceedings at the 1993 NOAA Colloquium on Operational Environmental Prediction. Both are graduate students with the Institute for Computational Sciences and Informatics (CSI) focusing on Earth Systems and Global Changes.

Timothy P. Boucher, doctoral candidate in Environmental Biology and Public Policy, Reptile Ecology Group, was awarded a second grant for work on the winter thermal ecology and natural mortality Mason Neck Wildlife Refuge of *Terrepen carolina carolina*. \$2,500 of this grant was awarded by the Washington Biologist Field Club and \$500 from the Chicago Herpetological Society.

Barbara Hitt, Biology, received the 1993 Departmental Elaine C. Joyce Memorial Award. **Michael A. Keegan**, Computational

Drug Education Program Among Best in U.S.

By Laura Martinez Massie

Drug and alcohol awareness programming by George Mason's Drug Education Center has been selected as among the 10 best in the country in a contest sponsored by coordinators of National Collegiate Alcohol Awareness Week (NCAAW).

NCAAW will honor the center and its director, Nancy Schulte, at an awards luncheon on Wednesday, Sept. 29, at noon at the University of Maryland—College Park. At that time, the center will be presented with a check for \$1,000 as one of the contest winners.

Schulte and Kimberley Timpf, program coordinator for the center, entered "Behind the Mask," the theme for last fall's university-sponsored observance of National Collegiate Alcohol Awareness Week. However, the NCAAW judged and honored all of the center's programming throughout the 1992-93 academic year, in addition to events from Alcohol Awareness Week, Schulte says.

The primary attention-getter to the judges was George Mason's Alcohol Awareness Week activities. These included "The Mask of Tragedy," in which designated students, faculty, and staff were taken from their classes or offices by black-robed "grim reapers" who announced that every 22 minutes, someone

dies in an alcohol-related incident. The day-long program concluded with a mock funeral procession on the Quad for victims of alcohol-related tragedies.

Also included was a panel of George Mason students who have had problems with alcohol, discussing alcohol and other drug addiction and how they maintain their sobriety on a college campus.

"When Alcohol Masks the Facts" was a fictional enactment of an alcohol-related acquaintance rape trial. It included a plaintiff, defendant, witnesses, attorneys, jurors, and an actual judge from Fairfax County District Court. Counseling Center staff were on hand to answer questions.

George Mason students were paired with local elementary students for the Students in Prevention (SIP) program in "Take Off Your Mask," where discussions and interactive games focused on maintaining a drug- and alcohol-free lifestyle.

"We are delighted to win this award," Schulte says. "It's for everyone in the center and the university, especially the students and staff."

A reception on Capitol Hill with legislators from Northern Virginia is also scheduled for the winners.



Nancy Schulte



Kimberley Timpf

Sciences and Informatics, and his adviser Dimitri A. Papaconstantopoulos published "Analytic Expressions of Band Structure Potentials and Transferability Studies," in *Modelling Simul. Mater. Sci. Eng. 1*, printed in the United Kingdom.

Yvette Petty, Biology, received the Biology Department's Senior Award.

Dan Sepdham, Biology, received the 1993 Marian and Bruce Johnson Award awarded by the department.

Cynthia Wyant, Biology, received the 1993 Rocky Run Garden Club Award awarded by the department.

The following GMU students and alumni presented papers at the Association of Southeastern Biologists (ASB) Spring Conference in Virginia Beach:

Thomas Carpenter, Stephen Copps, Luther Brown, and Robert Jonas, "Variation in Bacterial Abundance and Biovolume in Bahamian Blue Holes" and "Vertical Profiles of Three Bahamian (Karst) Blue Holes."

Sybille Klenzendorf, Luther Brown, and Brian Holmes, "Bear Human Interaction in Katmai, Nation Park."

Thomas Steffens, Luther Brown, and Robert Jonas, "Tarpon Blue Hole, Andros Island, Bahamas: Biogeochemical Changes in an Historically Stable Estuarine Environment."

Jevene Summers, David S. Hockey, and Robert B. Jonas, "Analysis of Thymidine Incorporation in Estimating Bacterial Production."

Campus-Wide Information System

Continued from page 3

Lynch, Daniel C.
Internet System Handbook
Reading, PA: Addison-Wesley, 1993
TK 5105.875 .I57 I58 1993

Rose, Marshall T.
The Internet Message: Closing the Book with Electronic Mail
Englewood Cliffs, NJ: Prentice Hall, 1993
TK 5105.875 .I57 R67 1993

Summerhill, Craig -
An Internet Primer for Information Professionals: A Basic Guide to Internet Networking Technology
Westport, CT: Meckler, 1993
TK 5105.875 .I57 L35 1992

Strangelove, Michael
Directory of Electronic Journals, Newsletters, and Academic Discussion Lists
Washington, DC: Association of Research Libraries, 1992
Z 6951 .D625

Tennant, Roy
Crossing the Internet Threshold: An Instructional Handbook
Berkeley, CA: Library Solutions Press, 1993
TK 5105.875 .I57 T4 1993

The library's liaison librarians are offering directions to Internet resources that are specific to each academic area this fall. Call x2214 for more details.

University Computing and Information Systems (UCIS) offers two three-hour courses on the Internet. Introduction to information Services on the Internet and Information Services for Advanced Internet Users are being offered in October. To register or for information, call x3426.

The Internet Resource Guide is an on-line reference by the NSFNET Service Center that describes many of the services available on the Internet. To access the guide, send an electronic mail message to nnsc@nsc.nsf.net, call (617) 873-3400, or send a written request to NNSC, Bolt, Beranek, and Newman, Inc., 10 Moulton Street, Mail Stop 6/3B, Cambridge, Mass., 02138.

There are also other on-line reference guides about the Internet available through MasonLink or directly from the source.

WGMU Radio Gets New General Manager

By Colleen Kearney

The campus radio station WGMU got a new general manager this summer. Former Capitol Hill correspondent Christine Donohue was chosen to replace Fred Odom, who left the position after four years to retire to Florida.

"I guess you could say I was in the right place at the right time," says Donohue. She had been employed as a graduate teaching assistant in the Communication Department while working on an Master of Arts in Interdisciplinary Studies degree in communication and education at Mason when the position became available.

After completing a bachelor's degree in communication at James Madison University, Donohue worked for seven years as news director at WWDE in Norfolk before relocating to the Washington metropolitan area.

Once here, she took a position at a Capitol Hill news bureau, Potomac Profile, which she later had the opportunity to buy from her

employer. When she left it to resume her studies, the news bureau had 13 clients from around the country for whom she would cover the daily transactions of Congress.

Education is an important component of the radio station program Donohue is developing at WGMU. "I would like the students working here to have not only a good educational experience, but to leave here with practical work experience," says Donohue.

She says she wants to steer away from the stereotype of the "funky little college station. We are going to foster a professional atmosphere here."

"In addition to her enthusiasm," says Don Boileau, chairperson of the Communication Department, "Christine brings to us excellent commercial radio experience with a background in news and programming."

As the final project for her M.A.I.S., Donohue is redesigning the radio curriculum for the Communication Department.



Christine Donohue

NVWP Celebrates 15th Summer

By Sabrina G. Anwah

For the past 15 summers, the Northern Virginia Writing Project's Summer Writing Institute has been churning out writing scholars. Twenty-five scholars a year for 15 years. And these scholars are on a mission. They seek writing. Better writing. Better writing from students, and better writing from teachers.

The Summer Writing Institute at Mason is a part of the Virginia Writing Project, a statewide effort to improve the writing of students from kindergarten through college level. The purpose of the institute is to train teachers (called fellows) to become writing consultants, making them agents of change in their schools and districts.

During the summer institutes, fellows meet all day, four days a week, for five weeks. They examine problems in the teaching of writing, present and demonstrate approaches to the teaching of writing, study current and past research in the field, and write papers in various modes and from different points of view. Each fellow also presents a position paper on the teaching of writing.

Donald R. Gallehr, English, is director of the Northern Virginia Writing Project at George Mason. Gallehr who joined Mason in 1966, has run the Summer Institute from its inception in 1978.

The institute has a dual emphasis—to encourage teachers in their writing efforts and to train teachers to teach writing to their students and colleagues.

"There was very little training on how to teach writing 15 years ago," Gallehr recalls. Over the years, the content of the institute's curriculum has constantly changed to keep up with the needs of teachers. "In 1978, there were lots of presentations on pre-writing. This year's topics included grant writing, revision, and teaching writing to ESL students," says Gallehr.

Retired Fairfax County English teacher Victor H. Kryston served as assistant director of this year's institute. He began his affiliation with the institute in 1979, and this was his third time serving on the staff. "Teaching can be a lonely job. It's nice to come together with other teachers. It's a very energizing experience and a chance to work on your writing," says Kryston.

Kryston has developed and will teach a new course on Technology and Writing this semester. He also set up an electronic bulletin board to help project members to communicate.

Pat Bradley, an English teacher at Hinc Jr. High School in Washington, D.C., was a fellow this summer. "It provided an opportunity for teachers to learn from each other," she says of the institute, "and I wanted that kind of creative environment."

Bradley, who is pursuing a master's degree in Rhetoric and Composition, says she learned something from every presentation, especially those by the elementary school teachers. "Sometimes on a secondary level we don't involve the kids enough," she added.

The Writing Project was first started in 1978 at the University of California-Berkeley as a sort of summer school for teachers. Now there are Writing Projects all over the country providing

in-service training for teachers, where year-round classes and workshops are offered on topics related to teaching and writing.

Approximately 350 teachers have completed the training at Mason. Some are now published writers of textbooks, poetry, and short stories. Others contribute to trade journals on education. Some have developed specialties. One fellow specializes in the integration of language arts into the curriculum; another teaches the tenets of science fiction to eighth graders.

Gallehr says he sees the effects of the institute in the quality of students in his freshman composition and advanced nonfiction writing classes. "Students coming to Mason know how to write much better. They know about drafts, revisions, and editing."

For the past five years, Mason has also had a summer institute for fifth through twelfth graders.

Gallehr himself has learned from the institute. He recently finished a book on the teaching of writing and frequently contributes articles to education journals, most at the request of the editor. He has reaped personal benefits as well.

"I take tremendous pleasure in seeing someone succeed in something they like to do," he says. "It's rewarding to see them improve then go back and improve the writing of their students."

Summer Changes

Continued from page 10

year. Jerry Jenkins, director of Computer Systems and Operations, has assumed day-to-day responsibility as interim executive director. *Gazette*, July 22.

Eugene M. Donnelly, director of government training for the Center for Professional Development, retired in June after 13 years at Mason. Since coming to the university, Donnelly was instrumental in expanding the university's off-campus instruction to include on-site corporate and government training programs. *Gazette*, July 13.

Louis Meites, chairman of the Chemistry Department from 1984 to 1989, died June 17 at Fairfax Hospital after open-heart surgery. Meites held a doctorate in chemistry from Harvard University and specialized in physical/analytical chemistry. He had taught at Princeton and Yale universities, Brooklyn Polytechnic Institute, and Clarkson College of Technology at Potsdam, New York, before coming to Mason, as well as serving on a visiting senior research fellow at several universities abroad.

Author of more than 200 publications, Meites was an internationally recognized expert in analytical chemistry and a founding editor of *Critical Reviews in Analytical Chemistry*. While serving as chair of Mason's Chemistry Department, he initiated the master of science in chemistry program and worked to bring greater emphasis to the research component of the department. *Gazette*, July 13.

High and Low Impact Aerobic Fitness Workouts

sponsored by the Center for Health Promotion

Monday through Friday at 12:10 p.m.

Instructor: Cindy

Monday and Thursday

at 5:15 p.m. and 6:15 p.m.

Instructor: Nicole

Wednesday at 4 p.m.

Instructor: Jennifer

Upstairs gym of the P.E. Building

Registration Fee: \$15 per semester

Call x3697

In Box

Continued from page 2

■ **Material Management** has negotiated special accommodation rates for visitors to the university's campuses in Arlington and Manassas with the following hotels: Comfort Inn-Ballston, Holiday Inn-Ballston, Westpark Hotel-Rosslyn and Courtyard by Marriott and the Hampton, Holiday, and Ramada Inns in Manassas. Reservations can be made by individual departments using departmental budget codes for confirmation. For more information, call x2580.

■ **Art and Art History** associate professor Walter Kravitz's recent works are on exhibit Sept. 10 through Oct. 2, in Gallery K, 2010 R Street, N.W., in Washington, D.C. The opening reception is Sept. 10, from 6 to 8 p.m. For more information, call Kravitz at x1012 or the gallery at (202) 234-0339.

■ **The Council for International Exchange for Scholars** has announced a new award opportunity for all departments, colleges, or academic units. The European Communities Official-in-Residence Program brings EC officials to U.S. campuses for a semester or a year. The resident official will give guest lectures and conduct seminars and professional consultations. For more information, call the director of International Exchange and Study Abroad Programs at x2155/2156.

■ **Full-time administrators** in the areas of instruction and academic affairs, business and financial management, budgeting and planning, and student/academic support services can apply for Fulbright Travel Grants. The grants, which allow recipients to visit universities in the United Kingdom, Germany, and Japan/Korea to pursue professional projects, are awarded on a competitive basis. For more information, call the director of International Exchange and Study Abroad Programs at x2155/2156.

Faculty Handbook Revision Completed

Continued from page 1

remained, according to associate provost James Fletcher, the president's representative on the handbook committee. The first concerned Faculty Senate's role in advising the president—that is, how and when the Senate is to be notified of pending administrative decisions in which its advice would be appropriate. The second concerned the academic role played by institutes in the university, specifically whether they should offer undergraduate degree programs. The Senate had earlier voted for a version that would restrict institutes to degree programs at the graduate level, while the administration's stance was that institutes should be able to offer programs at the undergraduate level when appropriate.

Despite the difficulties of getting to yes on those items, committee members questioned at that time preferred to point to the progress already made. "We've resolved a lot of issues," said committee chair Henry Hamburger, who functioned as a facilitator for the process.

Esiter Elstun, one of the Faculty Senate representatives on the committee, noted that compared with 10 years ago, the work this time has been a little easier in some ways, but "pretty

hard" in other ways. Elstun, who was on the committee that revised the previous handbook, also helped draft the Faculty Senate Charter. "There's a whole new set of players now. There has certainly been a lot of good will on every side. I think the tone and tenor of this edition is much better than the previous one, more civil. It is more the way that discourse in an academic institution ought to be," Elstun concluded.

"We're a different institution now, and some of the issues that gave rise to the feelings then are no longer in place," notes Fletcher.

Because the contractual elements of the current handbook were separated from the informational, the revised handbook will include only those provisions describing university policy and procedures that serve as a contractual basis for faculty employment. The information portion will be published in a separate "Faculty Information Guide" by the Human Resource Department, and can be updated as needed without Board of Visitors approval.

Throughout the drafting process, Elstun says, the committee replaced language thought to be unnecessarily legalistic or bureaucratic in tone.

Among the major substantive changes agreed

to, the proposed revised handbook:

- Expands the language describing the role of the Faculty Senate in advising the president, emphasizing the cooperative relationship between the Senate and the administration in matters relating to curriculum, faculty employment, and academic organization; and provides for consultation through monthly meetings of the provost and the Senate's executive committee.

- States that university institutes may offer interdisciplinary academic programs and that such programs are normally offered at the graduate level.

- Assures elected faculty participation in selecting certain members of the central administration.

- Defines and describes the organizational units through which the faculty conducts business and participates in governance.

- Streamlines and simplifies the typology of faculty appointments, ranks, and titles.

- Makes tenure institutional rather than departmental and introduces the concept of "primary affiliation" to note the unit through which a faculty member undertakes his or her

primary obligations.

- Clarifies and establishes the criteria for evaluating faculty as teaching and scholarship (they are primary), professional service, and university service.

- Specifies that the teaching and research components of a faculty member's responsibility be in a three-to-one ratio of teaching to research as the normal responsibility and provides for variation of that ratio in certain assignments, notably funded research; that faculty members are also required to provide service to the university; and that faculty members are expected to provide service to the profession.

- States that faculty members are expected to be available for university service during the week before the start of the fall semester and the week after the end of the spring semester, but that in special circumstances they may be called on up to two weeks before or after the academic year.

The *Faculty Informational Guide* is now under review, according to Jeffrey Brandwine, vice president for Human Resources. When it is printed, faculty will be advised how it will be distributed.

Sexual Harassment Policy Sets Procedures, Deadlines

Continued from page 1

sexually derogatory material—which alters and creates an abusive work environment that prevents or unreasonably interferes with one's work or studies.

For instance, Sinacore explains, "a law professor feels that women don't necessarily make the best lawyers, and so in class he calls on the males more often than the females and puts down the females every time they answer a question. That creates a hostile environment, and it happens more often than you realize.... The difficult question is, Can one comment [or one joke, one poster, etc.] create a hostile environment?"

"The university has a right to create the kind of workplace and educational environment that is required for our students," he continues. "A few faculty believe, and understandably so, that the classroom is their space to do with as they please. But you can't excuse sexual harassment under the concept of academic freedom."

proposed to avert many of these complexities by instituting an across-the-board ban on sexual and romantic interaction between students and faculty. The proposal, later modified to apply to faculty members/administrators and the students over whom they have academic influence, is now being reviewed by the U.Va. provost.

The approach on the Mason campus relies more on the practical effects of information, fair warning, and a proposed new procedure for handling complaints. In addition to a brochure on the subject distributed by Ingram's office titled "What You Should Know About Sexual Harassment," training sessions in recognizing and dealing with situations are available for campus groups of 10 or more.

Last fall, Department of Sociology and Anthropology professor Karen Rosenblum, a member of the Faculty Senate and immediate past director of the Women's Studies Research and Resource Center, who had helped write the brochure, suggested improving Mason's procedure for handling complaints. A Faculty Senate subcommittee on sexual harassment procedures, chaired by Rosenblum and including representatives from Human Resources, Student Services, the Provost's Office, the Faculty Senate, and the faculty at large, worked with the Equity Office to develop a clear set of procedures. Ingram plans to submit the proposed new procedures to the president and the Executive Council early this fall. If approved, the plan would go to the state attorney general for review.

In addition to clarifying the steps for handling complaints, the proposed revised policy ensures peer review, sets a time limit for reporting complaints, and creates an advisory group to help complainants and respondents understand and maneuver through the process. It includes creation of a 30-member hearing board comprising representatives of the teaching and administrative faculty, classified and wages staff, undergraduate and graduate students, and administrators.

Complaints will initially be investigated by Ingram's office. If found to be valid, they will go to a three-person panel, chosen by the hearing board's cochairs, to include a representative from each party's constituency. The panel will determine whether a violation has occurred and make a recommendation to the appropriate vice president.

Although the Faculty Senate subcommittee recommended allowing 12 months after an incident in which to file a complaint, Ingram wanted a limit of 120 calendar days.

Speaking for the subcommittee, Rosenblum noted in a July memo to Ingram that both undergraduate and graduate students [for reasons not recounted here] are likely to require much longer than four months before they are ready to lodge a complaint. Sometimes sexual harassment leads to students dropping out of school, she explained, and only after they try to return do they report it, by which time they would be beyond the deadline. The university would thus be unable to pursue a case.

On the other hand, Ingram—who was previously a deciding officer covering 10 national regions for the U.S. Department of Education's

EEO Office and its Office for Civil Rights—believes the earlier limit does more to protect students' rights. "A long reporting time creates difficulties in reconstructing the facts necessary to make a case. The more time that has elapsed since an incident, the more difficult it is to verify a complaint," he says. Also, he indicates, a deadline beyond that required by the government could lull complainants into a sense that they have more than 180 days to file with the government.

Ingram has compromised by specifying a 180-day deadline, as under the original policy, although he strongly recommends that incidents be reported within 120 days. Federal regulations also allow complainants 180 days to file with the EEOC or the DoE, with the exception of government employees, who have 45 days.

"If we are going to prepare students for the world of work, why not expose them to the same

time frames that the federal government will impose on them once they enter the work force?" he adds. "Somehow, we have to encourage the victims of sexual harassment not to be silent but to step forward."

In the future, he adds, the procedure for handling sexual harassment complaints will probably be the prototype for handling other kinds of discrimination complaints, such as those based on race, ethnicity, and religion.

The university brochure, available from the Affirmative Action/EEO and Equity Office, D105 Mason Hall, offers a number of suggestions for dealing with a problem situation on an informal basis and describes the steps to take to initiate the complaint process through a department chair or staff administrator, the vice president for Human Resources, the university ombudsperson, the Women's Studies Research and Resource Center, or the equity officer.

Energy Management Plan in Effect

Continued from page 6

supplies, which will be included in state contracts;

- encouraging purchase of recycled-content products including business cards, fine paper and envelopes, office supplies, hand towels, and tissue paper and napkins, and increasing the inventory of these items in the university's warehouse;

- encouraging suppliers to use minimal packaging and to ship in reusable containers;

- letting prospective service providers know that energy efficiency is valued in the services received; and

- having all buildings, especially classrooms, on the central computer, which operates and controls all major heating and air-conditioning systems.

The Virginia Department of Mines, Minerals, and Energy (DMME) will designate one day in October as Energy Alert Day, and George Mason

will participate. In addition, Stewart is coordinating the First Virginia State Collegiate Recyclers Conference, a two-day event for state university recyclers on Sept. 16 and 17, beginning at 8:30 a.m. in SUB II.

The purpose of the conference is to unite collegiate recyclers across Virginia, Stewart says. "As a large organization, we'll be able to assist each other in creating outstanding recycling programs. The universities and colleges of Virginia need to function together as a whole to create a complete recycling system."

Stewart has recruited recycling specialists from the state as well as from the U.S. Environmental Protection Agency and the Northern Virginia Planning District Commission to speak at the conference. For more information on the conference or the university's other ongoing efforts in energy management, contact McMenamin or Stewart at x2540.

Graduate School

Continued from page 2

each unit deciding on the appropriate procedure for awarding them.

For the 1993-94 academic year, doctoral students will continue to file graduation paperwork and have the format of their dissertation approved by the doctoral student coordinator in the College of Arts and Sciences prior to graduation to ensure it meets the university's format.

One of Boehm-Davis's new responsibilities is to meet with administrators within each unit, coordinating their needs with the policies set down by the Graduate Council. The Graduate Council sets policies and procedures for all graduate programs at Mason. "We're striving for consistency in the application of policy across the university," says Boehm-Davis.

For more information about graduate programs, call x8865.

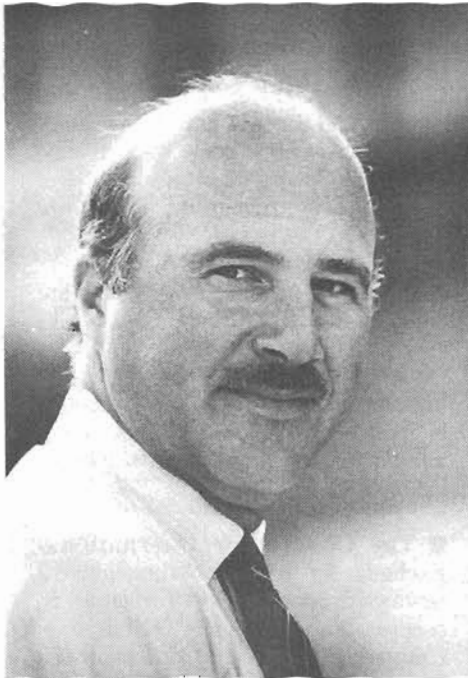
Provost Sets Policy

Continued from page 16

contact hours per fiscal year, or 120 contact hours per academic year.

Compensation per contact hour will be determined by dividing the individual's 12-month salary by 2,080 (the number of hours in the twelve-month contract working year) or his or her nine-month salary by 1,560, then multiplying by three to allow for two preparation hours for each contact hour.

The additional compensation is available to faculty only with written approval of the individual's dean or institute director, who must affirm that the faculty member is already teaching a full load during the time period involved. All requests for such compensation will be reviewed by the Provost's Office.



Ron Sinacore

Ingram notes that according to the EEOC, although *quid pro quo* and hostile environment harassment claims are theoretically distinct, the line between the two are not always clear and the two forms of harassment often occur together.

George Mason, with its large numbers of graduate students, is bound to have its share of mutually consensual relationships that in earlier times would have been considered no one else's business. These, too, have the potential for abuse, particularly in light of the mentoring relationship and the potential for the disparate treatment of other students.

"In consenting relationships," Rossini says, "it's the negative impact on third parties, such as exclusion and unfair treatment, that we're trying to stop."

Policies and Prohibitions

The University of Virginia sparked debate beyond academia when its faculty senate

September

- 18 Women's Soccer—GMU vs. Wright State. Soccer Stadium, 1 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 18 Concert—Diane Schuur, jazz singer. Concert Hall, 7:30 p.m. \$25. Institute of the Arts, x8888.
- 18 Dance—GMU Dance Company Concert. Harris Theater, 8 p.m. Free. Dance Department, x1114.
- 19-27 Ice Show—"Aladdin" presented by Disney. Patriot Center. Showtimes vary daily. \$21.50. Patriot Center, x3000.
- 21 Men's Soccer—GMU vs. Old Dominion. Soccer Stadium, 3 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 21 Reunion—The Plan for Alternative General Education (PAGE) celebrates 10 years at George Mason. SUB II, Rooms 5-7, 4:30 to 6 p.m. Free. PAGE, x1110.
- 21 Seminar—"Marketing Research" with speaker Michael Killian. Fenwick Library, 6 to 9:30 p.m. Small Business Development Center, x2130.
- 21 MBA Preview—Graduate Business School Information Session for Prospective Students. SUB II, Rooms 6-7. Free. School of Business Administration, x2136.
- 22 Lecture—"Is Democracy the Wave of the Future?" with speaker Dr. Francis Fukuyama, and discussant Professor Robert Clark. SUB II, Front Ballroom, 11:30 a.m. to 1 p.m. Free. Public Affairs, x1400.
- 22 Passport Series—Middle Eastern Bazaar. Experience Middle Eastern food, music, and dancing. Main Quad, 12:30 to 1:30 p.m. Free. Office of International Programs and Services, x2970.
- 22 Seminar—"Financing Your Business" with speakers Mark Spikell and Brian Middleton. Location TBA, 6 to 9:30 p.m. \$25. Small Business Development Center, x2130.
- 23 Women's Soccer—GMU vs. Temple. Soccer Stadium, 4 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 23 Seminar—"Cost Estimates and Bidding" with speaker Amy Erwin. Location TBA, 6 to 9:30 p.m. Free. Small Business Development Center, x2130.
- 24 Patriot's Day—The fall, campus-wide celebration of George Mason University with contests and vendors. Main Quad, 7 a.m. to 10 p.m. Program Board, x2925.
- 24 Faculty Recital—Kathryn Hearden, singer. Harris Theater, 8 p.m. Free. Music Department, x1380.
- 25 Men's and Women's Cross Country Track—Morven Park Invitational. Morven Park, 9 a.m. Free. Intercollegiate Athletics, x3260.
- 25 Seminar—"Learning to Live Without Fear: A Day of Self-Defense." The Women's Center presents its second annual all-day, hands-on (and hands-off) workshop devoted to teaching defense skills. SUB II, Ballroom, 9 a.m. to 4 p.m. \$30, \$20 for students w/valid I.D. Women's Center, x2896.
- 26 Concert—Potomac Valley Theater Organ Society and Silent Film. Harris Theater, 3 p.m. Free. Institute of the Arts, x8888.
- 27 Visiting Writers Series—Martha Collins reads from her poetry. SUB II, Rooms 5-7, 8 p.m. Free. Writing Program, x1185.
- 28 Seminar—"Estate Planning for High Income." Center for Professional Development, 4260 Chain Bridge Road, 6 to 10 p.m. \$60. Center for Professional Development, x2905.
- 28 Seminar—"Creating a Promotional Strategy" with speaker Jim Morris. Location TBA, 6 to 9:30 p.m. \$25. Small Business Development Center, x2130.
- 29 Seminar—"Ethical Implications of Human Genome Research." For everyone interested in key dimensions of the emerging genomic era. SUB II, Ballroom, 8 a.m. to 5 p.m. General-\$175, Faculty-\$100, Students-\$25. College of Nursing and Health Science, x1931.
- 29 Career Fair—Patriot Center, 9 a.m. to 5:30 p.m. Free. Patriot Center, x3000.
- 29 Men's Soccer—GMU vs. Loyola. Soccer Stadium, 1 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 29 Women's Soccer—GMU vs. George Washington. Soccer Stadium, 3 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 29 Seminar—"Developing a Business Plan" with speaker Joe Messina. Location TBA, 6 to 9:30 p.m. \$25. Small Business Development Center, x2130.
- 4 Conversation Series—"Conversations with Bicultural Students: Dual or Duelling Cultures?" SUB I, Rooms A-B, 3 to 4:30 p.m. Free. Office of International Programs and Services, x2970.
- 5 Seminar—"Successful Selling" with speaker Michael St. Lawrence. SUB II, Rooms 3-4, 6 to 9:30 p.m. \$25. Small Business Development Center, x2130.
- 5 Women's Volleyball—GMU vs. Towson. PE Building, 7:30 p.m. Free. Intercollegiate Athletics, x3260.
- 5 Visiting Writers Series—Anne Bernays reads from her fiction. SUB II, Rooms 5-7, 8 p.m. Free. Writing Program, x1185.
- 6 Seminar—"State and Local Government" with speaker Amy Erwin. SUB II, Rooms 3-4, 6 to 9:30 p.m. Free. Small Business Development Center, x2130.
- 6 Men's Soccer—GMU vs. Towson. Soccer Stadium, 3 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 8 Women's Soccer—GMU vs. U.Va. Soccer Stadium, 4 p.m. Intercollegiate Athletics, x3260.
- 8-16 Drama—GMU Players present *Hedda Gabler*. Harris Theater, Oct. 8 through Oct. 10 and Oct. 14 through Oct. 16 at 8 p.m. \$5/\$3. Institute of the Arts, x8888.
- 9 GRE Exam—Thompson Hall, Room 138, 7:30 a.m. to 5:30 p.m. Testing Office, x2390.
- 9 Women's Volleyball—GMU vs. Drexel. PE Building, 2 p.m. Free. Intercollegiate Athletics, x3260.
- 9 Dance—The Lar Lubovitch Dance Company presents a high energy performance of classical and modern dance. Concert Hall, 8 p.m. \$28. Institute of the Arts, x8888.
- 10 Women's Soccer—GMU vs. Berry. Soccer Stadium, 4 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 10-12 Fall Recess—No classes held.
- 11-25 Seminar—"Financial Planning For Women." Center for Professional Development, 4260 Chain Bridge Road, 7 to 9 p.m. \$70 plus \$29 for materials. Center for Professional Development, x2905.
- 12 Columbus Day.
- 12 Seminar—Information Security Institute "UNIX Security." Holiday Inn, Fair Oaks, Tuesday through Friday, 9 to 5 p.m. \$1,270. Center for Professional Development, x2095.
- 12 Workshop—"Orientation to Cooperative Education." SUB I, Room 1B, 3:30 to 4:30 p.m. Free. Career Development Center, x2370.
- 12 Concert—GMU Symphony Orchestra. Harris Theater, 8 p.m. Free. Music Department, x1380.
- 13 MBA Preview—Graduate Business School Information Session for Prospective Students. SUB II, Rooms 3-4, 7 to 9:30 p.m. Free. School of Business Administration, x2136.
- 14 Fashion Show—Main Quad, 3 to 6 p.m. Free. Program Board, x2925.
- 15-17 "Taste of Virginia"—The Virginia Food and Wine Festival. Patriot Center, 10 a.m. to 6 p.m. \$25. Patriot Center, x3000.
- 15 Fashion Show—Main Quad, 6:30 to 10 p.m. Free. Program Board, x2925.
- 16 GMAT Exam—Thompson Hall, Room 138, 7:30 a.m. to 1:30 p.m. Testing Office, x2390.
- 16 Men's Tennis—GMU vs. Monmouth. Tennis Courts, 9 a.m. Free. Intercollegiate Athletics, x3260.
- 16 Men's Tennis—GMU vs. Howard. Tennis Courts, 4 p.m. Free. Intercollegiate Athletics, x3260.
- 16 Concert—Jazz Musicians Ramsey Lewis and John Pizzarelli perform with the GMU Jazz Band. Concert Hall, 7:30 p.m. \$25. Institute of the Arts, x8888.
- 17 Concert—Virginia Opera Fall Preview. The Virginia Opera performs excerpts from their two winter shows, *Turandot* and *Norma*. Concert Hall, 3 to 5 p.m. Free. Institute of the Arts, x8888.
- 18-22 National Collegiate Alcohol Awareness Week (NCAAW)—Promotes awareness and responsible behavior with alcohol among college students. Events during the week include a fair, mock rape trial, and volleyball marathon, as well as lectures and other educational programs. Volunteers welcome. Campus, Drug Education Center, x3686.
- 18 NCAAW Event—"Alcohol-Free Fair." A celebration of alcohol-free living with games and contests. Main Quad, 10 a.m. to 4 p.m. Free. Drug Education Center, x3686.
- 20 Lecture—"Prospects for Democracy in Latin America" with speaker Professor Cynthia McClintock, and discussant Miss Maria Urbina. SUB II, Front Ballroom, 11:30 a.m. to 1 p.m. Free. Public and International Affairs Department, x1400.
- 20 Women's Soccer—GMU vs. Maryland. Soccer Stadium, 3 p.m. \$5/\$2. Intercollegiate Athletics, x3260.
- 21 Reading—Martin Simecka, Winner of the Mobil Oil 1993 Pegasus Prize for Literature, reads from his novel *The Year of the Frog*. SUB II, Rooms 5-7, 4:30 to 6:30 p.m. Free. English Department, x1160.
- 22 Women's Volleyball—GMU vs. UNC-Wilmington. PE Building, 7:30 p.m. Free.
- 22 Concert—Alan Jackson. Patriot Center, 8 p.m. \$23.50. Patriot Center, x3000. Intercollegiate Athletics, x3260.
- 22 Concert—St. Paul Chamber Orchestra. Concert Hall, 8:30 p.m. \$30. Institute of the Arts, x8888.
- 23 TOEFL Exam—Lecture Hall, Room 1, 7:30 a.m. to 1 p.m. Testing Office, x2390.
- 23 CFC Exam—Thompson Hall, Room 116, 8 a.m. to 1:30 p.m. Testing Office, x2390.
- 23 Women's Volleyball—GMU vs. East Carolina. PE Building, 1:30 p.m. Free. Intercollegiate Athletics, x3260.
- 23 Concert—Fairfax Symphony Orchestra. Concert Hall, 7:30 p.m. \$25/\$5. Institute of the Arts, x8888.
- 24 Women's Volleyball—GMU vs. Boston College. PE Building, 2 p.m. Free. Intercollegiate Athletics, x3260.
- 25 Firefighter's Variety Show—Fundraiser for local county fire departments. Patriot Center, 8 p.m. Donations accepted. Patriot Center, x3000.

October

2 Homecoming Day—Featuring Parent's Day 1993 as parents of George Mason students are welcomed to the university, and the Homecoming Soccer Game against James Madison University at 3 p.m. at the Soccer Stadium.

2 CERA Exam—Aquia Module, Room 102, 8 a.m. to 1:30 p.m. Testing Office, x2390.

2 LSAT—Lecture Hall, Room 1, 8 a.m. to 2 p.m. Testing Office, x2390.

2 Men's Soccer—Homecoming Game: GMU vs. James Madison. Soccer Field, 3 p.m. \$5/\$2. Intercollegiate Athletics, x3260.

2 Concert—Fairfax Symphony Orchestra. Concert Hall, 7:30 p.m. \$25/\$5. Institute of the Arts, x8888.

4-8 Seminar—Information Security Institute, "Information Security: Principles and Practice." Holiday Inn, Fair Oaks, Monday through Thursday, 9 to 5 p.m.; Friday, 9 to noon. \$1,395. Center for Professional Development, x2905.

4-8 Seminar—Information Security Institute, "Recent Developments in Information Security." Holiday Inn, Fair Oaks, Monday through Thursday, 9 to 5 p.m.; Friday, 9 to noon. \$1,395. Center for Professional Development, x2905.

4-9 AIDS Awareness Week—Throughout the week lectures and educational programs are presented by faculty, students, and people living with AIDS to promote awareness and personal responsibility. An information table will be in the SUB I Lobby each day. Free. Health Education Center, x2829.

4 AIDS Awareness Week Event—"Hands Across Mason." Similar to "Hands Across America," this campus-wide gesture is a show of support for people living with AIDS. Main Quad, starting time TBA. Health Education Center, x2829.

Message from the Provost

By Frederick A. Rossini

The fall semester is the traditional start of the academic year. With it often comes beginnings and changes. I would like to mention briefly some of the opportunities and challenges before us as members of the George Mason University community.

■ The opportunities becoming available in multimedia instruction and distance learning should help all of us develop a more flexible learning environment to assist our students and, incidentally, to enrich our professional lives. We appreciate the efforts of the more than 100 faculty members who participated in the summer workshop sponsored by the Instructional Development Office. The expanding interest of the faculty in the use of information technology in education is a positive sign for the future.

■ As we welcome University Computing and Information Systems to the Provost's areas this fall, we recognize that UCIS is facing many challenges. The most important technical challenge is the Infrastructure Project, which is intended to provide a 100-megabit backbone network within the next two years to replace the current outdated system.

Looking beyond, we anticipate ATM technology with gigabit rates in around five years. Within three years, we intend to move our administrative systems to client-server architecture. Whether or not these technical details are important to you, you should know that we are committed to continuing to improve the level of service our computing resources provide to the university community.

■ Cross-disciplinary, cross-organizational collaborations are becoming increasingly important in an intellectual environment of fluid boundaries with worthwhile opportunities extending across traditional academic disciplines.

A working group of the academic deans and institute directors has identified major issues

affecting collaboration among the colleges/schools and the interdisciplinary institutes. The academic deans and institute directors are working to clarify and resolve these issues in order to minimize organizational barriers to cross-disciplinary and cross-organizational collaboration.

■ With our research and sponsored program volume now more than \$20 million per year, a task force is working to improve our research management structures. Hopefully, the results will make it easier for faculty to take advantage of external sources of support to fund their research in a way that no university can from its own funds.

In addition, a new policy allows faculty extra compensation for participation in short courses.



Frederick A. Rossini

This new opportunity generally has been well-received by the deans and directors, and should be on faculty and staff desks by now.

■ As a result of economic conditions, most states are shifting a greater share of costs to students. In Virginia, residents pay over 50 percent of costs. As good consumers, students and their families are rightly concerned that they receive value for their tuition dollar, both in classes and in academic and student services.

To our credit, our surveys show that more than 90 percent of our graduates are well-satisfied with the quality of their classes. With the advent of telephone registration, long registration lines are becoming history.

Following the guideline of continuous improvement, let us continue to strive for excellence in creating and maintaining the type of learning environment in which we are proud to participate.

■ With the end of the cold war, the climate for federally sponsored university R&D is changing. Everyone agrees that the ground rules are shifting. No one is sure what they will finally be. It is clear that new forms of government-industry-university partnerships are emerging. We hope to be nimble enough to take advantage of these, relying on our major competitive advantages of people, location, and flexibility.

■ Finally, I would like to emphasize the importance of a positive symbiosis between the university and its individual faculty and staff members. In its ideal form, this is a relationship in which our efforts as individuals to develop the university as an institution lead to an enhanced intellectual and professional environment and opportunities for all of us. The importance of this relationship in today's climate cannot be overemphasized.

Welcome to the 1993-94 academic year at George Mason University. Enjoy!

Summer Review

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■ Governor Wilder appointed three new members to the Board of Visitors: Dianne G. Kay of McLean; Sharon E. Davis of Arlington; and Abe J. Spero of Fairfax. McLean resident Lilla D. Richard was reappointed to a second four-year term. *Gazette*, July 30.

■ The U.S. House of Representatives passed a bill encouraging development of a Washington metropolitan area regional information and data transfer network. An accompanying report from the Subcommittee on Commerce, Justice, State, and Judiciary Appropriations urges the National Telecommunications and Information Administration to examine the Mason proposal for developing the network that would be a national model for regional cooperation. *Gazette*, July 30.

■ Under the Family and Medical Leave Act that became effective in August, the university is required to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons. Any faculty, staff, wage, or student employee who has worked at least one year and at least 1,250 hours that year is eligible for leave. Call the Human Resource Department, x2600, for a summary sheet and other details. *Gazette*, Aug. 10.

■ The state's policy regarding travel reimbursement is printed for the benefit of new employees. For details, see *Gazette*, Aug. 10, or call x2623.

■ William B. Miller was appointed administrator of the English Department's writing program and will continue to lead the professional writing and editing program. Stephen Goodwin became director of the fiction writing program. Director of the poetry program is yet to be appointed. *Gazette*, Aug. 10.

Sports Wrap-up

■ The baseball team's 33-13 regular season record and its strong finish last year in the NCAA East Regional Tournament resulted in George Mason's first at-large bid to the NCAA Tournament, ranking the team among the top 48 in the nation. *Gazette*, June 10.

■ The men's and women's track teams finished a good season at the NCAA Outdoor Track and Field Championships at Tulane University on June 5. Senior Tamara Cuffee placed 10th in the long jump, to become Mason's only outdoor All-American this season. The men's team was chosen "the best of the East" (among 97 teams from Maine to North Carolina) for the fifth consecutive year at the IC4A meet at the College of William and Mary on May 22-23. *Gazette*, June 16.

New Deans and Chairs Reflect Academic Growth

By Paula Odin

Newly appointed deans and department chairs this fall reflect the university's expanding academic role and organizational fine-tuning as well as individual decisions.

In the College of Arts and Sciences, the Department of Art and Art History was split into two units: the Department of Art History, which remains in CAS, with Ellen Todd as chair; and Studio Art, now a division within the Institute of the Arts, with Mary Hammond as program coordinator.

Other CAS changes: Barbara Melosh is interim chair of the English Department; Joseph Kanyon is interim chair of the Music Department; and John Stone has returned from a year of study leave and resumes as chair of the Sociology and Anthropology Department.

The College of Nursing and Health Science, formed in July from the merger of the School of Nursing and the Department of Human Services,

created several administrative positions. Rita M. Carty, formerly dean of the School of Nursing, leads the new college. Catherine Malloy is associate dean for Academic Programs, Nursing; Robert Ruhling is associate dean for Academic Programs, Health Science; Georgine Redmond is assistant dean for Student Affairs, Nursing; Richard Miller is assistant dean for Student Affairs, Health Science; and Myra Fisher is assistant dean for Administration.

Martin Eugene Ford joins George Mason as professor of education and associate dean of the Graduate School of Education. A specialist and author in the field of motivation theory and competence development in children and adolescents, Ford was previously a professor of education and associate dean for Academic Affairs in the Stanford University School of Education.

In the School of Business Administration, Jon English is the new associate dean, and William

E. Fulmer is the new chairman of the Management Department. Fulmer comes to Mason from the College of William and Mary, where he held the Floyd Gottwald chair in the Graduate School of Business Administration.

Andrew Sage, dean of the School of Information Technology and Engineering, is on sabbatical this semester. James Palmer is serving as interim dean and Murray Black as associate dean, while Terry Ryan fills the new position of assistant dean for Undergraduate Affairs.

At the School of Law, Laura Nelson is filling the new post of assistant dean for law. A graduate of the University of Virginia Law School, before coming to the university she specialized in litigation with a California law firm and was previously acting deputy assistant attorney general for Legislative Affairs with the U.S. Department of Justice.

Provost's Office: Senior Staff Review

With the close of the Graduate School and assumption of University Computing and Information Systems (UCIS), the Provost's Office offers the following review of its senior staff:

Deborah Boehm-Davis, assistant provost for Research and Graduate Studies, oversees the central administrative issues relating to graduate education including the *Graduate Catalog* and the faculty support programs (e.g., faculty study leaves and the summer stipends). In addition, she assists with issues pertaining to university research.

James Fletcher, associate provost and dean for Undergraduate Studies, has administrative oversight of all undergraduate programs including the Bachelor of Individualized Studies and the University Scholars Program, all unresolved appeals of undergraduate academic issues, and the *Undergraduate Catalog*. He is also responsible for program assessment, faculty

development issues, and liaison to the State Council for Higher Education of Virginia.

Jerry Jenkins, interim executive director of UCIS, directs the operations of UCIS, with management oversight of computing support, electronic mail, local area and campus networking, UCIS-managed computer labs, Help Desk, software applications and consulting, training, system engineering, database management, and support to related university computing initiatives such as the Campus-Wide Information System and instructional development.

Katherine Perry, assistant provost, provides liaison for the director of the Libraries, works with the Consortium of Universities of the Metropolitan Washington Area, and works with the Campus-Wide Information System, among other special projects.

David Russell, associate provost for Administration and Budget, has primary

responsibility for academic budget oversight (both instructional and research), faculty personnel management, and academic facility planning and space management. For Fiscal Year 1993-94, he will also have administrative oversight of the UCIS business office.

Suzanne Swope, vice provost for Academic Support, is responsible for overseeing the management of graduate and undergraduate enrollments, and has line responsibility for academic support services (including admissions, academic advising and orientation, counseling, career development, disability support services, registrar, and financial aid) and the English Language Institute.

James Willett, vice provost for Research and Graduate Studies, oversees the research management activities in the provost's area. He serves as the interim administrative director of the Institute of Computational Statistics and Informatics.

Provost Sets Policy for Short Course

Provost Frederick A. Rossini has released a policy concerning participation by academic and administrative faculty and staff in professional or academic short courses offered by contract or individual subscription to organizations and individuals. Short courses are interpreted as those lasting up to ten consecutive work days.

Under the policy, faculty members teaching such courses will not be released from other obligations when the courses occur during the period while they are under contract.

However, they may earn extra hourly compensation for teaching short courses during their contract period as long as the courses generate sufficient funds to cover the compensation.

The policy may be applied to as many as 160

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