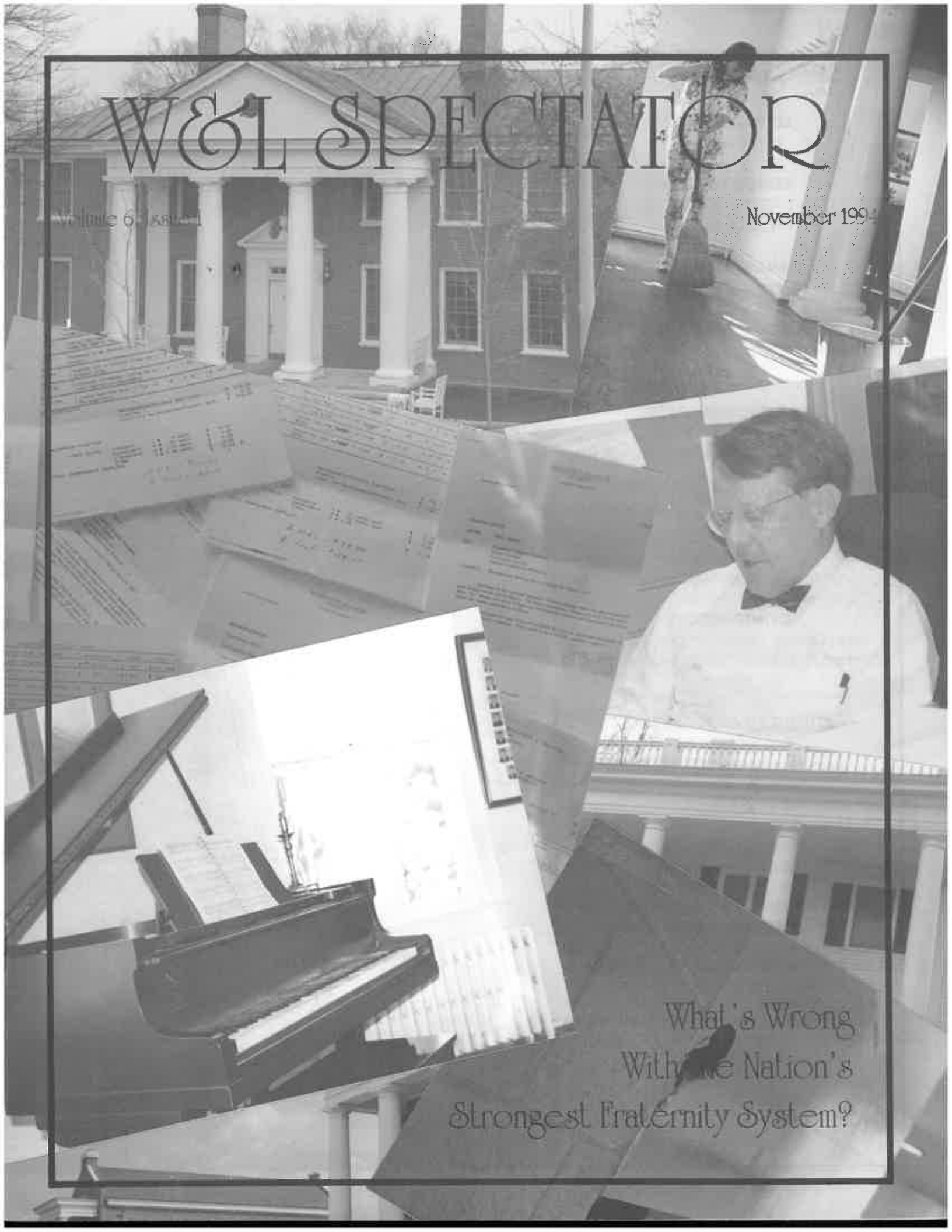


W&L SPECTATOR

Volume 63, 1994-1995

November 1994

What's Wrong
With the Nation's
Strongest Fraternity System?



SPECTATOR STAFF

EDITOR IN CHIEF

Wright Marshall

SENIOR EDITORS

Allen Gillespie

Lloyd Peebles

MANAGING EDITOR

Charles Ferguson

ASSOCIATE EDITORS

Sarah Aschenbach, Stephen Fanning,
Paul Wright

PRODUCTION STAFF

Rick Essex, Meg Kinder,
Bryan Terrell

PHOTOGRAPHY

Alan Schoellkopf

ADVERTISING

Ted Saunders 464-8969

CONTRIBUTORS

Brian Gately, Derek Jumper, Andrew
Olmern, Bob Ross, Doug Thiessen, Scott
Willard

ALUMNI ADVISORY BOARD

T. Kenneth Cribb, '70
Intercollegiate Studies Institute

Cameron Humphries '93, Charles Kranich
'91, Marc Kreppel '94, Paul Lagarde '91,
George Nomikos '91, Marc Short '92, Mike
Skarda '91, Jamie Tucker '91, Chris Vinyard
'93, Ray Welder '91

EDITORIAL POLICY

We welcome and read all letters. Though we will print every letter we receive, because of space limitations, we may condense any letter over 500 words. We do not publish form letters, and reserve the right not to print copies of letters written to other publications. Please address all editorial correspondence to:

Letters to the Editor
Washington and Lee Spectator
Post Office Box 320





WASHINGTON AND LEE
SPECTATOR

NOVEMBER 1994

VOLUME 6, ISSUE 1

4 COLLEGE DAYS

A timely excerpt from the 1915 *Callix* shows that the *Spectator* is not the first publication in which people have thought W&L was heading in the wrong direction.

5 CAMPUS

Paul Wright gives his perspective on the FIJL situation.

6 COEDUCATION

By Lloyd Peeples

The controversial committee tells us exactly what we knew they would even before they started.

8 FRATERNITY RENNAISSANCE

By Wright Marshall

Although everything looks good on the outside, everone is not happy on the inside.

12 FOREIGN POLICY

By Allen Gillespie

A rethinking of US foreign policy.

14 BOOK REVIEW

By Lloyd Peeples

Dan Qualyle fails to shed his immature image in *Standing Firm*.

15 SOCIETY

By Doug Burns, Ray Craig, and Jeffrey Laborde

The civil rights movement has gone astray and has created a very hostile environment for white males.

UNIVERSITY LIBRARY
WASHINGTON & LEE UNIVERSITY
LEXINGTON, VA 24450

SEP 24 2010



Even Ollie
loves the
W&L Spectator.

The Inn at Union Run and Restaurant



'Victorian Country Splendor'

Book holiday parties for your personal and business occasions

Six Room Inn includes two jacuzzi suites with private balconies.

Elegant Dining Room filled with antiques.

Chef Stewart prepares daily culinary delights, featuring:

Shrimp Tequila, Paella and Homemade Fettucini.

Full Bar Service Available.

Holiday packages and gift certificates available.

Special Nights at Union Run

Tuesdays--International Cuisine
Thursdays--Northern Italian Cuisine
Saturdays--Vocalist Delilah Rainelle

Special Winter Rates

Tuesday, Wednesday & Thursday only
Room, breakfast, welcome drinks, and dinner for two.
Jacuzzi Suite \$95, Carriage House Rooms \$85.
(excludes tax and gratuity)

Open Daily Dining Hours: Tues. - Sat. 5:00pm to 9:00pm
(Sunday & Monday groups of 10+) Call for Reservations: 703-463-9715

College Days

College Life is a thing of the past. No more does one see the throngs of gaily dressed youths lounging around McCrums, or, we had best say, *over McCrum's*. No more do we hear the midnight shouts of the revelers returning from the scene of their nocturnal adventures, but we may hear the solitary footsteps of some conscientious seeker of knowledge returning from Tucker Hall or the History Library, to snatch a few hours sleep from his work. As a result of the change in our student body, the State has gone dry. Willie Higgins is running his Ivory Hall from mere force of habit, the barbers have raised the prices on Haircuts and Shaves, and it is now necessary to run two bookstores in town, where one formerly supplies all needs.

“Yes! The Good Old Days have passed into oblivion, so it would seem.”

Yes! The Good Old Days have passed into oblivion, so it would seem. College Life has vanished from the old campus only the Odds and Ends are left, pitiful reminders of a former glory. THE CALYX for several years cherished the idea that College Life was not dead but dormant. It endeavored to believe that some day it would awake from its sleep and restore the old traditions. However, this year, our patience is exhausted and with tears in our eyes and ache in our hearts, we must stand by and acknowledge to ourselves that things will never be the same. Therefore, we dedicate this first number of ODDS AND ENDS to “the Good Old Days,” which can never be recalled, save in the memories of those who lived in them and knew them. To us, they are only a shadow and a tradition—something which we can never experience.

An excerpt from the 1915 Calyx.

TOP TEN WAYS TO TELL IF YOU HAVE A DRINKING PROBLEM

The Unpublished Section of Student Alcohol Survey

10. YOU WAKE UP IN PRESIDENT WILSON'S BUSHES.
9. YOU WET YOUR MATTRESS MORE IN COLLEGE THAN YOU EVER DID IN KINDERGARTEN.
8. IF YOU HAVE EVER LEFT THE PALMS WITH A TOWNIE.
7. YOU THINK LAMAR VILLIERE IS FUNNY.
6. YOU KEEP TRYING TO CONVINCING EVERYONE THAT YOU'RE NOT THAT DRUNK.
5. YOU RUN NAKED THROUGH THE KAPPA HOUSE AND THEN REALIZE THERE ARE NO SORORITY HOUSES.
4. IT'S MONDAY AFTERNOON, AND YOU STILL CANNOT THINK.
3. YOU HAVE TO TRY YOUR DAMNEDEST TO REMEMBER WHERE YOU PARKED YOUR CAR.
2. YOU REALIZE THAT YOU EAT STOP-IN NACHOES MORE THAN ONCE A WEEK.
1. YOU STREAK THE COLONADE AND BUMP INTO PROFESSOR PORTER.

SUBSCRIBE TODAY

I want to stay in touch with the real W&L.

Address my subscription to:

Please accept my donation of \$__

Return this form with check payable to the Campus Reporting Committee, Inc. at

Spectator Subscriptions

Post Office Box 320

Lexington, Virginia 24450

FIJIs Deserve Same Rights and Privileges

"If you and Billy cannot behave yourselves then I am just going to have to separate you two."

"Yeah, but MOM, COME ON, were friends and..."

"No 'BUTS' young man, 'now' go to your room and do not come out until I say so!"

Such is the scene of pre-adolescence: someone always trying to tell you who to see, what to do, and how to act. But unfortunately, these restrictions from above do not end with your childhood, for college life a.k.a adulthood comes with a host of new MOMS and DADS. Only this time they wear suits, sit behind a desk, and dictate your future through regulatory statutes. While all students must obey their rules, the Greek system often bears the brunt of their authority. The Greeks are, in essence, the black sheep of the family, and given the events of the 1993-94 school year, no one is more embarrassing to mom and dad than FIJI.

The facts of the conviction are well-known and of no real consequence at this point. Of particular relevance now, however, is the absurdity of the suspension ordinance; specifically the provision which prohibits no more than five brothers to convene in one place.

FIVE. So the brothers of a suspended house can only—form a basketball team. But that could not work because you need substitutions in case of injury, fatigue, or fouls. They could form a golf foursome with one caddie. That is no good either because one caddie cannot carry all four bags.

The prospects are rather sparse.

The point here is to illustrate the absurdity of trying to force close friends, tight brothers, from associating with one another. The administration must realize that even though they can suspend the fraternity with 'one stroke of the SAC gavel', they cannot ever disband the brotherhood. The basis for this outpouring of cynicism is the SAC disbanding of a party on Randolph Street earlier this year. The house, in which five FIJI brothers live, was the center of activity for various students from several different fraternities and even different schools.

Yet, big brother and his parents felt that the situation was unacceptable based on the fact that FIJIs lived in the house. I may be incorrect, but I do not feel that the fraternity's suspension merits the invasion of the brother's private property.

Are FIJIs banned from social status on all levels? Must the brothers remove themselves from all activities which may be construed as enjoyable, social, fraternal?

Beyond the hyperbole is a valid point. The brothers of Phi Gamma Delta are still Washington & Lee students and deserve the rights and privileges which accompany that status. FIJI heavily regrets the mistakes of last year, (both the fraternity's and the administration's) but they are not going to sacrifice their brotherhood over regulation—it is too difficult to gain and too important to lose. My brothers are my brothers forever.

Sorry Mom and Dad, but Billy is not going to stay in his room.

"The brothers of Phi Gamma Delta are still Washington & Lee students and deserve the rights and privileges which accompany that status."



TOP TEN STATISTICS MISSING FROM THE COED REPORT

10. NUMBER OF FREE BEERS AND BANDS PROVIDED TO W&L WOMEN.

9. AMOUNT OF MONEY W&L MALES SPEND TO CREATE THAT "OFFENSIVE ENVIROMENT."

8. NUMBER OF MEN OFFENDED BY DATE RAPE POSTERS.

7. NUMBER OF WOMEN OFFENDED BY THE W&L SPECTATOR.

6. PERCENTAGE OF MALES WHO THINK DEAN SCHROER-LAMONT IS HOT.

5. NUMBER OF TIMES MEN HAVE BEER-GOGGLED AND REGRETTED IT.

4. NUMBER OF RENT-FREE NIGHTS IN A W&L FRATERNITY HOUSE.

3. PERCENTAGE OF GIRLS WHO PREFER SORORITY PARTIES TO FRATERNITY PARTIES.

2. NUMBER OF SOBER RIDES THAT PLEDGES GIVE W&L WOMEN.

1. NUMBER OF TIMES W&L WILL RENOVATE GAINES BEFORE THEY ADMIT IT WAS A MISTAKE.

AND THE FACT THAT W&L MEN ARE NOT THE ONES COMPLAINING.

Reading Between the Lines

The Coeducation Review Committee recently released its final report concluding its year-long effort to study the effects of Washington and Lee's coeducation and to recommend steps for the future. This joint committee, composed of nine faculty members and three students, examined many aspects of life at Washington and Lee including admissions, social life, faculty, security, housing, etc. The result is an astounding one hundred ninety-five page document. Those who look toward the report for an accurate picture of Washington and Lee must look carefully.

The Dean of Feminism, Anne Schroer-Lamont, had a very strong influence on the committee's final report. One source commented that administrators were kept off the committee to specifically prevent non-faculty members with political agendas from influencing the outcome. Schroer-Lamont (who does not teach a class) nonetheless attended many of the meetings and openly inserted her opinions into the debates. Her role was so prevailing that she is mentioned in the opening acknowledgments of the report. It reads: "Dean Anne Schroer-Lamont acted as a special consultant to the committee, met with us regularly and helped us gather information from other institutions." One professor remarked that Schroer-Lamont's presence on the committee "corrupted" the results, claiming that the dean influenced the committee toward and away from those issues she felt were important. Therefore, if you choose to look at the report in the Leyburn Library, please be forewarned of her substantial involvement.

If you took all the positive remarks out of the entire one hundred ninety five page document, it would probably be about five pages long. Many of W&L's achievements since coeducation are simply brushed over

and not explored. As a result of the total number of applications doubling in eight years, W&L now enrolls freshmen with higher SATs, GPAs, and more National Merit Scholars. These gains are mentioned as matter-of-fact and quickly put aside so that criticisms receive more attention.

"W&L should do its best to ensure that women are comfortable without going to ridiculous extremes."

The report claims that security for women is good and commends W&L Security for "[responding] well to the needs of our female students." As before, this complement lies buried under a number of suggestions for change. Most of the "improvements" involve more programs and workshops about date and acquaintance rape. For those of you who remember the Freshman Orientation Program, this suggestion is another attempt to hold men hostage at mandatory male-bashing seminars.

Other positive changes at W&L are also either passed over briefly, or cited as not enough. For example, a look at undergraduate faculty hired as tenure track professors since 1985 reveals 30 males and 21 females. In Washington and Lee's ninth year of coeducation (1993-1994), the report claims that the percentage of tenured female faculty is 9.4%. In Davidson's tenth year this figure was 10.0%. Williams College only had 4.2% in its tenth year of coeducation. Yet, the report claims that W&L currently lags behind peer schools and that the gains are somehow inadequate.

Since coeducation's establishment, W&L has introduced "five gender-specific courses." The report claims that many other liberal arts colleges have at least a minor in Women's Studies and more courses than W&L. The report quickly dismisses the many seminars offered that have had a

gender-specific focus. Examples of these seminars include: English 380 (Black American Female Writers), English 381 (Women and Creativity), Honors 100 & 201 (Women and Creative Artists), Art 380 (Women Artists), Spanish 395 (The Voice of Abandonment: Women and Poetic Tradition), and four others. But these nine upper-level seminars, along with the other five catalog courses seem somehow insufficient.

Even the committee's survey of W&L faculty reveals that they think that things are going well. 95.9% of the faculty responded that admitting women has had a favorable effect on the University. 69.8% of male faculty believe that women are adequately represented on university committees (20.8% didn't know), compared to 48.2% of women faculty (27.6% didn't know). Furthermore, 66.7% of women faculty reported being "satisfied with their position at Washington and Lee." These figures are even more important when one looks at the responses by untenured faculty. In many of the questions, untenured faculty tended to be more negative. This could be because they are not a secure about their position or because they simply view W&L as a stepping stone to another school. Without these negatives, the responses that indicate that W&L has done a good job of integrating women to the university would most likely be stronger across the board.

While the final report does recommend moving away from the much-discussed 60/40 ratio, this is not the most important issue to consider. The report endorses building better housing for both sorority and independent women. Why do independent women need a place to live? Do independent men need it too? For years, upper-class fraternity members have found that adequate housing is readily available off-

campus. If women do not accept that option, Gaines has plenty of room, doesn't it? If the university should provide housing to women, it should build equal housing for men as well.

The report recommends moving away from the fraternity parties which many women apparently claim makes them feel like "second-class students." This is interesting. I've gone to many parties in my three years at W&L and have yet to hear a single woman complain on a Wednesday, Friday, or Saturday night that the free beer she holds in her hand makes her feel second-class anything. Most just say "Thank You." Most of the social activity, however, occurs in the off-campus houses where girls living at Amityville and lower Windfall can throw a party just as easily as men living at the Batcave, Windfall, Aqua-Velva, or Penthouse. But this rarely occurs because women are more than happy to let fraternities carry the financial burden of parties. If sororities wish to take some of this load off of fraternities, they must first be willing to pay over \$1,500/member per year in social dues, an idea many women do not embrace.

The report takes almost two hundred pages to say, "Well, things are good, but they're not good enough." I would say the opposite. Coeducation at Washington and Lee appears to be doing well -- period, end of story. 60/40 is a legitimate concern that deserves debate, not the cursory view that the report presents. At the same time however, courses on women's studies, more housing, a student center, more aggressive hiring of female faculty and administrators, and the other sorts of recommendations made in the report are going too far.

Washington and Lee may not have the same numbers, courses, and facilities of Williams and Davidson but that is not such a bad thing. W&L is a unique university with its own history and ideas. It is not for everyone and should not attempt to be. Washington and Lee should remain unique, not try to be just like every Top-25 liberal arts college. If that happens, Washington and Lee will lose what is left of its individuality. W&L should do its best to ensure that women are comfortable

without going to ridiculous extremes. Not every male is going to be happy here, why should the school take excessive measures to make sure women are? Men would love to have a Hooters in Lexington, but it is not Washington and Lee's responsibility to build it. The school should not feel that

"Washington and Lee should remain unique, not try to be just like every top twenty-five liberal arts college."

it has to provide every single thing that women and minorities claim would make them happy.

Possibly the reason that students enter the school with such different expectations is that the Admissions Office has not been realistic about social life at W&L. Prospective students frequently are not told that over 85% of men join a fraternity. Crucial information such as this should be included in admission literature, not left out because administrators on the

Hill want things to be different. W&L has a different environment that many potential freshmen would crave if only they knew about it.

The Coeducation Committee's Final Report says many good things about our university in which we should take pride. As for the problems, we must consider two things. First, are the committee's recommendations the only way to solve the problems? Second, are they really problems or merely perceptions that are not based on reality? The committee members that put their time into the report should be congratulated and thanked, its not their fault if Dean Schroer-Lamont and radicals on the committee decided to use it as a vehicle to further their agendas. Now that the report is completed, it is up to the students, alumni, faculty, administrators, and Board of Trustees to view it with a grain of salt and decide where to go from here, remembering that there lies, damn lies, and facts.



College Town Shop

Serving Washington & Lee Since 1926

Corbin Suits/Sportcoats
Ruff Hewn-Men's
Cival War Ties
Sero/Gitman Shirts
B.D. Baggies/Jones
Ruff Hewn Ladies
Lanz/ Woolrich
Timberland
Confederate Braces

Men's Timberland - A Smash Hit!

See Our Ladies Window

Great Barn Jackets

Open Sunday - 10 to 3

Downtown Lexington
111 West Nelson Street

Visa - M/C - Amex - House Accts

Time For Reevaluation

W&L's fraternity system appears to be a model for the rest of the nation. More than eighty percent of all freshmen pledge fraternities; the *Princeton Review* consistently ranks W&L's fraternity system strongest in the nation, and the newly renovated houses look more like country clubs than typical fraternity houses. However, many Greeks are very unhappy with the current fraternity system.

Under President John Wilson, the university wisely went to great lengths to salvage one of the school's most fundamental institutions, the fraternity system. The Fraternity Renaissance was a massive undertaking, and a tremendous amount of effort went into its conception.

Nonetheless, the Fraternity Renaissance Program (FRP) was a \$13 million experiment, and many assumptions that were made have not held true.

Consequently, W&L must continually reevaluate the status of the FRP and improve upon the gains that have already been made. Poor communication of the true goals of the renaissance and a general sense of distrust concerning the maintenance and regulation of the houses have frustrated the process, but the reasons for these problems are clear and solvable.

Now that each fraternity has occupied its new house for at least a full year, it is appropriate that Washington and Lee review the status of its \$13 million experiment.

Fraternity Maintenance and Regulation

Of all of the criticisms of Fraternity Renaissance, the principal targets are Assistant Construction Manager, Jim Boyd; Associate Dean of Students, Leroy "Buddy" Atkins; and Stonewall Management Services. Misunderstanding, miscommunication, and misinformation are the source of many of the problems; however, a good deal of the criticism from fraternity members, housing corporations,

the players involved is the first step to a solution.

Stonewall Management Services

Stonewall Management Services is the organization that has been hired to maintain the renovated fraternities houses. Stonewall's contract will end in January, and W&L will likely negotiate a short-term contract for the remainder of the school year. According to Atkins, the school will then take bids from different maintenance firms, including W&L's Buildings and Grounds and Stonewall Management. However, the consensus at W&L is almost unanimous that the Stonewall's contract

should not be renewed. Critics are quick to cite excessive charges and poor workmanship as Stonewall's leading faults.

Many fraternities have complained that the quality of the work done by Stonewall Management is not worth the \$1,445 per month that each fraternity is required to pay. One member complained that their former maid spent more time smoking in the basement than cleaning. A member of another house remarked that their former maid would leave instructions for the pledges to do what amounted to her entire job. The \$1,445 minimum fee seems like more than enough for Stonewall Management to hire, train, and keep an adequate professional staff. Neither Dean Atkins, the housemothers, housing corporations, nor fraternity members, are happy with the quality of work.

"The Fraternity Renaissance Program (FRP) was a \$13 million experiment, and many assumptions that were made have not held true."

alumni, and house mothers is well-founded. Jim Boyd and Buddy Atkins have very difficult jobs-jobs which might appear to be no-win situations; but the complaints are so fervent, so common, and so fundamental that they can not be overlooked. Identifying the problems and



Jim Boyd

On the W&L side, Jim Boyd is responsible for making sure that Stonewall Management Services fulfills its contractual obligations. Boyd is the one who inspects the houses, determines what needs to be done, and gives instructions to Stonewall. Although Boyd is responsible to Dean Atkins, he is the front line for the university concerning fraternity maintenance. Unless there is a serious problem, Boyd calls the shots. When interviewed about

(Continued on page 9)

(Continued from page 8)

these concerns, Jim Boyd was cordial and cooperative; however, very few others use these words to describe him.

Boyd feels that he is willing to help fraternities in any way that he can and that most difficult situations can be resolved. Buddy Atkins backs up that opinion of Boyd. If this is true, why are the housemothers and fraternity members so afraid of crossing Boyd? Almost every fraternity officer, housing corporation member, and house mother that was interviewed was critical of how the fraternities were being managed. Off the record, many called the administrators uncooperative, incompetent, and vindictive, but none were willing to be quoted for fear of retaliation by Boyd and Atkins.

A former housemother, who still wishes to remain anonymous, stated, "I thought they [Stonewall Management Services] were lousy, and I've said that all along. And I used to stand up and tell that to Buddy Atkins. I used to tell that to Dean Howison. I used to tell it to...Frank Parsons just laid me low when I told him. He was rude...They [Atkins, Howison, Parsons, and Boyd] weren't cooperative." However, that same house mother did go on to say that the W&L administrators were not the worst part of the problem. "The person that I think is a bad manager of the whole system is the guy named Billy Hall [Stonewall Management]....he has no expertise. He is not a manager, and I just knocked heads with him all the time."

Several fraternity officers have claimed that Boyd refused to allow them to accompany him on inspections and that it was nearly impossible to contest any of the charges. Boyd flatly denies these allegations: "I look over each bill every month, and as I've said in the past, any time that the fraternities feel that they're unduly charged, we've met with them. And if indeed they're due a credit or anything like that, I always ask them to bring it up at the house mothers' meeting we have on a monthly basis." Boyd feels that the charges are fair and that there is a clearly defined way that fraternities can dispute their charges; however, no one on the other side of the system agrees. One former housemother claimed, "I always got shot down [trying to challenge the charges], so I just quit." Most Greeks feel that the fraternities are guilty regardless of the facts and that the fraternities do not



have any say in the maintenance process. Although both Boyd and Atkins argue that the system is designed so that any fraternity can dispute these charges, fraternities have a completely opposite understanding. Obviously, there is a difference of opinion.

The *Spectator* tried to obtain a record of all of the reports and bills for the past year to determine whether the fraternities were being excessively charged, but not even the vice-president of the IFC could obtain these records. The author of this article were forced to ask house treasurers and presidents, house mothers, and hous-

"The FRP was meant to be more than just a reconstruction of the physical fraternity houses. It was meant to also be a reformation of the fraternal ideal at W&L."

ing corporation members for everything. This raises a number of questions. Does the school really not keep detailed records on its \$13 million dollar investment, or does someone not want anyone to see all of the charges put together?

By compiling the records of six different fraternities, it became obvious that many of the charges were excessive and that much of what fraternities were being charged should have been normal wear and tear. The university is responsible for

what it deems normal wear and tear, but any malicious damage or any work that had to be done "sooner than would be necessary if the brothers took better care" is then billed to the fraternity. As a result of this ambiguous policy, many Greeks feel that they are being overcharged.

Although most of the fraternity complaints are specific to individual incidents, there were a number of charges that appeared throughout the bills that were noteworthy. Frequently, houses were billed, presumably after a party, for extra cleaning above the monthly \$1,445 charge. Every fraternity involved was billed these "extra" charges, charges which ranged from \$17.00 to \$120.63 in addition to the monthly fee. It is difficult to imagine that Stonewall can justify these "extra" charges. Each fraternity is required to clean the party room within 24 hours of every social event. Why is it necessary that Stonewall should need extra to come redo what has already been

done satisfactorily? Did it not cross anyone's mind that some days will require more cleaning than others, and that the hefty monthly charge should include some extra cleaning on big weekends?

According to a memo from Dean Atkins, the average charge per chapter was \$2,446.42 for the 1992-1993 school year. The bills during this same period for an individual fraternity ranged from \$247.55 to \$5,537.31. Beta Theta Pi, which had the

(Continued on page 10)

(Continued from page 9)

highest bill, had to split this cost among its 49 members. This works out to \$113.01 per member. At this rate, a Beta will pay Stonewall an additional \$452.04 above and beyond the required \$1,442.86 (((\$1,455x12)/49 members x 4 years) before he leaves W&L. Atkins and Boyd usually noted that "the maintenance charges could certainly be reduced with improved party decorum and more care." Some of the damage is done very immaturely by greeks who have had too much to drink. This type of behavior should certainly be discouraged. However, rowdy fraternity members are not the only problem.

The maintenance standards are purposely set high in order to discourage any mistreatment and neglect. Atkins claims that these standards were meant to keep the houses somewhat "pristine," but there is a recurrence of small charges plaguing every fraternity that is causing the members to be upset. A sample of these charges is listed in an attached table. Many of these are caused by inappropriate behavior by greeks, but many others are due to the poor quality of work and to the school's unfeasible definition and standard of wear and tear.

Regardless of the cause, in this writer's opinion, one definite problem is that Stonewall Management Services does poor, over-priced work. The fraternity officers and housing corporations should demand that Stonewall's contract not be renewed and that a better firm or an entirely new maintenance system replace the present one. Costs must come down.

Going Beyond Fraternity Renaissance to Fraternity Reformation

All of the entities involved in the Fraternity Renaissance point out various incidents and problems that have plagued the university's efforts to revitalize the fraternity system. While there are an infinite amount of small problems that can be pointed to, the core of the problem is much more deep-seeded than anyone is willing to admit. The FRP was meant to be more than just a reconstruction of the physical fratern-

ity houses. It was meant to also be a reformation of the fraternal ideal at W&L. One of the key players in the Renaissance, Paul J. B. Murphy, Jr. '49, has clearly stated that the program was intended to be much more: "[The Fraternity Renaissance Program was meant to be] a continuing re-examination of itself by the fraternity system as a whole and the student membership of each chapter thereof, as to its internal dedication to its true fraternal purposes and the academic objectives of the university, and its outward manifestation of such dedication. A commitment by the fraternity system as a whole and the

Common Maintenance Charges

Extra clean up in restrooms, basement & hallways.	\$73.93
Extra clean up on exterior of building.	34.00
Shampooed carpet in tv lounge.	46.70
Installed 2 new soap dispensers in basement restrooms.	102.81
Opened door to 2nd floor. Door lock malfunctioned.	37.50
Replaced broken radiator control in dining room.	51.39
Installed new door in room.	265.88
Repaired damaged drywall	39.95
Repaired sofa in tv lounge.	256.97
Installed new radiator control knob in tv lounge.	51.39
Reinstalled screen with screens.	12.74
Installed new smoke detector	29.74
Installed new screen in room.	35.55
Painting "the hallways, rest rooms, and common areas sooner that would be necessary if the brothers took better care of these areas."	1932.85
School	892.02
Fraternity	1040.76
Replaced upright vacuum destroyed by students.	543.40

student membership of each chapter thereof to the pursuit and attainment of their respective fraternal purposes and the academic objectives of Washington and Lee" (*Spectator*, May 1993).

According to Buddy Atkins, when the program was conceived, the leaders also had definite physical standards in mind: "We expect the fraternity houses to be a first class place to live. Where people should expect to be charged for what you would expect to be charged for what it would cost to live in a first class place, and we reached the decision in the process of setting this up...that we weren't going to tolerate things that looked 'shabby' or 'run down' or damage that would encourage people to not take care of the houses.....The idea that the students have here is that it's a fraternity house, so therefore it can be treated differently than any other house is unacceptable. And as

soon as students get that out of their minds and start thinking about their fraternity houses and showing their pride." This is where the problems begin.

This is a lot more than most W&L greeks thought they were getting into when they pledged a fraternity in the fall of their freshmen year. The vast majority of current W&L students never saw what the pre-renaissance houses were like and how those houses were treated. Nonetheless, the fraternity members' behavior does not yet live up to the standards that were set by the FRP. Not only do the freshmen not realize what is expected of the new fraternity system, but also almost none of the upperclass members understand what is going on either. Although the goals of the FRP have been available for several years now in the *Standards for Fraternities*, very few students or even housing corporation members have read them; however, most greek males simply feel that they have million dollar fraternity houses that they can not use without fear of social probation and costly maintenance charges. Fraternities feel that they must go to Zollman's or another remote spot in order to avoid being overly charged and to party past midnight. This was never the goal of the renaissance.

Conclusion

As much as the *Spectator* and other campus traditionalists love to talk of the glorious W&L traditions of old, the tea and crumpet fraternal ideal of the renaissance's founders may be a thing of the past. Continuing to force the fraternities to live by a standard they neither want nor accept will surely not solve the problems that are plaguing the system today. Fraternity members have not conformed to the lofty fraternal ideals that the renaissance founders set for them and are not likely to do so in the near future. Some things must change, and the administration can not simply blame everything on the immaturity of the fraternity members.

This does not mean that the W&L fraternity system cannot aspire to high goals and indeed be the finest greek system in

(Continued on page 11)

the nation. All of the groups involved, especially the upperclass fraternity members, must be involved in a compromise that can take W&L's greek system into the 21st century. Greeks must come together as a whole and demand that some of the policies governing fraternities, such as the ambiguous standard of wear and tear, be changed. The administration has been reluctant to compromise with the renaissance, and the fraternities en masse may have to result to drastic measures such as refusing to pay these excessive charges. This will take a tremendous amount of effort but will definitely be worthwhile. However, all the burden can not be placed upon the administration; greeks must also examine their own behavior.

I urge the upperclass fraternity members to give one last contribution to their school before graduation. If there is any group left, it is the senior class which has been at Washington and Lee long enough to see and understand the changes that have taken place within our fraternity system. Only these seniors can help insure that the same problems that have frustrated us do not continue to trouble our younger fraternity brothers and the generations to come.

Many students have

the mistaken impression that the *Spectator* only accepts new staff members at certain times of the year. Don't get caught in that trap. We're always looking for new staff in photography, writing, editing, layout and design, business administration, advertising and development.

Call Wright Marshall for more information.

W&L Spectator

464-5297

Don't let school get in the way of your education!



"I laughed.
I cried.
It took my
breath away.
.....I just had
to stop
singing and
read!"

- Lexington's
Very Own
Radio Free Lex

On Haiti and Economic Embargoes

Recently, Haiti has reemerged on the front pages of American newspapers after a three year absence because the country's deteriorating political/economic situation has forced the United States to recognize the failings of economic embargoes as practical foreign policy tools. Economic embargoes are inappropriate as instruments of foreign policy because they tend to be inconsistent with US immigration policies and they are ineffective in achieving foreign policy goals. In addition, trade embargoes violate "two fundamental norms of the society of states—the prohibitions against intervention in the internal affairs of states and against doing harm to the innocent" (Hendrickson 30).

For many Americans, the crisis in Haiti began only a few months ago when the United States Coast Guard began picking up boat refugees and housing them at Guantanamo Bay, Cuba. The Haitian refugee problem, however, came as the inevitable result of the United States economic embargo which began when President Jean-Bertrand Aristide was overthrown in 1991. The United States unintentionally admitted that the mass exodus from Haiti was its own creation when it decided to deny political asylum to the majority of Haitians fleeing the country. If the United States had viewed the refugees as political dissidents fleeing despotic rule it would have continued to serve its historical role as a country for political asylum. The United States, however, has instead chosen to treat the Haitian refugees "as economic migrants, [to] whom [it has] no legal obligation to let in, despite being responsible for the desperate economic conditions that make them flee" (Hendrickson 29).

Furthermore, it can be argued that if the Haitian political establishment had been the principle cause of the mass migration, the United States would have had to address a mass Haitian refugee problem much sooner. The increase in violence on the part of the attaché para-military groups may even be closely related to Haiti's deteriorating economic conditions.

While the economic embargo against

Haiti may or may not have caused the mass exodus, it certainly failed to achieve its foreign policy objective. The United States levied the embargo against Haiti (as it did on Iraq) in order to force the country's military leaders to step down. Haiti's leaders, however, only conceded power when the threat of a US military invasion became a reality. The embargo may have helped weaken the resolve of the leaders to resist invasion, but most likely they realized the futile nature of any attempted resistance. Why do embargoes fail to remove political power players? Embargoes fail to remove political power players because it is precisely these individuals who have the most ready access to the black markets which embargoes create. Furthermore, the leaders of a country have the nation's financial and military resources with which to bargain within these black markets. Thus, political strong men can survive economic embargoes for extended periods of time as the Haitian case demonstrates. The leaders in Haiti (one of

the world's poorest islands nations before the embargo) were able to maintain power for three years despite severe trade restrictions. Consequently, we must ask ourselves what is the probability of a trade embargo removing despots from more economically viable countries (i.e. Iraq)? Does the United States really think that such leaders are so rational and care about the well being of the their country's citizens? Or does the United States just desire to make things so bad as to encourage an internal overthrow of the government?

Trade embargoes also violate the international principle of nonintervention into the internal affairs of another country. While in practice this principle it constantly violated, Hendrickson correctly argues that nonintervention represents a firm ethical base upon which to base foreign policy decisions (Hendrickson 30-34). He states:

"The traditional nonintervention rule always had an important ethical

BY JOHN W. WILSON
GOREL



component, which derived from the contribution its observance would make toward peace. It was based on the assumption that mankind would forever be riven into distinct collectives and that these entities needed rules of reciprocal conduct to regulate their inevitable competition. Given [society's complex composition] ...reason suggested the rule of mutual coexistence...and hence the de facto recognition of sovereignty and the adherence in good faith, if reciprocated, to the nonintervention norm" (Hendrickson 32-33).

The principle of nonintervention does not mean that the United States has to trade with Haiti; it simply means that the United States should allow other states to trade freely with Haiti if they so desire.

As addressed earlier, economic embargoes also violate the international principle of not doing harm to the innocent. Inevitably, economic embargoes such as the one placed on Haiti hurt innocent civilians because they cut off needed food supplies and medicines either directly or indirectly through severe price inflation

from these individuals. Moreover, as stated previously, those at whom the embargo is directed often are able to participate in black markets which nullify the "real" effects of an embargo. Thus, we must ask ourselves are economic embargoes the best way to "reestablish democracy" in Haiti. If the answer is "no", then one must agree with Hendrickson's conclusion that "[t]he attempt to extended democratic institutions through trade embargoes represents the commission of a certain evil on behalf of a good which such means seldom realize-not a good bargain even for Machiavelians and utilitarians, and clearly forbidden by the ethical traditions that do not allow good ends to justify evil means" (33).

Having argued that economic embargoes alone are inappropriate as instruments of foreign policy, what should the United States' foreign policy be in situations similar to the Haitian case? The United States should either practice nonintervention as mentioned above or encourage open and free economic markets as it has with China and Vietnam

(moral suasion not economic isolation). If the United States insists on maintaining the "re-establishment of democracy" as the basis of its foreign policy it must use means other than sanctions through which to effect that outcome. Economic sanctions alone will not topple leaders and restore democracy because they are ineffective and inconsistent with other US policies (immigration). Granted, trade embargoes may serve a roll in the overthrowing of a government if used in conjunction with other policies (i.e. military-Iraq, Nicaragua, Panama or immigration-Cuba), but that fact does not ethical justify their use. Furthermore, the overthrow of corrupt leaders does not insure success in the establishment of a responsible democratic government.

In the end, The United States should remember the words of Woodrow Wilson when he wrote, "Democracy is not created by aspirations or by new faith; it is built up by slow habit...It comes like manhood, as the fruit of youth: immature people cannot have it, and the maturity to which it is vouchsafed is the maturity of freedom and self-control, and no other" (National Review). The United States must remember that Haiti does not have a democratic heritage, consequently, the US army cannot quickly reestablish something that has not existed except for a brief period in 1991. The United States, by becoming involved, has promised its continued aid and support. Our troops will have to retrain police, the United States or the United Nations, will have to continue to monitor the election process, and the United States must open up trade and provide aid. "But aid, goodwill and airy hopes apart, what has this grossly backward, grossly ill-educated and ill-equipped country got going for it?" (*Economist*). Our economic sanctions forced us to become directly involved. Now, are we willing to pay the price?

Hendrickson, David C. "The Recovery of Internationalism." *Foreign Affairs*. Sept/Oct 1994: pp. 26-42.

"Operation Uphold Something." *Economist*. October 1, 1994: p. 52.

"Haiti Faces the Morning After." *Economist*. September 24, 1994: pp. 41-42.

Sikorski, Radek. "Islands of Turmoil." *National Review*. October 10, 1994: pp. 54-56.

Alvin - Dennis. Inc.

SERO PINPOINT SHIRTS
DIRTY & CHOCOLATE BUCKS
BASS WEEJUNS
W&L BELTS, TIES,
DOG COLLARS, & VISORS
SUITS BY ORITSKY & BOWDON
RAY-BAN SUNGLASSES
RED WING BOOTS

102 W. Washington Street
9:00 - 5:30 Mon. - Sat.
(703) 463-5383

VISA
Mastercard
Student Charge

Dan Quayle: Not on Solid Ground

Dan Quayle is one of the most well known names in politics today. It is also one of the most laughable. Since the 1988 Republican Convention, Dan Quayle has had an image problem. The mass public believes he is childlike and unqualified to hold public office. Quayle's new book, *Standing Firm*, is a major part in the attempt to re-invent his image and transform him into a viable Republican candidate for President in 1996. The book, while falling far short of its intended goal, provides new understandings of the Office of Vice-President, the Bush Administration, and key events during the Bush/Quayle term.

Standing Firm is a narrative of the 1988 and 1992 campaigns and the years between them. Quayle claims that he did not want to write a kiss-and-tell book of Washington politics, however, the reader does not have to search far to find harsh criticisms. The remarks, found throughout, range from ABC Nightly News Anchor Sam Donaldson ("a loudmouth") to Senate Minority Leader Bob Dole (claiming that his sarcastic comments are one reason "why Bob Dole has never moved from the Senate to the White House") There are also opinions about Budget Director Richard Darman, Speaker Tom Foley, and expectedly Bill Clinton and Al Gore. Most of the praise in the book is reserved for George Bush and, of course, Quayle himself.

The book's major fault is also its most interesting aspect. The book focuses almost exclusively on Dan Quayle. As an analysis of the power, influence, and responsibilities of the second highest office in the United States, *Standing Firm* is unsurpassed. It also gives new insight into the most important actions of the Bush Administration: The invasion of Panama, Desert Shield/Desert Storm, and the 1990 Budget Deal. Quayle played a pivotal role in many of decisions surrounding these crises through his participation in high-level briefings and debates. *Standing Firm* conclusively proves that the Office of the Vice-President, viewed by many as a useless station unless something happens to the Chief Executive, can be as influential a position (if not more) as the Secretary of State, National Security Advisor, or Chair-

man of the Joint Chiefs of Staff.

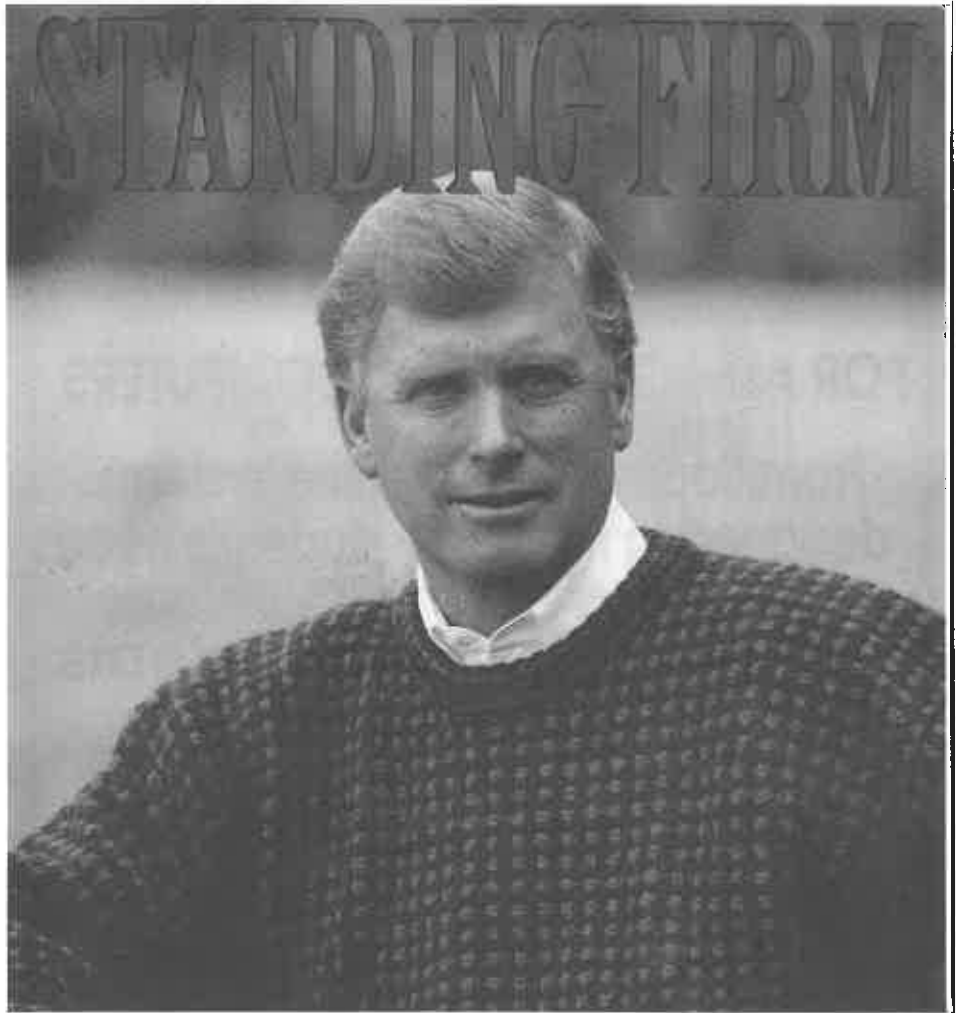
The book's flaw is this same as its strength. It focuses too exclusively on Dan Quayle. *Standing Firm* is riddled with justifications and excuses for his blunders. He tries to clear up "misconceptions" about Murphy Brown, not going to Vietnam, "potatoe," and all the other gaffes that made him ideal joke

"In making excuses, he only reconfirms the immature image he attempts to shed."

material for late night talks shows. Simply put, Quayle tries too hard. In making excuses, he only reconfirms the immature image he attempts to shed. For Dan

Quayle to radically alter public opinion, *Standing Firm* needed to be a book that contained substantive political ideas. Instead, Quayle whines about unfair treatment from the media, special interests, and just about every Democrat in America. Unfortunately, that's American politics.

Standing Firm produces no new insights into the mind of Dan Quayle that would convince a reader that he should be President in 1997. It needed to resemble the recent works of Nixon, William Bennett, or even Rush Limbaugh. To be President, Dan Quayle needs to demonstrate that he is for a specific agenda, not that he is just against Democrats. The book shows that while Quayle may be able to stand up to his opponents, he still lacks that most presidential quality: the ability to stand firm and accept responsibility for mistakes like a leader.



White Males: The Label, The Dilemma

"I'm glad that women have attained enough power to be in a position to make powerful mistakes." - Andrew S. Ryan, Jr.

Corporate America presently suffers from the backlash of three decades of equal employment opportunity (EEO) evolution. Defined as providing individuals with equal treatment in all employment-related activities (Mathis & Jackson 117), EEO has increasingly alienated and threatened the competitive practices of the traditionally white male corporate economy. Due to the seemingly disproportionate representation of minorities in the workforce, the government of this country took the task upon it-

self in the Civil Rights Act of 1964 to destroy present discrimination and atone for the injustices of past discrimination. While the intentions of the instigators of this "war on discrimination" (CNN) were commendably noble, "... there's evidence that in a growing number of workplaces, what began as a quest for equal opportunities may have turned into a hidden system

"By the year 2000...only 15% of the people entering the workforce would be American-born white males..." -Michele Galen

of quotas" (CNN). Although recent legislation has attempted to remove the negative connotations associated with the use of the term "quota" from EEO and affirmative ac-

tion policies, a growing number of skilled and unskilled white male workers perceive the civil rights movement as unjustly favoring minorities—women and blacks in particular. Numerous alternatives exist that would establish EEO without the confusion and injustice of affirmative action and without the direct involvement of the government.

Origins of the Discrimination Against White Males

To fully understand the origins of the present situation, a thorough discussion of the history behind of the relevant aspects of the contemporary American civil rights movement should be presented. This movement, which resulted in the enactment of the Civil Rights Act of 1964, originated in the late 1950's and early 1960's as blacks expressed their frustrations "... over their lack of economic, educational and social progress in America ..." (Cooper 282). The Civil Rights Act of 1964, developed during the Kennedy Administration, was the first and most pervasive civil rights measure of its time. Title VII of this Act specifically states that employment practices which discriminate based on race, sex, color, religion, or national origin are punishable under law. The law also provided for the establishment of the Equal Employment Opportunity Commission to enforce Title VII and investigate complaints.

However, because the methods employed by most organizations to discriminate against protected classes were "... much more subtle and complex than originally envisioned" (Cooper 283), Lyndon Johnson signed Executive Order 11246 in 1965 to combat the perpetuation of discriminatory employment practices. This Order required federal contractors to establish affirmative action programs (AAP) in their hiring and promoting practices. President Johnson intended for affirmative action to entail that "... federal contractors ... would not only treat those who applied for jobs without discrimination, but seek out those who might not apply" (Cooper 238).

(Continued on page 16)



Computer Systems

**HARDWARE
SOFTWARE
SERVICE**

FOR ALL PC AND MAC COMPUTERS

**From floppy disks to entire systems...
designed to meet any student's needs**

Hi Ram Computer Systems

203 N. Main St.
Lexington, Va.

463-6001

**OVER 500 MANUFACTURERS
THOUSANDS OF PRODUCTS AVAILABLE**

The 1970's witnessed the government's growing involvement being subjected to increasing attacks from those displaced by the AAP. The Supreme Court, in *Griggs v Duke Power Co.*, attempted to develop an objective method for measuring discrimination labeled "disparate impact" (a substantial under representation of protected-class members exists in a firm as a result of employment decisions working to their disadvantage) (Mathis & Jackson 119). Until the landmark case of *Regents of the University of California v Bakke*, the hiring of women and minorities, under affirmative action programs that overtly disregarded qualification inequities between these protected-class members and white males, seemed to sacrifice the traditional profit-driven motives of American corporations. White male employees and college applicants gained a desperately needed reprieve through the Supreme Court's recognition of "reverse discrimination." Through using race, sex, color, religion, or national origin to discriminate against white males, "... an affirmative action program that uses quotas ... violates the Civil Rights Act of 1964" (Cooper 283). At issue here is that white males are being denied admission or employment while less qualified applicants, who are members of a protected-class, are provided with preferential treatment.

Throughout the decade of the 1980's, the Reagan and Bush administrations transferred the goals of anti-discrimination practices to actual equality of opportunity and away from equality of result (Cooper 286). Consequently, AAP's suffered continued attacks under the Court's strict, conservative constitutional interpretations. On June 11, 1984, the Court upheld "... the seniority rights of workers who charged that a court-ordered affirmative action promotion plan was discriminatory" (Cooper 283) in *Firefighters Local Union No. 1794 v Stoots*. Seven Supreme Court decisions in 1989 alone each attacked different employment actions claimed by civil rights activists as justified under AAP guidelines. To cite two cases in particular, the practices of reserving fixed numbers of positions for minorities in *City of Richmond v Croson Company* and of proving racial discrimination through the use of numbers in *Wards Cove Packing Co. v Antonio*, to the advantage of the positions of many white males, were ruled unconstitutional.

In 1991, the U.S. Congress passed a new civil rights bill which essentially com-

plicated further and worsened the attempts of organizations to understand and abide by affirmative action guidelines. The new act returned the burden of proof to the employer, permitted protected-classes to sue for punitive damages, and permitted the use of a jury in the settlement of contingency claims. With this latest law in conflict with the Supreme Court's rulings to that date, the white male has essentially been cast back into the quagmire of the entire affirmative action concept. The complexity of contradictions in the legal avenues, as well as the patchwork of regulations governing the implementation of AAP's, force white men and their employers to tread a veritable tightrope in all employment-related decisions and activities.

The AAP's and EEO's appear to steadily encroach on the employment practices of the past — primarily those of seniority, merit, and loyalty, that rewarded hard work and performance while fostering a competitive environment. "At the heart of the issue for many white males is the question of merit -- ..in the rush for a more diverse

workplace, they will lose out to less qualified workers" (Galen 52). The notion of illegal racial and gender quotas appears to remain imbedded in every aspect of the affir-

"White male' is what I call the newest swear word in America...We all know that's not a compliment." -Harris Sussman

... affirmative action program.

The negative perceptions of these policies have evolved from the numerous conflicting interpretations of the past thirty years "... made in federal regulations and court rulings ... [that required] federal contractors and private employers ... to take race (and gender) into account in their hiring and promotions" (Cooper 283).

Impacts and Repercussions

Since the Civil Rights Act of 1964, our country has actively attempted to create a workplace in which no discrimination of any kind will exist. While the United

Enjoy elegant dining in a restored classical revival townhouse in historic downtown Lexington

WILLSON-
WALKER
HOUSE
Restaurant



American Cuisine, Cocktails

Beer & Wine

30 North Main St.

Lexington, Virginia 24450

703-463-3020

(Reservations Requested)

Open: Tuesday-Saturday 11:30-2:30
5:30-9:00

(Continued from page 16)

States attempts to reach the goal of equal employment opportunity through events such as President Johnson's executive order and the numerous court cases mentioned above, this anti-discriminatory equal opportunity journey seems to have gone astray. Currently, a "backlash" exists as the quest for the equality of the protected classes has, in a growing number of cases, discriminated against the non-protected, Anglo-Saxon male. The repercussions of enforcing affirmative action as a means to reach equal employment stretch far beyond the white male. The negative impact of affirmative action also infects the protected classes as well as economic productivity as a whole. As President Reagan once noted, affirmative action plans attempt "to shift the aim of anti-discrimination policy from equality of opportunity to equality of result" (Cooper 286).

By definition, affirmative action takes place "when employers identify problem areas, set goals, and take positive steps to guarantee equal employment opportunities for people within a protected class." (Mathis & Jackson 156) When considering how an employer can guarantee equal employment, the controversial issue of the quotas arise. While the Civil Rights Act of 1991 prohibits the use of quotas in the employee selection process, the practice must exist for a firm to comply with affirmative action. Companies attempt to conceal the despised use of quotas hide the frowned-upon practice by masking it with phrases such as "relative numbers" or "numeric objectives". Therefore It is in such instances that, affirmative action leads directly to the practice of reverse discrimination. The following quote from a female forest service manager illustrates how the a poignant Anglo-Saxon male seems to be experiencing a repercussion from the EEO movement through affirmative action: "...for now, my council to the white males in this organization is that if a woman applies for a job and meets the minimum criteria, no matter how poorly qualified she is, she will get the job." (CNN). Affirmative action has made today's white male into a victim by placing a penance upon him for the past injustices committed by his forefathers on minorities. (Galen 55).

Affirmative action not only negatively affects the white male, but it also negatively impacts those it attempts to support, the protected classes. Many critics of affir-

mative action attest that the practice of having quotas (or numeric objectives) actually lowers the self-esteem of the respective minority. When racial and gender preferences are used for selection purposes, the new employee may experience self-doubt; he or she may be unsure about whether they achieved their position on their merits. As University of Maryland professor Herman Belz describes, "The logic of affirmative action is to categorize people as unable to compete without some kind of tilt on their side. It makes blacks seem to be unqualified and unable to compete and therefore just not up to snuff" (Cooper 281). It has also been observed that affirmative action is not the panacea for the dilemma of equal employment of the protected classes. In essence, affirmative action does not properly protect the minorities that it was created to protect. As studies of experts have determined, the minorities who benefit from affirmative action are the minorities who have already experienced a lofty level of training and education. As for the unskilled minority living in the "financially-challenged" class, affirmative action has accomplished virtually nothing in regards to EEO policies (Cooper 286).

Aside from the impact it has on protected and non-protected civilians, affirmative action influences a company's productivity and general ability to survive in today's increasingly competitive global marketplace. The first topic of this discussion centers on the effects affirmative action has on productivity. It cannot be ignored that many firms ultimately base employment selection decisions on race or sex, sacrificing many necessary qualifications to meet affirmative action requirements. When sacrifices of this kind are made, a higher level of productivity will be forfeited which, in turn, "harms workers of all races by preventing job growth"(Cooper 282). Competitive pressures from outside the United States have led domestic industries to be extremely highly cost conscious, and the expenses related to such "quota-oriented programs" are simply too great for a U.S. firm laden with AAP requirements to remain competitive on the global scale (Cooper 282). Advocates of affirmative action claim that diversity aids in global competition, but there seems to be another more important side to this issue (Galen 55). Financially speaking, if the only way to achieve diversity is by hiring second-rate employees, a company's "bottom-line" will

not be as great as it potentially could. To provide its stockholders with competitive returns, a firm must fill available positions with the most qualified applicants, regardless of skin, color, sex, etc.

Solutions and Alternatives to the Problems Created by Affirmative Action

The Constitution of the United States declares that we are all equal. The time has come for us all to accept this notion of equality and rid ourselves of programs such as affirmative action that directly discriminate against certain parties. Legislation from Congress has tried to steer society into accepting hiring policies that are color and gender blind. "Title VII of the landmark 1964 Civil Rights Act specifically prohibits discriminatory practices that would deprive any individual of employment opportunities because of race, color, religion, sex, or national origin." (Cooper p. 280) Yet the AAP policies programs that are being enforced in place are doing exactly what Title VII prohibits. We suggest that new programs and policies be adopted that would lead to equal treatment

"It's a quota now... It's a death march." -Bob Grate (CNN)

for all in the workplace, not just the protected classes.

Color, race, sex, religion, or national origin should have absolutely no impact on hiring decisions made by firms in the United States. Furthermore, "white men don't like being lumped together or blamed for 'something their fathers and grandfathers might have done'" (Galen 55). A job offer should be based solely on qualifications. If a company interviews a group of candidates, it is an impossibility that the two candidates will be equal. Many factors come into play in a hiring decision and concrete evaluations such as test scores are not always the best predictors of job qualifications. Corporate culture, additional variety skills, and experience in the workplace are all factors that can determine how qualified a potential job candidate is and often cannot be measured through the purely objective methods of an affirmative action program.

The affirmative action policy as spelled out by the U.S government should be abandoned. Although it was founded to integrate minorities into society, it is no longer functioning in this manner. A policy of

color blind hiring should be established. Job applicants should be chosen based on who is the best candidate for the job regardless of his or her color. Too often in today's society, white males with superior qualifications are denied equal employment opportunities in the face of satisfying 'quotas'. "To cite a few examples, among Brooklyn College students who applied to medical school over the last ten years, the average MCAT score of the white males who were rejected from medical school was higher than the average MCAT score from minorities who were accepted to medical school." (Beer 303)

Affirmative action has not achieved the effect that it was originally developed to accomplish. When a hiring decision is to be made, the white male candidate, the sole person not included in a protected group, is rejected based on the color of his skin. Rather than hiring the best candidate for the position, too often AA leads to a bidding war for the few qualified minorities that are available. Thus AA supports the minorities that who have already succeeded in society instead of helping those who truly need assistance.

Social programs that help educate the

children of our inner cities and put them on a solid career path should receive more attention. Programs by successful minorities that seek to further the education of the needy should receive more attention. Private sector programs which are implemented by businesses to educate inner city youth, regardless of their color, will prove to be a wiser investment in society by attacking the root of the problem pay off in the future. It is programs such as these that will make a difference in our society by addressing the problems that we have. It is the inner city youth that need our help finding jobs and obtaining an education, not minorities that have successfully completed their education.

Many minorities cry discrimination when numbers are exposed which show that white males dominate high positions in the majority of U.S. corporations. Society needs to realize that the gates that were once closed to minorities have now been opened. However, it takes time for people to reach the head positions in corporations; they can not be expected to take over high positions immediately. The educational gates have been opened too, schools are pumping out qualified minority graduates

in greater numbers than ever. Now, we must wait for minorities to move up in society with their own will and strength, not through programs that hold back white men.

Conclusion

The affirmative action programs initiated by President Johnson in Executive Orders 11246, 11375, and 11478 no longer have a place in today's corporate economy. Society has opened the door for minorities in the workplace. The protected classes have been given opportunities. Now only time can provide the desired results. By removing the current affirmative action plans and initiating a policy of color and gender-blind hiring, every citizen of the United States, protected and non-protected classes, can have equal employment opportunities in the workplace.

Beer, William R. Review of *Invisible Victims: White Males and the Crisis of Affirmative Action*, by Frederick R. Lynch. *Social Forces*. September 1990: 302-303.

Cooper, Mary H. "Racial Quotas." *CQ Researcher* May 17, 1991: 279-292+.

Galen, Michele. "White, Male, and Worried." *Business Week*. January 31, 1994: 50-55.

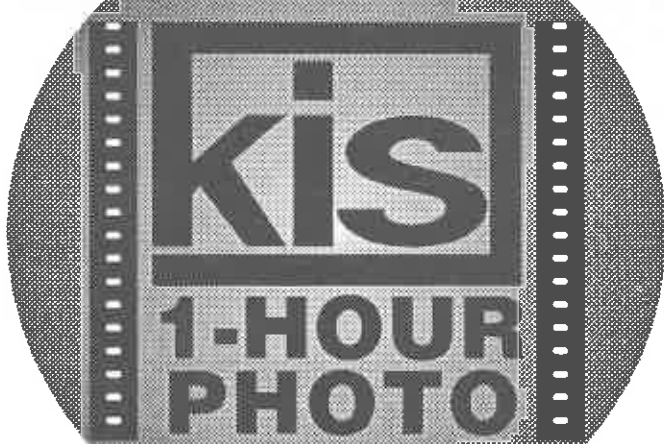
Gender Wars, Part I -- Reverse Discrimination. CNN Specials. CNN, Atlanta. February 20, 1994.

Mathis, Robert L. and John H. Jackson. *Human Resource Management*. Seventh Edition. New York: West Publishing Corporation, 1994.

Ryan, Andrew S., Jr. "Reverse Sexism." *Playboy*. April 1988: 50.

THOMAS C. BRADSHAW II

PHOTOGRAPHER - FRAME SHOP



**WESTERN UNION - PACKING - FAX
UNITED PARCEL - POSTERS MOUNTED**

7 NORTH MAIN STREET
LEXINGTON, VA

Advertising
in the
W&L Spectator
is simple.

Just Contact
Our Advertising
Manager

Ted Saunders
464-8789

Cavalier Shoppe

OF BRUCE, MISSISSIPPI

"One Of The South's Better Stores"



Polo Knit Shirts in 100% Cotton Pique, 2 Button Placket with Banded Sleeve.
Colors: Navy, White, Spruce, Olive. Men's: M, L, XL \$35.00 XXL \$37.00



100% Cotton Boxers, Men's: M, L, XL
6oz. Laundered Denim, Blackwatch Plaid, Patchwork Denim,
and Stuart Plaid (not pictured) \$19.00
Cotton Chambray \$16.00



Cotton Prewashed Twill and Brushed Cotton Slacks with Reverse Pleat Front.
Colors: Khaki, Navy, Olive. Men's 30"-42" (Even & Odd Waist sizes)
Laundered Chino: \$48.00. Brushed \$49.00. Sizes 44" 46" 48"-\$58.00



Finest Pure Silk Ties Made by America's Finest Tie Maker.
University Bar Striped with Embroidered Flag Logo.
Colors: Red/Navy Khaki/Forrest \$47.50

CALL 1-800-227-5491
For A Free Catalog

Washington and Lee Spectator
Post Office Box 320
Lexington, Virginia

Bulk Rate
U.S. Postage
Paid
Permit #65
Lexington, Va