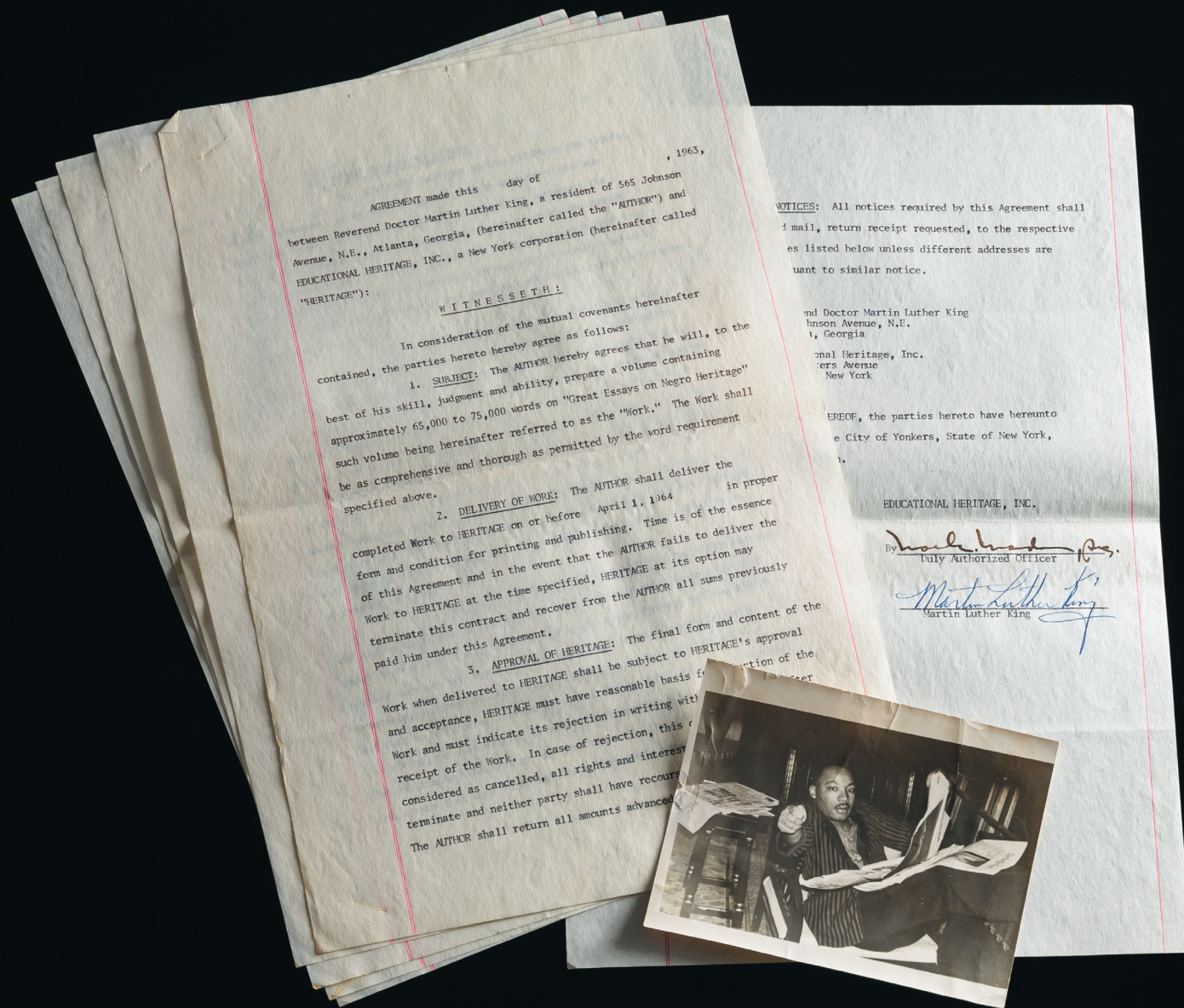


# University of Richmond Magazine

WINTER 2017



**THE PAPERS OF THE REV. WYATT TEE WALKER**  
*The man behind MLK*

# EYE

**#STOKED2ROW** There's a word that appears on the crew team's @richmond\_crew Instagram account even more than *water* or *boat*. It's *stoked*.

The rowers were #stoked4kids at Trick-or-Treat Street in October. They were #stokedtoerg on the indoor rowing ("erg," or ergometer) machines, and #stokedtospin on stationary bikes on team cross-training day.

And for Homecoming Weekend, they were stoked for racing with alumni at the annual Clough Cup at their boat-house on Rockett's Landing east of downtown Richmond.



Photograph by Jamie Betts



**EMPLOYEE OF THE MONTH?** Americans are getting tattoos “at a remarkable rate,” writes law professor Steve Allred. His point? That America’s workers therefore are, too, and employers aren’t always OK with it.

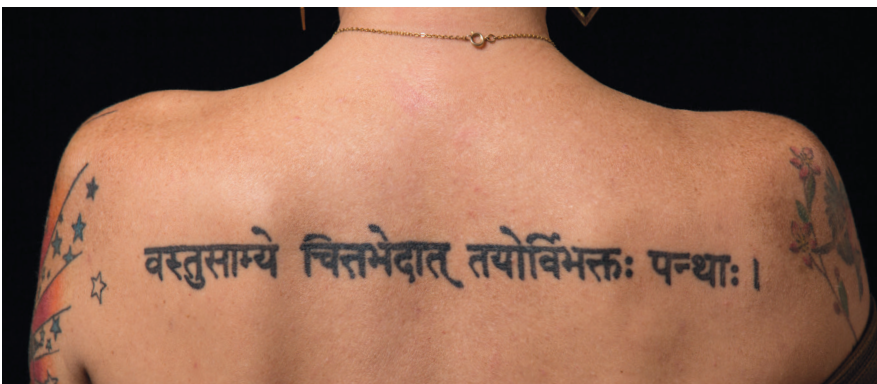
In an October article in *Labor Law Journal*, Allred took a look at how courts have ruled in disputes between prospective and current employees and the employers who reject, discipline, or discharge them. The news for the tattooed is not good.

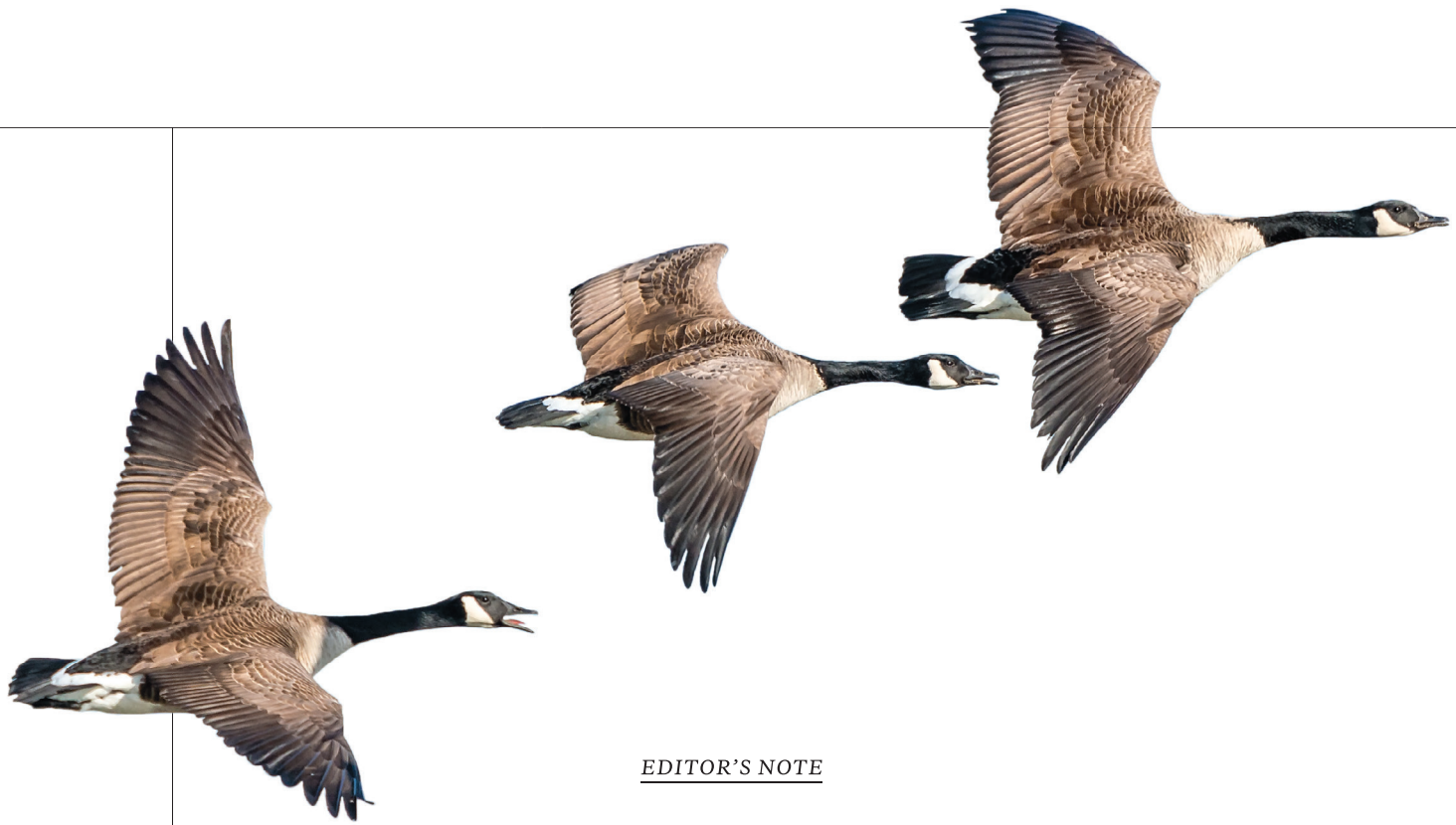
“Employers have wide latitude in taking such actions,” Allred writes. But he also cautions employers “to think carefully about whether their decision to reject a tattooed applicant is grounded in a legitimate business purpose, or whether their decision to discipline a tattooed employee may be challenged as disparate treatment.”

People get tattoos for often deeply personal reasons. These photos all show people who come to work every day at the University of Richmond; among them are faculty, administrators, and support staff. Read the stories behind their tattoos at [magazine.richmond.edu](http://magazine.richmond.edu).



Photographs by Gordon Schmidt





#### EDITOR'S NOTE

## From up above

Four years allows time for the rhythms of Westhampton Lake to reveal themselves. As you read this, the tumultuous hues of autumn have given way to winter's stunning monochrome. It will be broken in an instant by the bursting of spring's soft colors before we ease into summer's deep greens. Show me a snapshot of the lake, and I can tell you not only whether summer's humidity or a cloud of winter breath thickened the air, but also the approximate hour of day when the photographer pressed the shutter.

There is comfort in a familiar view that deepens with time, but there is also myopia as we settle into what we know. That's why I think you'll enjoy the aerial photos of campus in this issue. For me, they offer the view of one of the birds crisscrossing the walkways and lake. I've seen thousands of photos of campus, but when our designer first showed me these, I saw something of Richmond I'd never seen before.

That impulse — to see the familiar anew — could be a theme for this issue. I recall an alumni publication that I once saw, from another institution, not Richmond. Under a cover photo of a wooden swing on a sunlit porch, the headline read, "Memories and hopes." That could be the cover line of every issue, the editor joked, but then he kept turning out issues for which it always worked.

Our evergreen cover line would, I think, echo the sense these aerial photos evoke. Richmond can feel like a timeless place. Across generations, we have all climbed its hills and walked the lakeside paths. Our connection as Spiders is vital. But the institution is not static, and, as with the photos, we have much to gain as we continue to see it anew.

A handwritten signature in black ink, appearing to read "M. Dewald", with a stylized flourish at the end.

—Matthew Dewald  
Editor, University of Richmond Magazine

# University of Richmond Magazine

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ON THE COVER:  
Photograph by Jeff Saxman



Photograph by Paul Brockwell Jr.

NEAR SAN PEDRO, DOMINICAN REPUBLIC

Fresh from a bank meeting, a woman running a small shop talked with sophomores studying global health as she sold them crispy snacks. The students traveled to the Dominican Republic in November to better understand the public health issues facing residents and healthcare providers in developing countries.

## FEATURES

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Views of campus as seen by the birds that fly overhead

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The Rev. Wyatt Tee Walker, Martin Luther King Jr.'s chief of staff, has donated his papers and other artifacts to Richmond. Take a look, and hear from him.

### 30 Slow and steady

Beware: Terrapins crossing. But not before Carly Sibia, '17, tags, measures, and, she hopes, preserves their species.

### 32 What we think we know

Our brains use shortcuts to process others' faces in milliseconds. There's a downside to that.

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The first time President Crutcher ever made the paper, it wasn't good.

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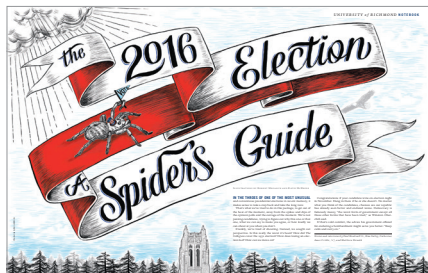
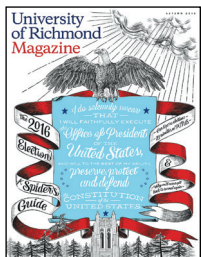
### Back Then

The fightin' Spiders? UR boxing's glory days and demise

### Postscript

Everything you ever wanted to know about Jersey Dirt (and didn't know to ask)

# INBOX



## YOUR MAGAZINE, YOUR VOICE

Let us know what you think about what you read in this issue. Email your thoughts to magazine@richmond.edu or send us a letter (our postal address is on Page 5). Please include your class year, city, state, and maiden name, if applicable. All letters to the editor may be edited for clarity or brevity and should not exceed 200 words. We also welcome your story tips at magazine@richmond.edu.

Opinions expressed here are those of the letter writers, not necessarily those of the magazine or this institution.

## WHERE ARE YOU READING UR MAGAZINE?

Curled up by the fire? On the ski slopes or a sunny Caribbean beach? Send us a photo showing where you read the magazine — and feel free to include your smiling face. Tag us on social media @urichmondmag or email the photo to us at magazine@richmond.edu.

## MIXED REVIEWS

I was a student-athlete and graduate of UR, class of '64. For many years I was proud of my association with the University.

Recently I received the UR magazine and read with extreme interest the article on the issues of the upcoming election and interviews with students and professors ["The 2016 Election: A Spider's Guide," Autumn 2016]. By the time I was finished, my blood pressure was up dramatically. Not because I was surprised by the content, but because it confirmed what I already knew.

Our education system is failing our children and grandchildren. I have known for some time that the political persuasion of the vast majority of your faculty is liberal. While I was a student there, Dr. Steward, School of Business, frequently conveyed to us that his job was to teach us HOW to think, not WHAT to think.

Unfortunately, that is not happening today. That philosophy cultivated the common sense and ability to reason we were all born with. It also explains the primary complaint that business leaders have today about job applicants: They lack critical thinking skills.

—Jim McGuffin, B'64  
Glen Allen, Virginia

I just finished reading the current issue of the Richmond magazine, and I wanted to say thank you for your current work.

I have to admit that for the last six years or so I have hardly glanced at the magazine and immediately sent it to the recycling bin. The last few issues, though, have grabbed my attention. The new design scheme, the more progressive and balanced focus, and the recognition of much-needed change within the University are a breath of fresh air. I feel like the magazine is now representing the Richmond I want to believe in: the place that taught me to confront my privilege, question ethics, and go deep intellectually.

I am so grateful to see this Richmond and not just the typical athletics or collegiate atmosphere represented. Thank you for caring about design and for providing intellectual depth to the publication. I now look forward to the next magazine in my mailbox.

—Jordan Wade, '08  
Durham, North Carolina

Outstanding cover with good articles on President Crutcher and basketball player Ken Atkinson ["On Listening" and "A Spider in Brooklyn," respectively, both Autumn 2016]. I would be careful decorating the University with the likes of Tim Kaine.

—Ernest Scott Strother, R'63  
Nathrop, Colorado

## A PROUD MOM

Dear Bob [Black],

Thank you for traveling to Brooklyn to honor Kenneth's head coaching job with the Nets ["A Spider in Brooklyn," Autumn 2016]. A great article. It makes us all proud. After he spent so much time away from New York, we are thrilled that he is back home.

Kenneth's choice of Richmond gave him early exposure and team success. We love the University of Richmond. Thanks for everything. Go Spiders!

—Pauline Atkinson and family  
Northport, New York

## TRENDING

@urichmond Your Digital Scholarship Lab redlining mapping project is an amazing work of scholarship. Absolutely fantastic work. Thank you.

—@thestyle1972 via Twitter

[Editor's note: See quotation on Page 9 for more information.]



Just some water drops that actually look like a spider!!!! (go spiders).

—@madison\_sweitzer via Instagram

Vegan daughter at college: Can I come to dinner tonight? I miss you guys. Me: Sure! Can you swing by D-hall @urichmond and pick up dinner?

—@KarenRFM via Twitter

Thinking of @urichmond today because it's FINALLY cool enough in #SC to wear a scarf and drink #Spider Cider! #fall #UR.

—@Kayleigh\_MWC via Twitter

Friday mornings at @urichmond are the best. Definitely my favorite time of the week when I was there.

—@Sweet\_Lou612 via Twitter



This photo was taken a few short moments before triceragoose attacked.

—@squidbb via Instagram



When you're trying to take a picture but @spiderfootball is too busy rolling over UVA #RollSpides #FCS #HooCares?

—@djlee911 via Instagram

Send us photos with your UR sweatshirt, ballcap, scarf, flag, baby Spider's onesie, this issue's cover, or however else you show your #SpiderPride for next issue to magazine@richmond.edu.

Illustration by Chris Romero



## ‘Bad boy’

How others see us can have a profound effect on how we see ourselves. As educators, we have an opportunity to help students understand their own talents and capacities in new ways.

My first newspaper headline began with a label: “Bad boy, Ronald Crutcher.”

The incident that inspired it was a harmless prank. I was 6 and in first grade in my hometown of Cincinnati. After an exciting class visit to the local fire station, I pulled a fire alarm in front of the house in which we were living, not believing that the engines would come.

At that time, my brother and I lived with Mrs. Catherine Gay during the week after my mother returned to work to help my father pay the mortgage on our new home. Mother Gay, as we called her, served as a de facto guardian to several children during the week, including the boy who had dared me to pull the alarm. Within minutes, I heard the shriek of sirens and realized that the fire engines were, in fact, coming. So I ran and hid in the garage, where the firefighters found me after the same boy who dared me quickly and unceremoniously told them where I was hiding.

Although I was more curious than rebellious, I was nonetheless subjected to the castigations of a common criminal. My parents were summoned, and I was firmly disciplined. My hooliganism was announced in the local newspaper, and I was marched into juvenile court where I was asked why I had pulled the alarm (and was too frightened and embar-

rassed to later recall what I had even said). I had every reason to begin thinking of myself as the headline had labeled me: a bad boy.

We are all susceptible to internalizing how others see us — for worse, but also for better. It’s a human tendency that those of us in higher education can turn to students’ advantage. As educators, we often see capacities in our students that they have not yet seen in themselves. We may be the first to call our students “scientist” or “entrepreneur” or “leader,” identities they can begin to embrace for themselves when we suggest them.

How students internalize the ways their professors and mentors see them is critically important for encouraging risk-taking and building resilience. In small classrooms and in research labs where faculty members know everyone’s names, or in leadership organizations or performance troupes, or on athletic teams, students explore new paths, take risks, and even fail. It’s not easy to falter and fail; it takes resilience to persevere and continue trying when things get tough.

Conversely, internalization of negative or inaccurate messages, especially when they are repeated, can prevent people from becoming the best versions of themselves. It can cause them to begin to identify with what has been

spoken about them — a pervasive problem in our culture and the root cause of prejudice.

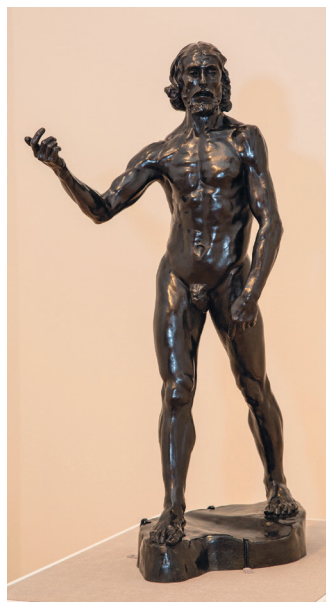
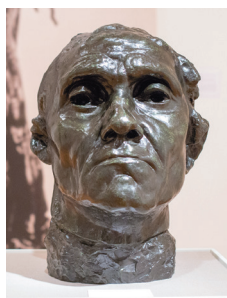
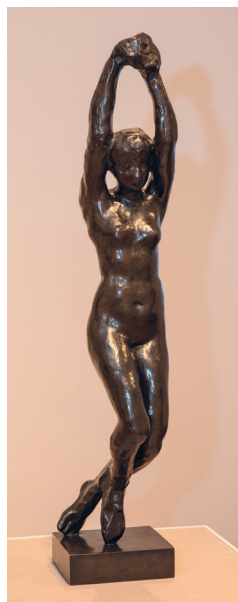
I often think back to that label applied to me and wonder what would have happened if the magistrate decided I had no promising future? Or if I wasn’t surrounded by caring people who saw in this a childish mistake, not a problem child?

At Richmond, we aspire to recognize and call out the abilities we see in one another. We aim to reject negative messages and stereotypes that limit our capacity to flourish. In the kind of liberal education that we offer, we encourage all members of our campus community to speak truth to untruth and to seek people whose opinions, backgrounds, and perspectives differ from our own in order to build trust and understanding.

We have the opportunity each day to live our values: for student growth, pursuit of knowledge, inclusivity and equity, diversity and educational opportunity, ethical engagement, and responsible stewardship. These values, reinforced as part of our current strategic planning process, implore us to use the intellectual vitality, hope, and free will that exist on our campus to imagine the best for the Richmond community, and our world.

All people deserve the opportunity to be their best selves at Richmond and to know that this community is rooting for them.

## ARTS



### UNIVERSITY MUSEUMS

Fall semester offered a chance for an intimate look at the works of a master.

## Rodin was here

Sculpture is the art “du trou et de la bosse” — of the hole and the lump — Auguste Rodin once told a French critic. The art of understatement was also apparently among his gifts.

At the Joel and Lila Harnett Museum of Art last semester, Richmond students had the opportunity to see some of the works that have continued to capture the world’s imagination a century after his death.

The exhibit, called “The Human

Experience: Selections from the Iris and B. Gerald Cantor Collections,” included 32 bronze sculptures that displayed the artist’s fascination with the human figure and the body in motion.

The exhibit was accompanied by programs throughout the semester, including a bronze pour demonstration and a walk-through with Mitchell Merling, head of European art at the Virginia Museum of Fine Arts.

## PLACES



### A celebration

As the University dedicated its newest building in October, the thoughts of the building’s namesake turned to his grandfather.

“My grandfather in 1925 came from a small town in southwest Ireland,” Paul Queally, R’86, said. “He was a janitor in a public school in New York City. I can imagine what he’s thinking: that his grandson has two buildings named after him at a very elite university. That is the American dream, and that is why we’re here.”

The Queally Center — made possible by a significant lead gift by Paul and Anne-Marie Queally, both 1986 Phi Beta Kappa graduates of the University — integrates the offices of admission, financial aid, and employer development, transforming the visitor experience and serving students from acceptance letter to job offer.

## OPPORTUNITY

### Expanding access

The nation’s top 270 colleges educate 2.1 million students and produce most of society’s leaders, writes *New York Times* columnist David Leonhardt. In December, Richmond became a leading member of an effort to ensure that these students better reflect the nation’s economic diversity.

The University is among 30 founding members of the American Talent Initiative, which brings together a diverse set of highly respected public and private institutions to substantially expand the number of low- and moderate-income students at top-performing undergraduate institutions.

Richmond has nearly doubled enrollment of Pell Grant-eligible students over the past 10 years. “We look forward to developing new and collaborative ways to increase educational opportunity in higher education,” said Ronald A. Crutcher, president.

**UPCOMING**  
In February, the University museums will open “Crooked Data: (Mis)Information in Contemporary Art.” This exhibition will feature art by artists working with data in nontraditional ways, including as an aesthetic device divorced from its intended function and as a means of exploring alternatives to standard data visualization forms and practices.

## QUOTATION

“The maps in this post are part of a grim history.”

**GREG MILLER**, journalist for NationalGeographic.com, on “Mapping Inequality” (mappinginequality.us), published in October by the Digital Scholarship Lab. The collection offers unprecedented access to the maps and notes that were the foundation for the discriminatory housing practice known as redlining.

## LEADERSHIP



BRONZE STAR

J.P. Shannon studied leadership in the Jepson School. Then, says the Army, he exemplified it.

# Spider service

Dusty, gray, desolate, and “hotter than you can describe” — this is how 1st Lt. Jonathan “J.P.” Shannon, ’14, remembers Iraq, where he served from December 2015 through early September. It was his first deployment in the Middle East.

He returned home with the Bronze Star Medal for “superior leadership and dedication to duty.” The award is the fourth-highest individual military award, according to the U.S. Army.

While stationed at Baghdad International Airport, Shannon oversaw all incoming freight. Between two and 10 planes loaded with vehicles, armaments, and equipment arrived daily.

In a typical week, he logged more than 100 hours of work as he and his unit received, catalogued, and inspected the cargo and verified documentation before negotiating final delivery with the Iraqi military, special

forces, and other coalition members.

Shannon says that his long hours encouraged the more than 50 service members under his command, who often worked equally long hours alongside him, to import the more than \$1.5 billion in equipment. For Shannon, this was a point of pride.

“Our organization became renowned for what we were able to accomplish in short amounts of time,” he says. “This [medal] is their award. I was just doing my job.”

Since returning home, Shannon is planning trainings, starting a new position in his battalion, and learning new skills. He still thought of himself as a kid when he graduated in 2014. Not anymore.

“I am a combat veteran. That’s a label that sticks with you, for sure.”

—Elizabeth DeBusk-Maslanka



## CALLS OF DUTY

*The Jepson School of Leadership Studies and military service have a connection that dates to the school’s origins. Before he became Jepson’s first dean, Howard Prince developed leadership programs for the U.S. Army and the U.S. Military Academy in West Point, New York. Gen. H. Norman Schwarzkopf, who commanded the U.S.-led international coalition that drove Saddam Hussein’s forces out of Kuwait in 1991, spoke at the dedication of Jepson Hall in 1992.*

## IN THE NEWS

When national and local media cover news and events, they come to Richmond for perspective and expertise. Here’s a sample of recent stories that put the University in the news:



CNN came to campus for a live broadcast with a focus group of 28

undecided voters during and after the vice presidential debate Oct. 4. After the debate, the *Richmond Times-Dispatch* quoted political science professor **DAN PALAZZOLO**, who said that both candidates likely “passed the capability test” with voters of being able to step in as president, if necessary.



In a story on retailers’ “Thanksgiving dilemma,” *USA Today* turned

to finance professor **TOM ARNOLD**, who pointed out that some stores’ decision to close creates an incentive for their competitors to remain open. “I think it will bother people maybe for the next three years, but eventually I think [staying open] is just going to become status quo,” he said. “The next potential uprising might actually be Christmas Day.”



In an editorial about the rise in the price of EpiPens, which auto-inject epinephrine during severe allergic reactions, the *Winston-Salem Journal* quoted Jepson leadership professor

**JESSICA FLANIGAN** to support its case for reform of the FDA’s approval process for generic drugs. “Though it may be politically useful to vilify the pharmaceutical industry in the short run,” she said, “rethinking pharmaceutical regulation is the best way to lower drug prices and help patients in the long run.”



*The Washington Post* published analysis by political science professor **SANDRA JOIREMAN** that explained how a border dispute led to rioting and the use of tear gas in Kosovo’s parliament earlier this year. “Drawing borders can instead be the spark that re-ignites conflict,” she wrote.



*Style Weekly* published an opinion piece by

Jepson leadership studies professor **THAD WILLIAMSON** about lessons to be drawn from Bob Dylan’s Nobel Prize. “If you think that human lives are supposed to be defined by consistency and logic, then Bob Dylan is the enigma you’ll never crack,” he wrote.

## LEADERSHIP



Photograph by Andrew Stuart/ff/The Daily Progress

### The honorable Spider

Spider pride was on display when Tom Garrett, '94 and L'03, wore his Spider jacket as he celebrated his election to the U.S. House of Representatives.

A former state senator, Garrett will represent Virginia's 5th District, which stretches from the Manassas area in the north, through Charlottesville, and down to the North Carolina border. The district was represented by Virgil Goode, R'69, from 1997 to 2001.

## ACCOLADES

### Recent rankings

In the inaugural Wall Street Journal/Times Higher Education College Ranking, *The Wall Street Journal* ranked the University No. 84 overall out of 1,000 colleges nationally and No. 2 in Virginia. Richmond ranked No. 8 nationally for "Top Faculties," a list of schools that combine scholarly research with classroom instruction. Richmond improved to 27th in the latest *U.S. News & World Report* rankings of national liberal arts colleges and ranked 26th on its "Best Value" list.

The Association for the Advancement of Sustainability in Higher Education recognized Richmond as a top performer in its 2016 Sustainable Campus Index. UR scored well in the "Diversity and Affordability" subcategory, earning high marks for providing programs to support low-income and nontraditional students.

"The work that the University of Richmond is doing around diversity and affordability is essential to bringing voices to the sustainability conversation that had been absent in the past," said Rob Andrejewski, director of sustainability.

## ENTREPRENEURSHIP

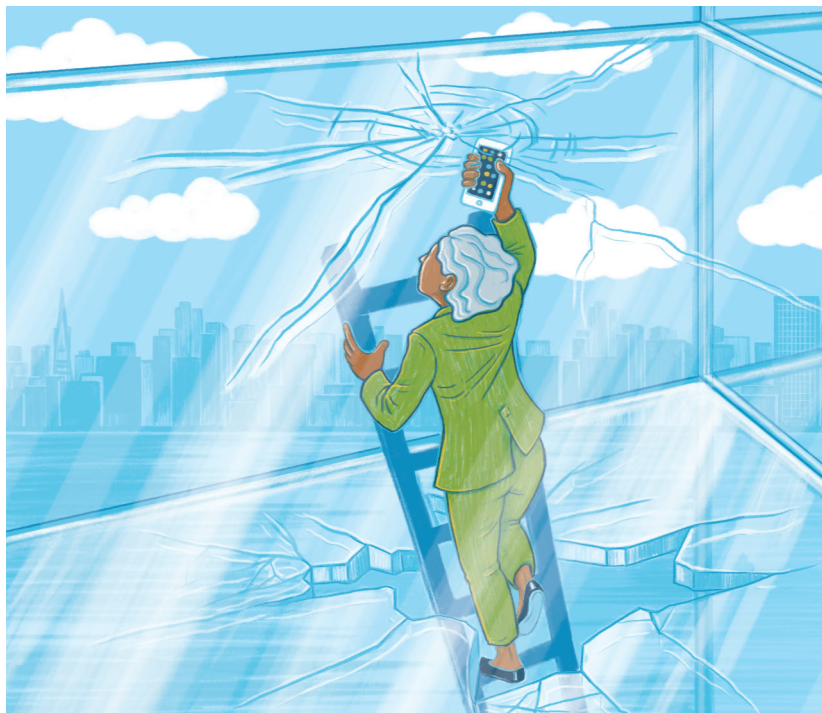


Illustration by Katie McBride

### LIKES, FRIENDS, AND FOLLOWERS

Research by two management professors informed a new app aimed at connecting women entrepreneurs.

# Tap, tap, shatter

Women-led firms generate more than \$1 trillion for the U.S. economy, but the women who lead them face a gender bias when securing funding to start and grow their own companies. It's a phenomenon two Richmond researchers have dubbed "the second glass ceiling."

"There's a pattern of very highly skilled, knowledgeable, wise women who face struggles in corporate America and then bail," said management professor Doug Bosse. "They think, 'I hit the glass ceiling in that organization,' and so they say, 'Well, maybe I can do this myself; I'll start my own business.' And then they experience [the glass ceiling] again in a slightly different form as entrepreneurs."

Silicon Valley has noticed, too. Two developers contacted Bosse and his research partner, Porcher Taylor III, also a management professor, and used their research as the basis for a new mobile app. Called SWYK — Sharing Wisdom and Your Knowledge — it "connects female founders with the wisdom of peers, experts, and resources to help them launch and grow their businesses," said Marynn Garabedian, one of the developers.

The professors give the app high marks. "The fact that the app is live, the fact that they're actively building the network, I can't think of any downsides to what they're doing," Bosse said.

### SECOND GLASS CEILING

*Bosse and Taylor point to a variety of evidence to support their conclusion that "women face a systemic disadvantage in finding, accessing, and managing capital at the small firms they lead." For example:*

- *Women-managed firms are 5 percent less likely than firms managed by men to get a bank loan approved.*
- *When women-managed firms get loans, they pay, on average, half a percentage point more in interest.*

## LANGUAGES

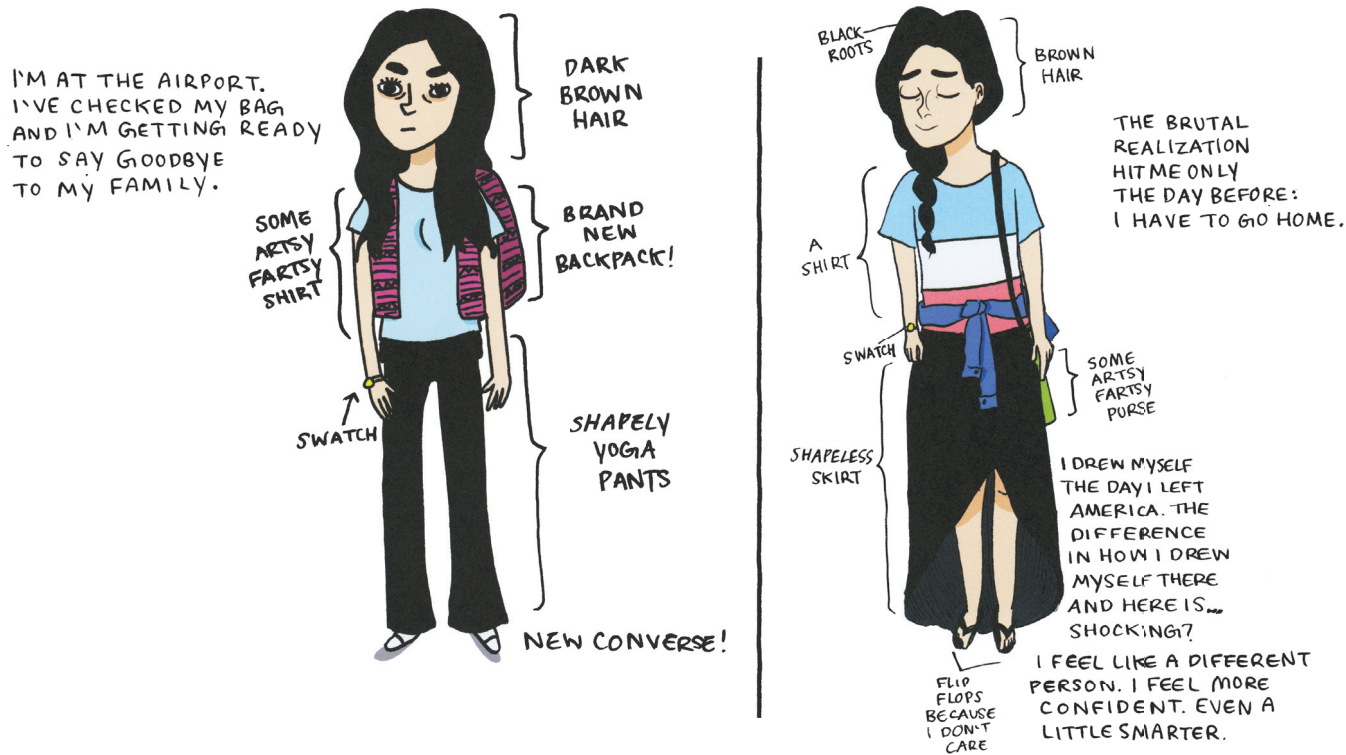
*Solo hablan español allí!*



**LIKE STUDY ABROAD BUT IN LAKEVIEW** Brooke Warner, '19, has turned her Spanish minor into a major part of her Richmond experience by living in the new La Casa Hispánica living-learning community. The program offers language immersion — participants speak only Spanish on their Lakeview residence hall floor — plus performances at the Modlin Center, cooking lessons through the Center for Culinary Arts, and more.

Warner enrolled for the chance to use Spanish in her day-to-day life, not just in class. "La Casa Hispánica has given it to me," she said.

## THIS IS IT.



When **CHRISTINE INZER, '19**, was 15 years old, she left her Connecticut home to spend the summer with family in Japan. The journal she kept while there became a graphic novel, *Diary of a Tokyo Teen*. "Readers won't just want to go to Japan by the end of this memoir," wrote Publishers Weekly. "They'll want to go with Inzer."

**MY PARENTS**

My dad is American, and my mother is Japanese. In college, my dad studied abroad in Japan, so people always assume they met there.

Well, no. My mom also wanted to study abroad, and she went to France. My dad was working by then and went to Paris just for fun, and that's where they met.

**MY CHILDHOOD**

My brother Stefan and I were both born

in Tokyo, and my sister Zoe was born in Connecticut. We moved to the U.S. from Japan when I was 4 years old.

My life at home was still very much influenced by my mother's culture. Because my dad had studied Japanese, he's so much more enthusiastic about Japanese culture than my mom. She was like, "Oh, whatever." My dad really wanted to share his love of Japanese culture with his children.

**MY DRAWING**

I consider myself better at art than I am at writing. I think that when I draw, I express myself in a way that I can't in writing. I can use a lot more creativity, whether it's just facial expressions or abstract images or comics.

**MY TOKYO TRIP**

I was trying to figure out what I wanted to do for the summer. My mother was pushing me to get a job, and my father was pushing me to do "something worthwhile that wasn't a job." I was like, "I don't know what that means."

I had told them I wanted to go back to Japan sometime,

and my dad said maybe I could do that. "But there's a catch," he said, "If you go, you have to go by yourself."

I was very taken aback. I didn't think that they'd suggest anything like a trip like this.

At first, I was scared. I see myself as an independent person, but it's kind of an adult thing to travel to a country by yourself. It's not something people in high school usually do. The idea was just scary to me.

**MY JOURNAL**

My dad then said, "You should keep a journal of what you do while you're there. I know you like to draw."

At the time I was reading a lot of travelogues, which are books with art and observations about travel. My favorite one was *French Milk* by Lucy Knisley about a trip to Paris. My dad said, "Maybe your journal can be even more when you're done with it. It could be a book, like *French Milk*."

I thought he was crazy, but I started to like the idea.

**MY BOOK**

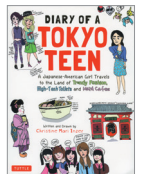
I self-published it and was satisfied with that, but my dad said, "This is great, but it deserves more." He sent it to Tuttle Publishing, but he told me only when he got a letter back from them.

It didn't feel real to me during the entire process of redrawing things and rewriting. I needed the finished book in front of me for it to feel real.

**MY FUTURE**

I'll be going back to Japan next year to study abroad. I think that my time there will determine whether I want to stay in Japan for a while.

Even if it's not my main career, I want to keep writing and want to keep drawing.

**ITINERARY**

Though her book title specifies Tokyo, Inzer traveled around Japan. Here are the names of places she visited, written in Japanese in her own handwriting.

柏

Kashiwa

原宿

Harajuku

祭

Matsuri

東京

Tokyo



Photograph by Gordon Schmidt

#### A GREATER WHOLE

The “Expanding the Ivory Tower” podcast is part of the Race and Racism at the University of Richmond Project, an interdisciplinary exploration of the University’s history. The project comprises three programmatic threads:

##### Digital archive

A collaboration by students, faculty, and staff [memory.richmond.edu](http://memory.richmond.edu)

##### Courses

Interdisciplinary courses with student research and community-based learning

##### Events

Lectures, brown bags, and symposia that catalyze community discussions

**THE TALES WE TELL** *When Victoria Charles, '16, recognized a lack of black student representation in the University's history, she decided to do some digging. Now she's making sure more of us can get the full story.*

Victoria Charles, '16, remembers being a first-year student and feeling, in her gut, out of place.

While the University has made strides since first admitting black students in the 1960s, it's still a predominantly white institution, and that means mostly white students surround Charles, whether she's in class, grabbing lunch at D-hall, or studying in the library.

“I’m not saying I was treated differently, but to not see yourself in the people around you is different,” she says.

That feeling extended to a core part of the University’s identity — its own history. In a 2014 conversation led by Common Ground’s Terms of Racial Justice project, Charles and other students, faculty, and staff of color talked about feeling absent from the stories that are told about Richmond.

When Charles was searching for a summer research project a year later, she thought back to those conversations and wondered: maybe she could find a way to capture the story of black student life at the University.

Her search began with original source materials like *The Collegian* archives and

the Virginia Baptist Historical Society, as well as a broader look at integration at predominantly white universities. She noted the language used to describe people of color, what black students were saying about activism groups, or how they typically went to nearby historically black colleges for social activities. Sometimes she looked at what was left unsaid.

Charles produced a 15-page paper comparing and contrasting integration at Richmond with other institutions and making the case that Richmond’s black students have often been radical activists in the way they choose to make space for themselves and have their voices heard.

But with a central theme being the lack of black student representation in the University’s narrative, she was left wondering, “Who’s going to see it?”

“I have this information, and people need it,” she says. “That was the start of my podcast.”

Titled “Expanding the Ivory Tower,” Charles’s podcast blends her research with her personal experiences as a black student on campus. It’s part of a larger project, Race and Racism at the University of Richmond, that aims to build a digital archive of the University’s racial history while inspiring deeper conversations through community-based learning courses and public events.

At the outset, she thought she might become disillusioned with her University.

“I came into my research thinking everyone’s story was going to be full of sordid details of struggle, and they were going to say that their time was really difficult,” Charles says. “But in a lot of what I found, there is optimism.”

She describes one example from 1971, when the Richmond College Student Government Association passed a resolution calling for the University band to stop playing “Dixie,” an unofficial fight song, at Spider football games. For weeks a debate raged in *The Collegian*. Those in favor of ending the tradition wanted to make black students feel more comfortable and worried it would deter prospective black students. Those opposed cited the historic legacy of the song, the importance of free speech, and the belief that the views of a minority shouldn’t sway the will of a majority.

Even though the resolution was ultimately overturned in a campuswide referendum, Charles says the moment shows that both black and white students were committed to creating an inclusive space and willing to work together to make change.

She described the outcome in an episode of her podcast. “‘Dixie’ isn’t played at games anymore because it is a fact of life that things change — even longstanding traditions of ‘traditional, historic value,’” she says. “At times, they go quietly, and at times they are fiercely contested, but they evolve nonetheless.”

QUOTATION

## “We lost a fierce champion for UR and UR’s students.”

**MALCOLM HILL**, former biology department chair, in an email after the death of William Myers Sept. 14. The professor emeritus of chemistry taught for 43 years and co-authored more than 50 papers, many of which included UR students.

PERSPECTIVE

‘AS SOON AS YOU WERE PUT ON MY CLASSROOM ROLL, I CARED ABOUT YOU.’

Read his full letter on his blog at [www.stevenbkaminski.com](http://www.stevenbkaminski.com).

# Dear students

Elementary school teacher Steven Kaminski, GC’03, began his school year with a compassion-filled open letter to students. Here’s an excerpt:

When I was your age, I was really shy and quiet. I never wanted the teacher to call on me because I didn’t want to get the answers wrong in front of everyone. You should know it’s OK to guess and not get everything right. It’s really important that you try your best.

You aren’t my first class. You are my 14th.

For the last 13 years, I have taught a lot of students who each year have come into my class about 180 times — that’s a lot of hellos.

Now let’s do just a little math, just a little I promise. That’s about 325 students since I started teaching. Well, there’s more than that because I taught some kids who came to my class just for math or social studies. So it’s probably closer to about 400 now.

That’s a lot of talking and teaching. That’s a lot of time together every year.

So you can trust the fact that I’m ready for you to arrive.

I’ve had some practice.

Remember when I told you about

being better at the important stuff by the time you leave my class? ... What I mean though is that I hope you’ll be a better person after we’ve spent a year together. I hope you’ll look around more, notice more, care more, and share more. I hope you’ll learn more about yourself and really understand that you have gifts. ...

Last thing, because this is getting kinda long and this isn’t reading class so we should finish up. You should know that I think about you when I go home and probably the next day when I go back to school again.

Teachers do that, you know. They don’t leave school and forget about what happened that day. If you had a bad day, I will wonder why and what I can do to help. I’ll even wonder if I did something that made your day less than awesome. If you had a great day, I’ll be cheering even if you can’t hear me. Can you tell I want you to have a great year?

So, see you on the first day of school.

AROUND CAMPUS

## The Spider vote

More than 300 students registered to vote through the Center for Civic Engagement and Richmond Law, *The Collegian* reported in October. Reporter Katherine Schulte, ’20, described three out-of-state students’ choices about where they would cast their ballots. Two chose to cast their ballots in Virginia, more of a swing state than their home states. A third chose to vote in her home state via absentee ballot because of her interest in her state’s race for governor.

## The politics of climate

Energy advisers to the Clinton and Trump campaigns squared off in a forum in the Law School’s moot courtroom in the weeks before the presidential election. Law professor Noah Sachs, an expert in environmental law, moderated the debate, which featured Rep. Kevin Cramer, R., N.D., and Trevor Houser, who co-directs the Climate Impact Lab.

The event “provided a rare chance for representatives of the Clinton and Trump campaigns to discuss energy policy, which received little attention at the presidential and vice presidential debates,” wrote *The Hill*, one of several national media outlets that covered it. Under the headline “The Trump and Clinton campaigns finally had a substantive climate debate,” Vox.com offered “credit to both advisers for participating and to the University of Richmond for hosting an all-too-rare climate discussion in this election.”

### ◀ CLASS ROLL

*The teacher licensure program averages between 70 and 80 students working toward certification, including 20 to 35 student teachers each semester, according to Scott Bray, assistant chair of the teacher licensure program.*

## EVENTS



### Rams, pt. 1

**1.31** Last season, Janelle Hubbard's 22 points and sophomore Micaela Parson's near triple-double led the the Spider women to a double-digit win over VCU in Robins. Neither graduated in May. Just sayin'. [richmondspiders.com](http://richmondspiders.com)

### They're baaa-ck

**2.17 Robins Center** Friday night. VCU. ESPN2. A new chapter in the men's rivalry will be written. [richmondspiders.com](http://richmondspiders.com)

### Binge lecturing?

**2.22 Ukrop Auditorium** Netflix founder and veteran Silicon Valley entrepreneur Marc Randolph comes to campus as part of the business school's Robins Executive Speaker Series. [robins.richmond.edu](http://robins.richmond.edu)



### Nexus

**2.24-26 Alice Jepson Theatre** The always delightful University Dancers spring concert returns for its 32nd year. [modlin.richmond.edu](http://modlin.richmond.edu)

### Virtuosa

**3.02 Camp Concert Hall** A five-time Grammy recipient, the captivating Dianne Reeves prompts critics to reach for Ella Fitzgerald and Billie Holiday to adequately convey the sheer force of her voice and performance. [modlin.richmond.edu](http://modlin.richmond.edu)

### Lawyers and pharisees

**4.13-16 Alice Jepson Theatre** The irrepressible Dorothy Holland beseeches thee to get thy tickets for the bold theater department production of *Godspell*, the Broadway hit based oh-so-loosely on Matthew's Gospel. [modlin.richmond.edu](http://modlin.richmond.edu)

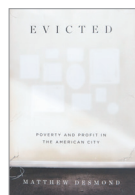


### Spring exams

**4.24-29 Across campus** Perhaps we should call it "Be kind to your Spider week." Or maybe, "Send money for coffee week." And for some, "Why isn't it Beach Week yet?"

### Commencement

**5.06-07** Whether you got your degree through A&S, Jepson, the b-school, law school, or SPCS, you did it, Class of 2017. Now hug your family and go out and change the world. We're proud of you.



### POVERTY AND PROFIT

*Evicted, which professor Kathy Hoke is working into her math curriculum, is this year's One Book, One Richmond selection. The annual campuswide reading program — now in its 11th year — is led by the chaplaincy and the Bonner Center for Civic Engagement. More information about Evicted and programming related to it during the spring semester is available at chaplaincy.richmond.edu. The author will visit campus Feb. 1.*

## QUOTATION

"Being president is not who I am. It's a position I am honored to fill. I know the difference."

**RONALD A. CRUTCHER**, University president, as quoted by *Diverse Issues in Higher Education* in a Nov. 6 trend story headlined, "Colleges Find Rebooting with Experienced Leadership Paying Off"

## ARS MATHEMATICA



### WHAT THE NUMBERS SAY

Students are learning how mathematics can shed light on economic and social issues.

# Rational numbers

Quiz time: The syllabus raises issues like inequality, imprisonment rates, and the environment. Name the class.

Didn't guess mathematics? You're not alone. But you're probably also not at Richmond, where the math faculty have begun introducing social equity concepts into the curriculum after a workshop last summer on how to do so effectively.

"As our University strategic plan is rolling out, it calls for us to teach our students social responsibility," math professor Kathy Hoke said. "In math, we tend to think that they don't mean us when we're talking about these types of social issues, but this conference helped me realize that they do mean us."

What does the idea look like in practice? This fall, Hoke's calculus students looked at the effect of Airbnb, which started in San Francisco, on

eviction practices in that city; Hoke also tied the assignment to this year's One Book, One Richmond selection, *Evicted* by Matthew Desmond, which students could read and discuss with her for extra credit.

Professor Joanna Wares' calculus students calculated the Gini index of income inequality for three countries over time and interpreted the data based on graphic representation of it.

"It's taking real data and applying it, and students really like doing that," Hoke said.

"Math is in a great position to look at these issues because we are broad-based," Wares said. "You can support your opinion on a topic with facts. Math gives you tools for developing those ideas; it's another way of thinking critically about a complicated issue."

Photograph courtesy Partners in Health



**HEAL THE WORLD** *Paul Farmer was on the front lines of the Ebola response in West Africa and helped establish systems of care in Haiti and Rwanda through Partners in Health, which he co-founded. He spoke about his work and his new book, To Repair the World, at this year's Weinstein-Rosenthal Forum, and with us.*

**How did you become involved with international development and health care?**

Like most 19-year-olds, I couldn't have told you why I knew I wanted to be a doctor in college. I liked biochemistry, and that's one of

the things you do if you want to be a doctor. And then I took a class called "medical anthropology" because it had "medical" in it. I had no idea what that was, and I loved the material, the projects we did, the

papers. So I really did decide I wanted to be a doctor-anthropologist. You're not always right when you make those guesses as a college student.

**How do you combine medicine and anthropology in your work?**

Anthropology is about restoring context and being humbled by what you don't know. In any human endeavor, you create the boundaries of your

social world. I kind of attack the idea of cultural competence as illusory. For me, cultural humility is much more important. If you cultivate cultural humility — which anthropology can help you do — you can really have an impact.

**How connected are poverty and health care?**

A Duke study by an economist surveyed 17 countries. In 16 of the 17, the

leading cause of falling from poverty into destitution was catastrophic illness. If that's the way it works, that means that not only are we failing the poor, we're creating more poverty without adequate health care safety nets.

**What are we missing in the U.S. when it comes to health care?**

We're not doing a good job on primary care. Say you have a chronic condition or two. The chances of you getting community-based care for your disease at home or anywhere convenient to your home are very small for the vast majority of the country. For poor people with chronic diseases, that can be very devastating — it's hard to fill your prescriptions; it's hard to get to the clinic; and you end up in a hospital when you shouldn't be.

**What do we get right?**

Some of the best tertiary hospitals I've seen in the world are here. We also have the best research machinery. And it's largely federally funded. The National Institutes of Health is to me the jewel in the crown of the U.S. When we fund research, that means we get to be the innovators. We also have great students who want to be doctors. Some of the best students who could do anything they wanted are still choosing medicine.

**What has been unique about the Partners in Health model in places like Haiti and Rwanda?**

Go to a rural area that's poor. It ain't a crowded social field. There are not a lot of people lined up to help the destitute sick. So basically I'm making a completely pedestrian claim — that just serving the unserved is innovative.

**What keeps you hopeful in the face of growing inequalities?**

These are not insolvable problems. They require bold initiatives, but I've seen some work. Most of our work is extremely gratifying. You see some sad things, obviously. What keeps me going is it works — you apply the staff, the stuff, build the space you need, get the systems right, and people get better.



**CASE IN POINT**

Farmer points to Rwanda as a good example of how concerted, integrated health care initiatives can yield impressive results in a decade.

Percent decrease in HIV-related deaths	78
Percent decrease in malaria-related deaths	85
Percent decrease in the maternal mortality ratio	60
Percent success rate of community-based tuberculosis treatment	91
Rwandans lifted out of poverty, 2005–15	1 mill.

## WELCOME BACK



**HUESMAN ERA** The last time Russ Huesman was on the Spider sidelines, he was defensive coordinator, and Richmond won the 2008 national championship. His next game will be as head coach. The University announced his hiring in December.

"This University demands excellence both athletically and academically," Huesman said. "I believe in this program and am excited to get to work."

## SOCCER

# All-American

In a fall season when the national anthem became a hot-button issue, sophomore Simron Richard was getting her own fresh perspective of it. This was her first season as an American citizen.

"I think it feels the same, honestly," said Richard, who has lived in Virginia since third grade and became a citizen in August. "But it feels cool to call myself a citizen of the place that I've been a part of for a long time, which is truly a place of great opportunities."

Born in Tiruchirappalli — often called Trichy — in India's Tamil Nadu state, she came at a young age to the U.S., a move her parents made to offer educational opportunities to their children. After stops in Oklahoma and Minnesota, the family settled in the Richmond area.

At Deep Run High School, Richard was coached by former Spider captain Nicole Froman Marks, '01, who introduced her to coach Peter Albright. She was considering schools like the University of Pennsylvania when she decided to stay closer to home.

Richard became a U.S. citizen with her future in her mind. She's a psychology major and religious studies minor who takes pre-med courses. Her goal is to become a doctor with an organization like Doctors Without Borders. A U.S. passport will make traveling the world to serve the poor easier, she said.

Even with her change in citizenship, she keeps her Indian roots close to her heart, speaking Tamil at home and regularly enjoying her mom's cooking. At her swearing-in ceremony, she was taken by

what she saw around her: people from seemingly everywhere, many of them dressed in ways that reflected where they came from.

"I liked that community of people from all over coming together in this place," she said. "I feel like their identity didn't change because they became citizens."



**RECOVERY**  
Richard saw action in six games during the 2016 season as she worked her way back from a knee injury. Her team finished 9-9-1 overall and tied for eighth in the Atlantic 10, just missing the cutoff for the championship tournament. The team was near the top of the A-10 in every offensive category and returns nearly all of its regular starters next season.

## RUNDOWN



## Tough schedules

Men's and women's lacrosse kick off tough regular season schedules in February. The men start play at home Feb. 11 vs. Fairfield, while the women open on the road at Liberty Feb. 18 and return to Robins Stadium to face NCAA powerhouse Virginia Feb. 22.

The men's 2017 season includes four of the past five national champions and six of last year's NCAA tournament teams. "We want to give our student-athletes the opportunity to compete against the best in the country," head coach Dan Chemotti said.

## Repeat champs

Women's cross country took home the Spiders' first championship of the 2016-17 athletics season and the team's second consecutive Atlantic 10 title.

With junior Kylie Regan leading, Spiders finished 13th, 14th, 15th, 17th, and 18th, all within five seconds of each other, at the title meet. Claire Brown, at No. 15, placed second-best among all freshmen competing.

## Sticky hands

Senior Brian Brown rewrote football's record books this fall, setting five new records and becoming the first Spider ever to top 4,000 career receiving yards. His 4,203 receiving yards are the eighth-most in FCS history.

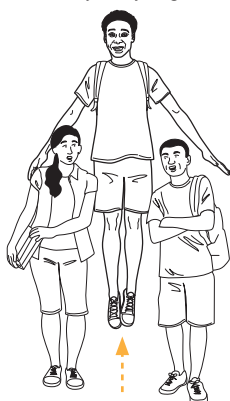
The Associated Press named redshirt sophomore kicker Griffin Trau a First-Team All-American. Brown and defensive lineman Winston Craig were named to the second and third teams, respectively. Richmond has had nine All-Americans in the past three seasons.

## Update from Crenshaw

In a year in which it welcomed 10 freshmen to a squad of 25, Spider field hockey made its 15th consecutive Atlantic 10 tournament appearance, falling in the semifinal.

The A-10 honored five Spiders with post-season awards. Kelly Quinn, Megan Miller, and Thalia Williamson all landed on the A-10 First Team. Amanda DaSilva and Abby Lyons earned All-Rookie honors.

### Step 1: Discover your gift — while you're young



### Step 2: Nurse it in the gym



### Step 3: Pick your moment



**THIS SPIDER'S GOT UPS** Though he's just 6 feet tall, sophomore guard Khwan Fore is the Alfred Nobel of dunking: a figure born in explosiveness who calls forth our highest ideals of excellence. Wouldn't we all like to dunk like him? Let's face it. We can't. But here are the steps, in case you care to try.

### Step 1: Discover young that you've got a gift.

"When I really noticed I could get up was probably when I was in seventh or eighth grade," Fore said. "I had my first dunk after my eighth-grade year, in the summer."

### Step 2: Nurse it in the gym for years.

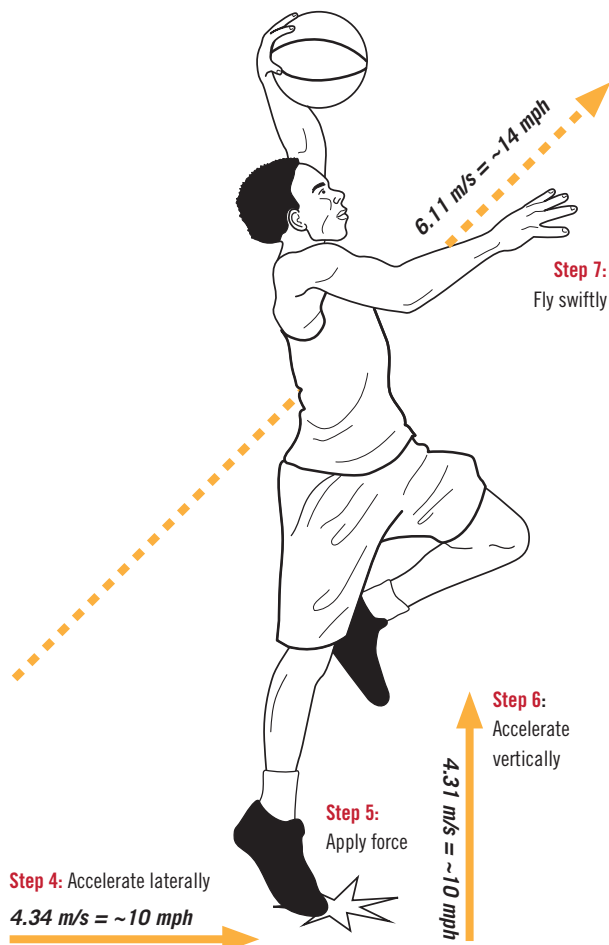
Fore is "extremely strong," said Jay DeMayo, strength coach, who helped break down the physics of Fore's

dunks for SpiderTV in October. "Pound for pound, he's up there with probably the top five guys we've ever had."

### Step 3: Pick your moment.

"If I get a steal, I'm going to try to dunk to make the play even bigger than what it could be," Fore said. "I've always got one or two secure dunks."

### Step 4: When the moment comes, accelerate laterally.



"You have to leave the floor with a certain velocity to make it to the basket," said physics professor Christine Helms, who also appears in the SpiderTV segment.

According to the video analysis, Fore approaches the basket with a horizontal velocity of 4.34 meters per second at the point of liftoff. That's nearly 10 mph.

### Step 5: Convert your lateral momentum to vertical momentum.

"If you want to change your velocity, then you have to apply a force," Helms said.

This is where Fore's strength comes in, said

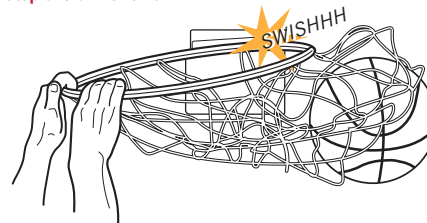
DeMayo. There are three different muscle contractions involved: eccentric (lengthening), isometric (stopping), and concentric (shortening).

"The ones that are really important when it comes to being explosive are the first two," he said.

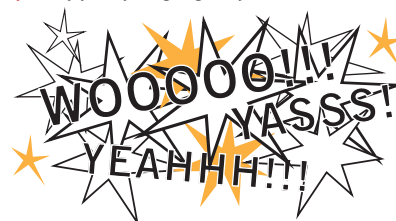
### Step 6: Accelerate vertically.

"Khwan's vertical velocity turns out to be about 4.31 meters per second, which is nearly identical to his horizontal velocity," said Will Bryan, associate director of athletic public relations, who narrates the SpiderTV video.

### Step 8: Slam it home



### Step 9: Enjoy everyone going crazy



### Step 10: Smile!



### Step 7: Fly swiftly.

Fore's vertical and horizontal acceleration add up to a momentum greater than its parts because as he jumps toward the basket, he is moving simultaneously in both vertical and horizontal directions. His total velocity along this angular trajectory "turns out to be about 6.11 meters per second," Bryan said. "Over 14 mph."

### Step 8: Slam it home and make 'em notice.

A Fore dunk "is almost like slugging a triple espresso and having smelling salts broke under your nose at the same time," DeMayo said. "It should wake

everybody up and get them going."

### Step 9: Recognize that your spectacular dunk isn't just any two points.

After a dunk in double overtime that put away a win against George Washington last season, Fore looked over at his bench.

"I just see my teammates and my staff and coaches and everybody just going crazy," he said.

### Step 10: Smile.

Fore's got a winning one. See it and the SpiderTV video feature at magazine .richmond.edu.



### OPENING ACT

As a redshirt freshman during the 2015-16 season, Fore was in introduction mode with Spider fans. Here's a look back at his first impression:

### Playing time

Fore was one of five Spiders on the court in all 32 games last season. He averaged 20 minutes per game.

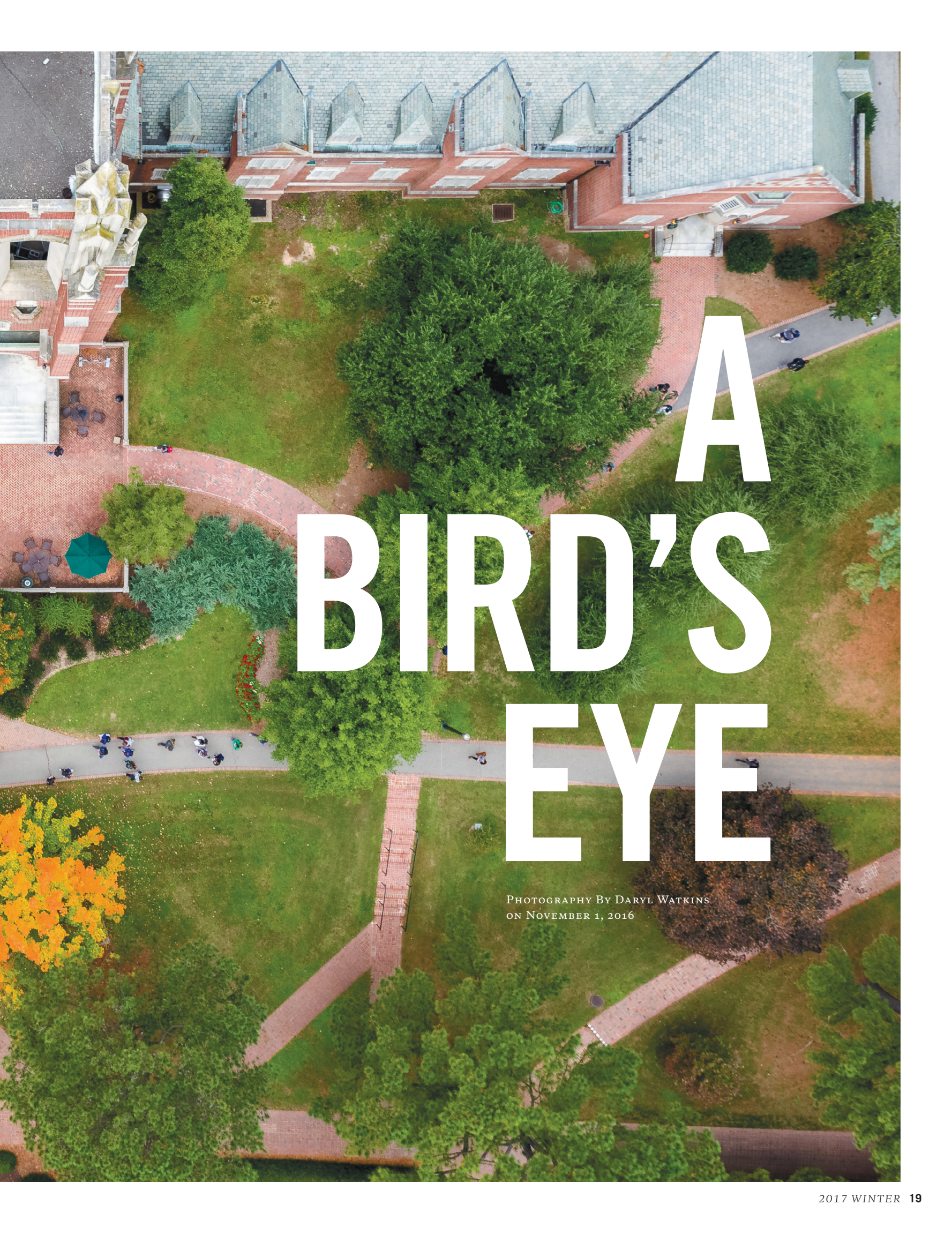
### Steals

He made efficient defensive use of his 652 minutes, ranking second on the team with 38 steals.

### Shooting

He ranked third in field goal percentage (.519) among Spiders who took at least 50 shots. He ranked fourth in three-point shooting (.364) among Spiders who took at least 30 shots from behind the arc.

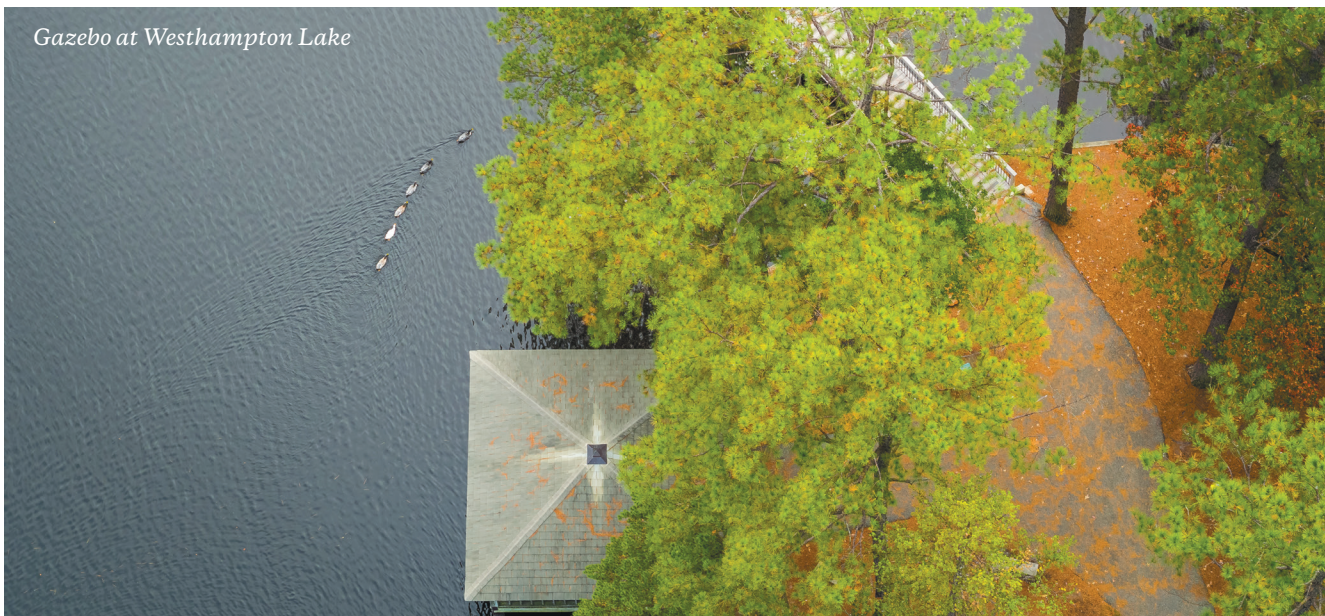
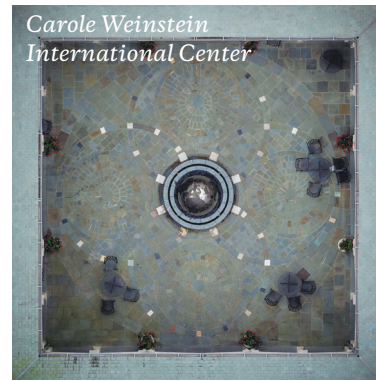
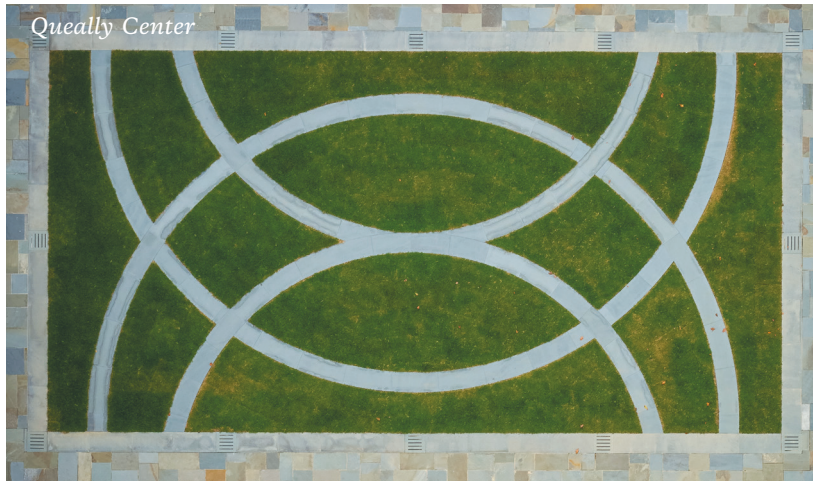




# A BIRD'S EYE

PHOTOGRAPHY BY DARYL WATKINS  
ON NOVEMBER 1, 2016





The lake, about 1,326 feet in length and covering about 7 acres, forms a pleasing and restful boundary [between the Richmond and Westhampton sides]. Its natural beauty may be guessed at from the pictures published in this issue of the *Herald*, but you must see the sunbeams streaming through the western woods at eventide to appreciate its quiet loveliness. Great white oaks and ancestral forest pines overhang the lake and cover many areas of the park land. The brook that feeds the lake sings a merry song as it leaps over granite boulders and races around the feet of towering trees. ...

Amid such surroundings, we plan to build for the centuries.

— President Frederic W. Boatwright

“The New Home of Greater Richmond College,” *Religious Herald*, June 16, 1910



TELEVISION

Glenn M. Carter  
Associate Director  
Department of Radio  
and Television

Bruce C. Mosher  
Assistant, Department  
of Radio and Television

Ben T. Logan  
Story Editor

# SCHOOL BOYCOTTS: GOOD OR BAD FOR CHILDREN?

20c

# JFF

MARCH 12, 1964



Martin Luther King



PHOTOGRAPHS BY JEFF SAXMAN

**“LET WYATT HANDLE THIS.” AND HE DID. AMONG THE THINGS WYATT TEE WALKER HANDLED WERE SOME OF THE MOST CRITICAL MOMENTS OF THE CIVIL RIGHTS MOVEMENT.**

Few figures were more central to the national civil rights movement of the early 1960s than the Rev. Wyatt Tee Walker, who recently donated his papers and other artifacts to the University of Richmond for study by scholars, students, and the general public.

A Virginia Union University graduate, Walker began his lifelong advocacy in Petersburg, Virginia, just south of Richmond, where he was pastor at historic Gillfield Baptist Church. Through his leadership positions in several organizations, he “orchestrated much of the civil rights movement, especially the sit-in demonstrations, that occurred in Petersburg during the 1950s and 1960s,” according to a law review article by Richmond professor Carl Tobias.

From 1960 to 1964, Walker served as chief of staff to the Rev. Martin Luther King Jr. and executive director of the Southern Christian Leadership Conference, the civil rights organization headed by King. Walker was a key adviser on structure and strategy, helping develop, for example, the SCLC’s watershed 1963 campaign in Birmingham, Alabama. King called him “one of the keenest minds of the nonviolent revolution.”

Walker continued his religious and civil rights leadership after he left the SCLC in 1964. He became pastor of Canaan Baptist Church in Harlem, New York, in 1968 and served as an adviser on urban affairs to Nelson Rockefeller in the 1970s. He retired from Canaan in 1994.

As part of the process of creating the Dr. and Mrs. Wyatt Tee Walker Collection at the University of Richmond, Walker and his wife, Theresa, sat for an oral history interview, which was conducted by Joseph Evans, dean and professor of preaching at the Morehouse School of Religion. The following are edited and condensed excerpts from that interview.



Howard E. Tower  
Associate Secretary  
Director, Department  
of Radio and Television

James C. Campbell  
Director, Department of  
Audio-Visual Resources

Harry C. Spencer  
General Secretary

Joe W. Davis  
Treasurer and  
Business Manager

Nelson Price  
Director, Department of  
General Services and Production

Gene W. Carter  
Associate Director  
Department of Radio  
and Television

Bruce C. Mosher  
Assistant, Department  
of Radio and Television

Ben T. Logan  
Story Editor  
and Writer

**TELEVISION, RADIO AND FILM COMMISSION**  
**THE METHODIST CHURCH**  
1525 MCGAVOCK STREET • NASHVILLE 3, TENN.  
CHapel 2-3561

TRAFCO

June 5, 1963

*Lit Wyatt handle this*

Dr. Martin Luther King, Jr.  
Southern Christian Leadership Council  
41 Exchange Place, South East  
Atlanta 3, Georgia

Dear Dr. King:

I am delighted that you are to be one of the speakers at the Methodist Conference on Human Relations in Chicago August 26-30. We have the responsibility of assisting with the radio and television program and news coverage of all Methodist meetings. Already the word is out to the stations that you will be one of the speakers at this Conference. I have a specific request for you to be on the radio.

CLASS OF SERVICE  
This is a fast message unless its deferred character is indicated by the proper symbol.

WESTERN UNION  
TELEGRAM  
REC'D JUN 12 1963  
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REV WYATT TEE WALKER, EXEC DIRECTOR, REPORT DELIVERY  
SOUTHERN CHRISTIAN LEADERSHIP CONFERENCE 334 AUBURN AVE NE  
ATLA

AT FOUR O'CLOCK ON MONDAY, JUNE 17, I AM MEETING WITH A GROUP OF RELIGIOUS LEADERS TO DISCUSS CERTAIN ASPECTS OF THE NATION'S CIVIL RIGHTS PROBLEM. THIS MATTER MERITS SERIOUS AND IMMEDIATE ATTENTION AND I WOULD BE PLEASED TO HAVE YOU ATTEND THE MEETING TO BE HELD IN THE EAST ROOM OF THE WHITE HOUSE. PLEASE ADVISE WHETHER YOU WILL BE ABLE TO ATTEND

JOHN F. KENNEDY.

ANSWER  
C.S.H.  
6/13/63

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WGB118 GAT WWAY 15 J-D 69  
WASHINGTON DC 9-25-63 1728R  
WYATT TEE WALKER EXECUTIVE ASSISTANT  
CONFERENCE 334 AUBURN AVENUE  
THE WORK OF YOUR ORGANIZATION EXEMPLIFIES  
PROTEST. UNDER DR. KING'S LEADERSHIP IT HAS STRENGTHENED  
THE NEGRO COMMUNITY IN THE STRUGGLE FOR EQUALITY, AND HAS HELPED  
STIR THE CONSCIENCE OF THE NATION. AS A GOVERNMENT AND AS A PEOPLE, WE  
ARE COMMITTED TO HEED THAT CONSCIENCE, AND TO INSURE THAT ALL AMERICANS  
AMERICANS. WARM REGARDS AND BEST WISHES FOR A SUCCESSFUL MEETING.  
ROBERT F. KENNEDY ATTORNEY GENERAL  
UH 1732R



**ON WYATT TEE WALKER'S FATHER, JOHN WALKER:**

*Wyatt Tee Walker:* He was a brave man. He had a great influence on my life, and I appreciated him more after his death than I did when he was alive. He read Greek and Hebrew every day. He was a very scholarly gentleman and in my judgment a great preacher in the tradition of African-American preachers.

My decision to go into ministry was influenced by his appearance at Virginia Union the week before graduation. And I remember his subject, "the measure of our responsibility," and that he took his text from somewhere in Isaiah. That's when I decided I would go into ministry because I saw it as the most attractive means to get rid of the segregation that I had met head on in Richmond.

**ON HIS ARREST AT PETERSBURG PUBLIC LIBRARY:**

I went in the white [only] door and asked for Volume 1 of Douglas Freeman's biography of Robert E. Lee. He was famous for his two-volume biography of Robert E. Lee, and I was kind of rubbing it in their face a little bit. They were flustered. Flustered. And somebody's voice, I heard her say, "Call the police."

They came, and Chief [Willard E.] Traylor said to me did I want to be bailed out? Did we have somebody ready to bail us out? So [I said], "No, I want you to do whatever you do to people you arrest." And I think they were shocked that R.G. Williams and myself and a few others were not going to post bail. We were going to stay in jail.

I did not know that Douglas Southall Freeman was a history professor at the University of Richmond. My penchant was against Robert E. Lee more than Douglas Southall Freeman, though I knew he was a segregationist. But I always felt Robert E. Lee was guilty of treason against the United States and should not be honored as a Confederate general.

**ON MEETING MARTIN LUTHER KING JR.:**

We first met in 1952. Virginia Union was our host for what was called then the Inter-Seminary Movement, which was an organization developed to let seminarians get together without being arrested and put in jail.

You know, it was a time of very strict segregation, and it didn't matter to the Southern politicians that we were seminary students. King was the president of his student body at Crozer [Theological Seminary], and I happened to be the president of our student body at Virginia Union, in the Graduate School of Theology.

So he was a delegate, and I was the host. That's how we met. And we had similar backgrounds. His father was a minister, a pastor, like my father, and we grew up in parsonages and were greatly influenced by the church life of African-Americans.

**ON THE BIRMINGHAM PROTESTS:**

Birmingham awakened the nation to what segregation and discrimination was all about and the danger that African-Americans faced in resisting it.

From the very beginning, we knew that the key to making the change was the right to vote because we were shut out of the political system. And we had to vote for it ourselves. We couldn't depend on the people in the nation to do it.

A year ahead of time, Dr. King gave me the assignment to go to Birmingham and plan it out. And that ended up becoming Project C, which is identified in Taylor Branch's

book about the King era. I knew that two things would move Birmingham: Mess with the money, and make it inconvenient for the white community. That was the way to make change come. I was convinced of that.

We consciously aimed at being covered on the evening news, and that was a part of the genius of our movement at that time. We did it by calculating by what time we had to have a demonstration so it could make the evening news.

**ON THE 1963 'LETTER FROM A BIRMINGHAM JAIL':**

The "Letter from a Birmingham Jail" was prompted by local clergymen, a rabbi, and a black minister who said that this was not the time for protest action. Dr. King reacted to it. He was in jail, and his lawyers brought out his comments on the edge of newspapers and toilet paper and whatever paper they could provide him with.

I was the only one in Birmingham who could understand and translate Dr. King's chicken-scratch writing. So I translated it. The Quakers, or Friends Committee, wanted to call it "Tears of Love," and I told them no. It needed to be called what it was, a letter from a Birmingham jail.

My personal secretary, Willie Pearl Mackey, sat on a typewriter while I translated it, and she typed it. And I remember one night, about 12:30, 1 o'clock, she just is exhausted; she went to sleep on the typewriter, and I moved her over to a chair, and I continued and finished. Because I could type, I finished doing the translation. And then we had to send it back to Dr. King to make sure he was satisfied with it. So it was sent back and forth with his lawyers. So that's the story of the "Letter from a Birmingham Jail," which I think is the most important document of the 20th century.

**ON HIS WIDELY REPRODUCED BIRMINGHAM JAIL PHOTO:**

Well, the picture, oddly enough, was 1967, when we went to Birmingham to give ourselves up [after appeals of contempt convictions related to the 1963 jailing failed]. Dr. King felt very strongly that if you have exhausted all of your remedies, and you have not gotten a solution, then to be faithful to the nonviolent regimen, you ought to go to jail. And he called me in New York and asked me could I meet him and Ralph [Abernathy] in Atlanta, and we would go to Birmingham and give ourselves up to the authorities, which we did. And I took that picture in that jailing. It was the only time I was in jail with Dr. King, October 1967, I think. And I took the picture of him, and then he took a picture of me. As far as I know, it was the only photograph Martin King ever took of anybody. I am very proud of that.

**ON SURVIVING A BOMBING AND POLICE VIOLENCE:**

[Editor's note: Amid the unrest in Birmingham in 1963, someone bombed the Gaston Motel, where King and other civil rights leaders were staying.]

*Theresa Walker:* It was Mother's Day weekend. Ralph Abernathy and Dr. King had churches, and Mother's Day was a big event, so they had to go back to Atlanta to their churches.

*Wyatt:* Dr. King wanted somebody of top administration to stay in Birmingham. He assigned me. I told him, well, I hadn't been home in months. He told me that SCLC would fly my wife and children over to Birmingham to be with me, and that was satisfactory. And that's what set up the situation where two of the children were in the Gaston Motel when it was bombed, and my wife was struck by an Alabama state trooper with a carbine and had to go to the hospital.

**ABOUT THE COLLECTION**

*The Dr. and Mrs. Wyatt Tee Walker Collection brings into Boatwright Memorial Library a tremendous firsthand view of the civil rights movement from one of Martin Luther King Jr.'s most trusted advisers. It includes writings, sermons, and photographs from Walker's long career advocating for racial and economic justice. Among them are the items at left: a telegraph from President John F. Kennedy, a photograph of Walker's arrest in Petersburg, Virginia, and a copy of an issue of Jet that featured Walker and King on its cover.*

*King and Walker met in Richmond, forging a working relationship that often threatened their lives, families, and freedom. While in jail on one occasion, Walker took a now-famous photo of King looking out the window of the jail in Birmingham, Alabama. King took a similar photo of Walker.*

*Right: Walker's doctoral gown wraps around an early photo of him and a picture of King preaching at the installation service of Walker as pastor of Canaan Baptist Church in Harlem days before King's assassination in Memphis.*





Abbott Hall

Walker's papers include documents from his time as King's chief of staff and his later writings and sermons.

Opposite detail: A book contract bearing Martin Luther King Jr.'s signature and a photograph of King relaxing while reading a newspaper.

After she got out of the hospital the next day and flew back to Atlanta, she was arrested in East Point, Georgia, with the four children. I'll let her tell you about that.

**Theresa:** The hotel had rooms around a courtyard, and we were in one of the rooms. The lobby was at one end of the courtyard, and my two youngest children were asleep in the hotel room. Some of us were sitting outside making small talk. When the troopers came, they said everybody had to go into the lobby. I said, "I have two small children fast asleep." The fellow just took his gun and hit me in the head.

**Wyatt:** I went for him. A stringer from UPI [United Press International, a news wire service], I think, from Mississippi, grabbed me and pinned me to the floor. I think he saved my life because I'm sure that a trooper would have shot me. I wasn't even thinking about that. All I knew was that he had hit my wife — and with his gun.

### ON PARENTING WHILE BEING ACTIVISTS:

**Theresa:** Our children were called "children of the movement." People didn't understand — well, I guess their playmates and their parents, when we moved to Atlanta, even in Petersburg — they said our children talked funny and that their father was always in jail. Kids didn't understand it then. Some of the parents could — it was just getting started good — but some of the parents didn't understand it.

Our kids in Petersburg couldn't go out and play unless someone was with them. Threatening calls would come over the phone, and sometimes they would answer. They paid a big price. My daughter was barred from all public schools because of my husband's work in Petersburg. She had to be homeschooled. It was hard on children, too — and they were children, and they should have been able to have a child's life. They did not have that. King's children didn't have that, nor did Abernathy's children. So it was hard on the children. Some of our friends didn't bother with us because my husband was always in jail, and back then, it wasn't popular to go to jail.

### ON THREATS:

Well, this was my country, and I loved my country, and I wanted it to be the best that it could be for my children to grow up in. And I was determined that I was going to help make it the best it could be. That was my role. And that's what I wanted to do.

**Wyatt:** I couldn't have made it without my wife. ... I knew I could die at any time, so I never thought about it. I just did what had to be done at the moment.

### ON KING'S DEATH:

Dr. King installed me as a minister at Canaan [Baptist Church] on March 24, 1968, and [11] days later, he was assassinated in Memphis, Tennessee. That was the last place he preached in New York before he was killed. I lost my preaching for six months. I just didn't have it. I grieved so much, and walking up and down 125th Street, the stores were playing his speeches, and I could hear his voice all the time. It was the worst time of my life.

I was in the pulpit on a Sunday morning, and I got a call from [New York City mayor] John Lindsay. He said he had just talked to Mrs. King, and he asked what could he do. She said, "If you could reach Wyatt Tee Walker and tell him I'd like him to organize the funeral and the homegoing service," she would appreciate it. So that's how I got involved.

That afternoon, I caught a plane to Atlanta to start working on arranging the funeral. I felt it should be a state funeral, under the circumstances. [Gov. Nelson] Rockefeller supplied my transportation and gave me a staff member to go with me and do what had to be done and take over his rooms at an Atlanta motel. I went 20 or 30 miles around Atlanta and got every pair of striped trousers that I could find so that we would wear black coats and striped trousers and make it a state funeral.

We arranged for 100,000 people to come, and about 400,000 came. I measured the streets to see how many people could walk abreast of each other and timed how long it would take to walk from Ebenezer [Baptist Church] to Morehouse College. That part was in my mind, that we should march over there because marching was such a key ingredient of our protest tactics. I feel like it was one of the capstones of my organizational career.

### ON NOT YET WRITING A BOOK ABOUT KING:

I think part of it was the awe that I maintained for Dr. King, that I didn't feel I was ready. I still think I need to write about him sometime because I was very close to him, and I had many, many, many conversations with him.

But I had another book I worked on called *Adam, Rocky, and Martin*. I worked professionally for Adam Powell, Nelson Rockefeller, and Martin Luther King Jr. I thought that would be an interesting study for me to talk about these three high-profile Americans and their strengths and their weaknesses. I remember Adam Powell; I always felt he was a very insecure man, one of the most insecure men I have ever met. I humorously said Nelson Rockefeller's weakness was that he was white, and he was influenced by what I called his "Eurocentric chauvinism." But for a public figure, he was the first politician I met who really understood what black people were going through, and that's why I worked for him. He gave the money for the water system in Resurrection City [a protest site in Washington, D.C., in 1968] during the Poor People's Campaign, and he gave us several thousands of dollars for bail money down in Albany, Georgia. He was a very unique political figure.

### ON THE POOR PEOPLE'S CAMPAIGN:

After Dr. King's death, I became a volunteer to Ralph Abernathy, and I traveled with him organizing — or trying to organize the Poor People's Campaign.

We did all of the things we should have done. We met with congressmen and senators and the heads of different parts of the federal government, but they just didn't respond to our pleas and our needs. So I always felt the nation failed rather than we failed. The Poor People's Campaign was a success in my judgment because it put poor people on the agenda of the nation. And we were just ignored.

### ON HIS ROLE IN HISTORY:

I was just a participant in what I think was the unfinished revolution of 1776. I feel a sense of fulfillment that I had a key role in desegregating America. ✨

---

Excerpted by Paul Brockwell Jr.

... 1963,  
... day of  
... Martin Luther King, a resident of 565 Johnson  
... Georgia, (hereinafter called the "AUTHOR") and  
... INC., a New York corporation (hereinafter called

WITNESSETH:

In consideration of the mutual covenants hereinafter  
the parties hereto hereby agree as follows:  
1. SUBJECT: The AUTHOR hereby agrees that he will, to the  
best of his skill, judgment and ability, prepare a volume containing  
approximately 45,000 to 75,000 words on "Great Essays on Negro Heritage"  
hereinafter referred to as the "Work." The Work shall  
be complete and thorough as permitted by the word requirement  
set forth above.

2. DELIVERY OF WORK: The AUTHOR shall deliver the  
final Work to HERITAGE on or before April 1, 1964 in proper  
form and condition for printing and publishing. Time is of the essence  
of this Agreement and in the event that the AUTHOR fails to deliver the  
Work to HERITAGE at the time specified, HERITAGE at its option may  
terminate this contract and recover from the AUTHOR all sums previously  
paid hereunder under this Agreement.

3. APPROVAL OF HERITAGE: The final form and content of the  
Work when delivered to HERITAGE shall be subject to HERITAGE's approval  
and acceptance. HERITAGE must have reasonable basis for rejection of the  
Work and must indicate its rejection in writing with  
receipt of the Work. In case of rejection, this contract  
shall be considered as cancelled, all rights and interests  
therein shall terminate and neither party shall have recourse  
therein. The AUTHOR shall return all amounts advanced

NOTICES: All notices required by this Agreement shall  
be sent by registered mail, return receipt requested, to the respective  
addresses listed below unless different addresses are  
hereinafter in writing pursuant to similar notice.

Dr. Martin Luther King  
440 Peachtree Street, N.E.  
Atlanta, Georgia

Educational Heritage, Inc.  
100 West 42nd Street  
New York, New York

WHEREFORE, the parties hereto have hereunto  
set their hands and seals at the City of Yonkers, State of New York,  
this 1st day of April, 1964.

EDUCATIONAL HERITAGE, INC.

By W. H. H. H. H. Duly Authorized Officer  
Martin Luther King  
Martin Luther King





# SLOW AND STEADY

*With each northern diamondback terrapin she lifts, measures, and tags, Carly Sibilía, '17, moves one step closer to the finish line: species preservation.*

BY KIM CATLEY

ON A WARM JUNE AFTERNOON, CARLY SIBILIA, '17, HOPPED IN HER Chevy SUV and drove down Great Bay Boulevard, a five-mile stretch of concrete along the New Jersey shore. Built in the 1930s to supply a never-completed fish factory in the bay, the road has become another kind of thoroughfare for researchers like Sibilía.

June and July are the prime egg-laying months for the northern diamondback terrapin. As sunset drew nearer and the tide came in, the turtles emerged from the ocean and wobbled their way across Great Bay Boulevard in search of a patch of sand or gravel in which to lay their eggs.

Sibilía drove, scanning the side of the road and, when she spotted a terrapin, pulled over and marked her location with a GPS point. She weighed and measured each turtle, recording these figures and noting whether it carried eggs. Then she made a series of divots in the shell with a file, each notch corresponding with a unique ID code.

During this time, Sibilía saw nearly 250 terrapin and tagged and measured about half of them. That number was a good sign for the health of the turtles, which are a species of concern in New Jersey after extensive hunting in the early 1900s led to their near-extinction in the area.

But the summer months also draw sun seekers, nature photographers, and sometimes mischief-makers to the Jersey shore. The sight of the turtles can be exciting, but interaction between animals and humans poses risks to the turtle population's ongoing recovery.

By gathering and analyzing the data on the terrapins, Sibilía and the Conserve Wildlife Foundation, where she interned this summer, hope to identify the biggest threats to the population and take steps to better protect the terrapins.

"Is the species still in decline, or are they recovering? What's the ratio of road kills versus live sightings? Are there less kills this year, or are there more?" Sibilía asks. "If I found one this year in great condition and next year we find it

again and it looks like it was slashed by a boat, we can then take notes on what threats this species is still facing."

Some threats are already apparent. The CWF has asked on several occasions to reduce the boulevard's speed limit from 50 mph to 25 or 30. Signs warning of turtle crossings have been stolen, and mesh fencing to prevent turtles from crossing at certain stretches has been damaged.

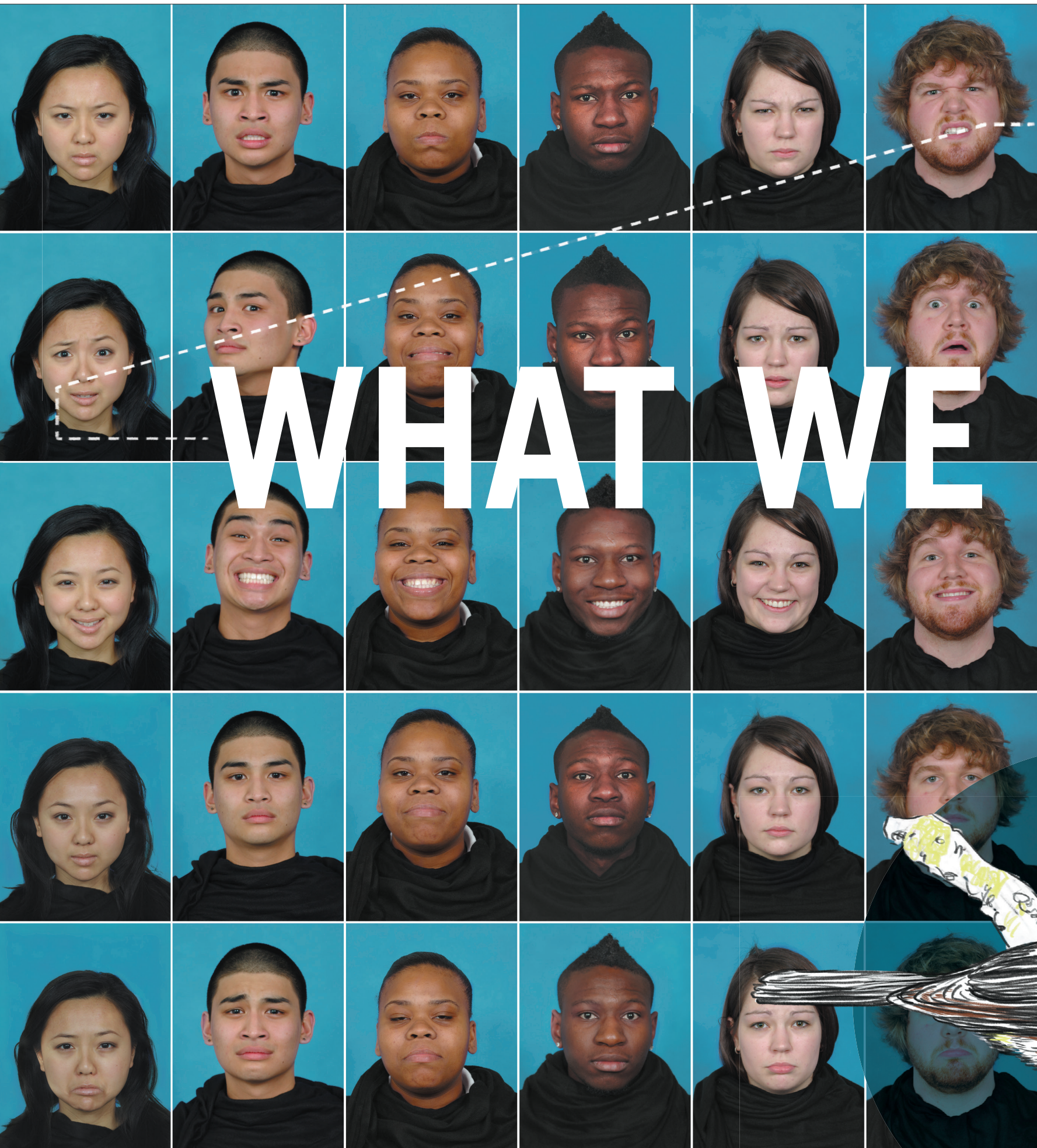
Still, Sibilía saw one important win this summer. A bill banning the hunt or harvest of diamondback terrapins passed the New Jersey house and senate unanimously and was signed into law in July by Gov. Chris Christie.

The inner workings of wildlife conservation are other data points — these in Sibilía's own development. She came to Richmond as a biology major but knew medical school wasn't in her future. A year working in a veterinary office steered her away from that interest.

During a Sophomore Scholars in Residence on Protected Lands of the American West, she worked with geography and the environment professors Todd Lookingbill and Peter Smallwood on a book project about the environmental value of historic landmarks. That experience and the summer's internship at CWF, Sibilía says, have started to lend shape to her next steps. But just like those turtles wobbling along a road, looking for the perfect nesting spot, she's leaving plenty of room to explore as she searches for a place to land.

"I look at my college experience as a trial-and-error kind of thing," she says. "It's hard to say where I'm going to end up, but I think that having all of these different experiences has helped me redirect myself each time. I'm hoping eventually I find the direct path that I'm supposed to be taking, but I don't even know if that's a realistic thing that happens or if it just continues to be trial and error." \*





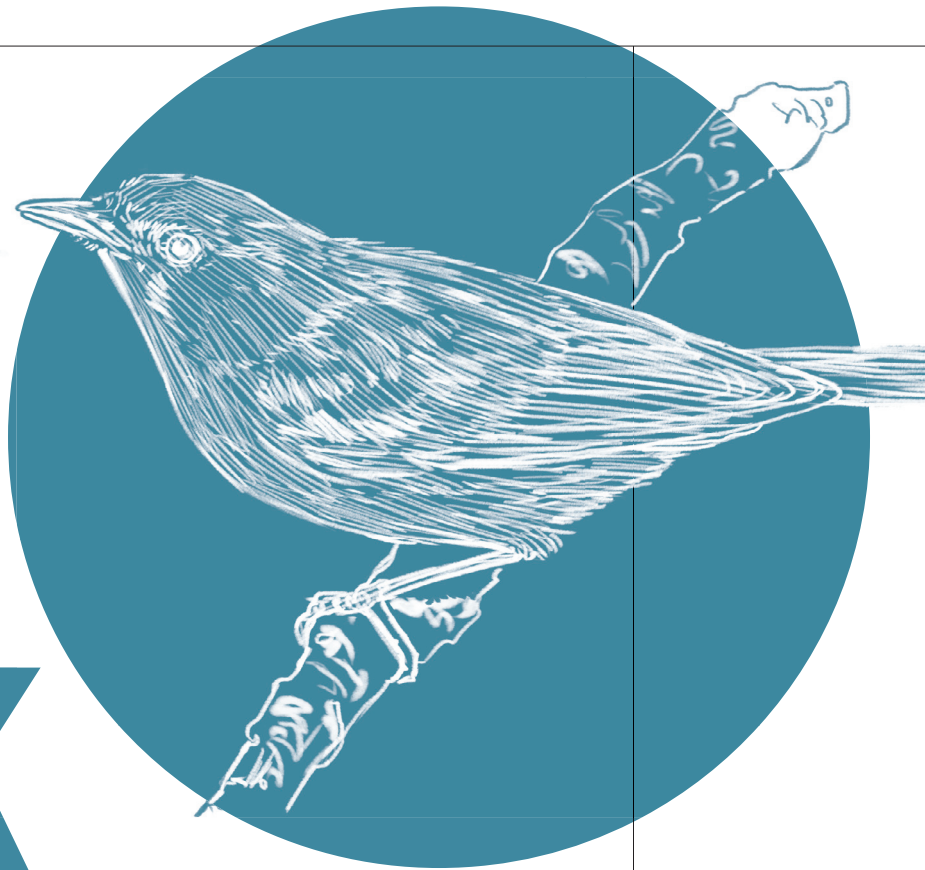
Photographs by the Richmond Face Database (Bukach lab)

BY KIM CATLEY

# THINK WE KNOW

*Human faces are all basically the same. Two eyes, a nose, a mouth, with rare exception. An extra millimeter between the eyes might be all that distinguishes one face from another. A slight turn of the lips can signal happiness, neutrality, or fierce anger.*

*Recognizing meaning in these slight variations involves a highly demanding and complex cognitive process that happens in milliseconds. It shouldn't be a surprise that we sometimes get it wrong.*



### IMAGINE YOU'RE SITTING OUTSIDE, TAKING IN THE SCENERY.

You notice a small animal flying through your sight line.

If you're like most people, your brain categorizes what you saw — "bird" — and moves on to the next thing to catch your attention.

If you're an expert bird-watcher — someone who's spent years learning the subtle differences in calls, colors, and movement of birds in a narrow region of the world — you might discern a bright green and light gray plumage and instantly know you're looking at a chestnut-sided warbler.

Our brains are constantly processing stimuli, often before we're conscious of it. It's a complex process that our brains manage by quickly categorizing the multiple pieces of information that come in. It saves brain power.

That's why the brain of a novice bird-watcher might categorize only as far as "bird." Another with a little more experience might notice a flash of red, go a level deeper, and register "cardinal." The expert birders have trained their brains to move beyond broad categorizations and make fine-level distinctions — often in the same amount of time.

Cindy Bukach, a cognitive neuroscientist and associate professor of psychology, believes there might be something to learn from these variations in cognitive processing, particularly in the labels our brains generate when we look at each other.

"The way we interact with the world depends on how we categorize things in our environment," she says. "And one example of that is the way we categorize faces."

With few exceptions, all faces are fundamentally similar, she explains. We have two eyes, a nose, and a mouth. Beyond that, the differences are subtle; eyes may be a millimeter closer or further apart; lips can be plump or pencil thin. For our brains, recognizing an individual person is a highly demanding, multi-step process.

"It's very expensive, cognitively," Bukach says. "I can't just say, 'You have this particular type of arched eyebrow, and therefore, I know you're Kim.' I can't just say, 'You have brown eyes; you must be Kim.' I can't just group people into these categories; I have to take multiple pieces of information together."

But the way our brains process information behind the scenes can surprise us and may feel at odds with how we understand our values.

To demonstrate how our brain categorizes things, Bukach places a cup on her desk in Sarah Brunet Hall and asks me to tell her what I see.

"If you couldn't use the words pens, pencils, or scissors, how would you describe them?" she asks.

At this point, we've been talking about the neural processes of facial recognition for nearly an hour. I know where she's going with this.

"I see long cylinders," I say, trying to dodge the answer I know she's looking for. But I can't avoid it. "I see brown and white and blue."

"Right," Bukach says. "I'm thinking of one of these in particular. Ask me some questions to narrow it down."

"Is it taller or shorter?" I ask. Again, I'm stalling.

"Shorter."

Again, I'm stuck.

"What color is it?"

"OK!" she says. "So you can see how color, you don't realize how important it is, but it's absolutely critical."

We certainly process faces more holistically than we would a pen or a pair of scissors, but the results aren't universal.

Fig. 1

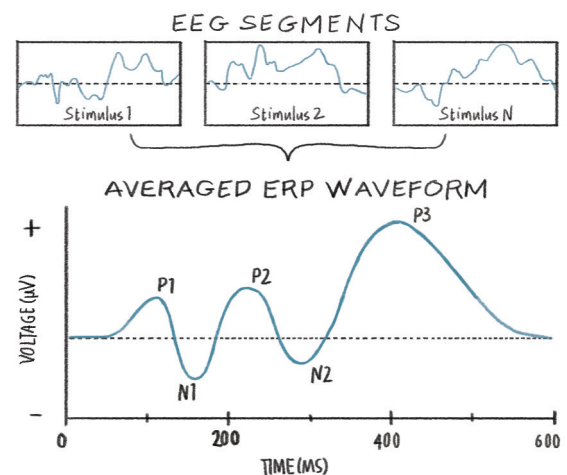


Fig. 2

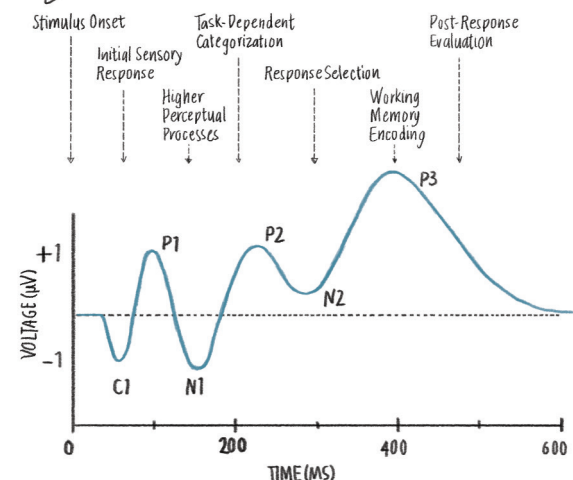
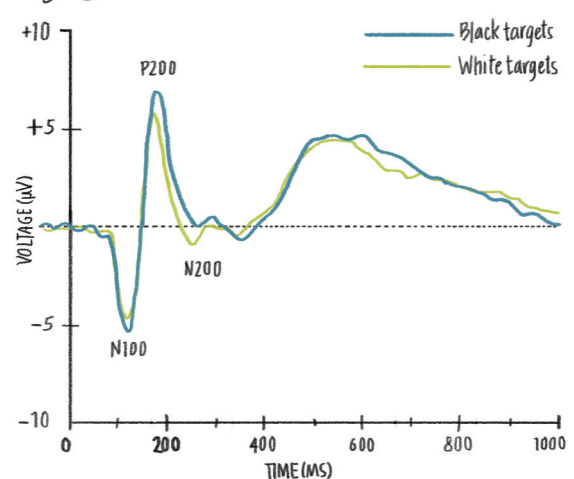


Fig. 3





## GETTING INTO THE HEAD

Understanding the root causes of bias is a multi-step research process. Cindy Bukach says her cognitive experiments typically begin with a task, such as identifying the level of anger in a face.

She then measures brain activity during the task using an event-related potential, or ERP, cap. Electrodes sewn into the cap measure electrical signals that reflect neural activity throughout the brain. The subject completes many trials of the task, and the data from multiple trials is averaged together for each electrode (Fig. 1). The end product is a waveform that shows brain activity for the entire cognitive stream, including both unconscious to conscious processes (Fig. 2). With these waveforms, Bukach can see variations in how the brain behaves when processing same-race versus other-race faces (Fig. 3).

From there, Bukach adds influencing factors to measure their effect, if any, on the brain's behavior during the task. For example, when testing the effects of anxiety and depression, Bukach might employ mood induction techniques that increase a subject's anxiety. She might look at the quality of relationships with other-race people by asking questions like: How often do you eat meals with other-race individuals? How often do you have discussions and engage in social activities?

By testing for these and other variations, Bukach can identify which factors lead to or reduce biased behaviors and when in the cognitive processing stream they occur. This could be in early visual processes or later decision-making processes. Interventions can then be designed to target specific types of processing.

Approximately 20 undergraduate researchers assist Bukach in her work and, in the process, are trained in cognitive electrophysiology techniques. Bukach's work is funded by two grants: more than \$200,000 from the National Science Foundation and an eight-year, \$600,000 Scholar Award from the James S. McDonnell Foundation 21st Century Science Initiative in Understanding Human Cognition. The grants support her work preparing undergraduates for research in STEM-related fields with funding for summer research stipends and other research-related costs.

"The capacity to think critically about cognitive neuroscience is becoming more important as public policies rely more heavily on findings from cognitive neuroscience research," Bukach says. "I found a faculty member willing to let me become meaningfully involved in research, and I want to provide that same type of transformative experience for my students."

**IT'S NOT ENOUGH FOR HER  
TO KNOW THAT AN OTHER-  
RACE EFFECT EXISTS.  
BUKACH WANTS TO KNOW  
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AND PRECISELY WE'RE  
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AND IDENTIFY FACES.**

Research has shown that we do a better job categorizing and identifying the faces of people of our own race. We even recognize emotional intent — whether someone is happy, worried, confused, or angry — more accurately within our own race.

This psychological phenomenon has a name: the other-race effect.

“Even though race is a social construct,” Bukach says, “it comes from the way our neural system has developed to do rapid categorization so that we can make determinations of how to act in the world.”

Back to those birders she’s studying. When it comes to the faces of people we perceive to be our own race, we’re like expert bird-watchers, registering subtleties. But across races, we’re often more like a novice brain, the one that just registers, “bird.”

“In some ways,” she says, “you can look at face recognition and the other-race effect as a failure to transfer our expert face recognition skills because we’ve been mostly exposed to our own race.”

The effect can include both explicit and implicit bias. Explicit bias is overt racism, which occurs during conscious processing. It’s a way of seeing the world and acting in it. Think hood-wearing Klan members or someone who bases a hiring decision on an applicant’s race. Implicit bias is unconscious attitudes and beliefs that shape our interactions and responses, often without our knowledge. In a normal situation, the brain detects the features of a stimulus in about 170 milliseconds and, by 300 milliseconds, usually categorizes it.

Debating the links and differences between explicit and implicit bias isn’t something left to academics. It was recently a point of national conversation following an exchange during the first presidential debate in the fall.

Moderator Lester Holt asked Hillary Clinton, “Last week you said we’ve got to do everything possible to improve policing to go right at implicit bias. Do you believe that police are implicitly biased against black people?”

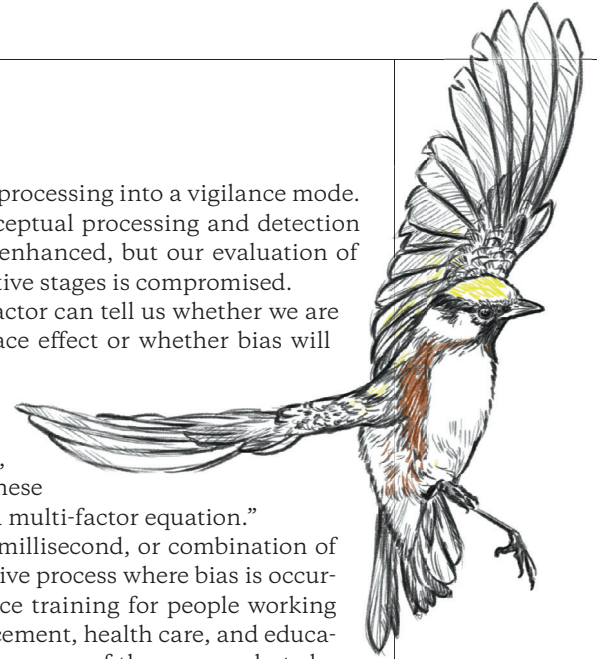
“Lester, I think implicit bias is a problem for everyone, not just police,” Clinton replied. “I think, unfortunately, too many of us in our great country jump to conclusions about each other. And therefore, I think we need all of us to be asking hard questions about, you know, ‘Why am I feeling this way?’”

In the days that followed, Donald Trump fired back. Clinton, he said, suggested that “everyone, including our police, are basically racist and prejudiced. How can Hillary Clinton try to lead this country when she has such a low opinion of its citizens?”

The debate continued, but the two sides were talking past each other, as they had over so many issues in the election, adding more heat than light. For Bukach, the right questions to ask are much more nuanced. It’s not enough for her to know that an other-race effect exists. She wants to know when in the cognitive processing stream it occurs and what factors influence how quickly, accurately, and precisely we’re able to categorize and identify faces.

“I want to know, is it a low-level perceptual process, or is it more in the decision-making realm?” she says. “Is it when their experience or attitudes come into play?”

A number of factors — such as our environment, past experiences, and emotional state — could come into play at any point in the cognitive processing stream. One example is what Bukach calls the experience factor, or how our relationships with people of other races influence our cognitive processing abilities.



Studies, which are almost always conducted in Western cultures, show that the other-race effect is stronger among Caucasians, who are typically in the majority. They're not only better at recognizing individuals among people of their own race than of other races, but they're also more likely to perceive anger in the neutral face of a black person.

Bukach tests the exposure factor using a combination of cognitive tasks and electrophysiology. A subject is briefly presented with an image of a face, and then asked to rate the intensity of the emotion they perceive. This task establishes a baseline of behavior in what is ultimately a multi-stage research process. In subsequent steps, subjects are attached to an ERP cap that maps the brain's activity while they rate the emotions they see.

"Putting these two together — the electrophysiology and the cognitive task — I can identify not only what influences our performance, but when in the cognitive processing stream those factors are having an impact," she says. "We're not aware of how we're processing all of the stimuli in our environment, just like we're not aware of digestive processes or how we're regulating our heartbeat. With electrophysiology, I can get a millisecond resolution of how brain activity is changing."

When it comes to the question of exposure, she's found that simply seeing a variety of races isn't enough to improve our categorization and identification skills. Rather, it's the quality of our relationships with people of backgrounds different from our own that's more influential.

"I could ask, 'How many people of other various types of races did you go to school with?'" Bukach says. "That's not as good of a predictor as asking, 'How many of your best friends are from other races? How often do you eat meals with other-race individuals? How often do you have discussions and engage in social activities with other-race individuals?'"

While much of Bukach's research is still in early phases, she already knows a few things. Racial bias exists. We are better at identifying people and interpreting emotion when we're looking at a person from our own race. And the consequences of incorrectly categorizing people and intent have the potential to be catastrophic.

Take the July 2016 shooting of Philando Castile on the outskirts of St. Paul, Minnesota. An officer radioed a nearby squad after seeing Castile driving past. The officer thought he looked like the suspect of a robbery, noting "his wide-set nose." After two officers pulled the car over and asked him for his ID, Castile told the officers he was legally carrying a firearm. When Castile reached for his wallet, one of the officers told him to stop and then shot and killed him. Investigators later acknowledged that he was not the robbery suspect.

Investigations are still pending, and lawyers and investigators have plenty of questions. But a psychologist like Bukach would have her own. Was the officer who reported a suspicious vehicle primed to misidentify Castile because of the other-race effect? Was the officer who shot more likely to interpret malicious intent when Castile reached for his wallet because of his millisecond interpretation of Castile's facial expression? Did the officers' brains process information in ways influenced by past interactions and experiences on the job differently for Castile than they would have for someone of their own race?

Did these factors influence the officers' behavior before they were even aware of them? Very possibly. Research shows that a stressful or threatening situation — like a traffic

stop — can shift cognitive processing into a vigilance mode. This means our early perceptual processing and detection of threats is significantly enhanced, but our evaluation of information in later cognitive stages is compromised.

Bukach says no single factor can tell us whether we are susceptible to the other-race effect or whether bias will impact our behaviors.

"It's going to be a combination of perceptual ability, attitudes, experiences, context," she says. "All of these things are important. It's a multi-factor equation."

But by pinpointing the millisecond, or combination of milliseconds, in the cognitive process where bias is occurring, she hopes to influence training for people working in fields such as law enforcement, health care, and education. Bias training exists in many of these areas, but she says it has often been developed without knowledge about where, precisely, bias problems arise and without assessment mechanisms to see whether the training is even working.

One example she cites is bias in how educators behave toward students in the classroom. If her research reveals promising results for locating the sources of bias and potential for behavior training, she hopes to recruit local teachers for a pilot training program.

"These are biases that people may or may not be aware of, but we have statistics and the evidence to show that there is bias in the system," she says. "There isn't an educator who would embrace bias and say there should be bias in the system. We have a hard time recognizing it in ourselves because no one wants to think that they're biased."

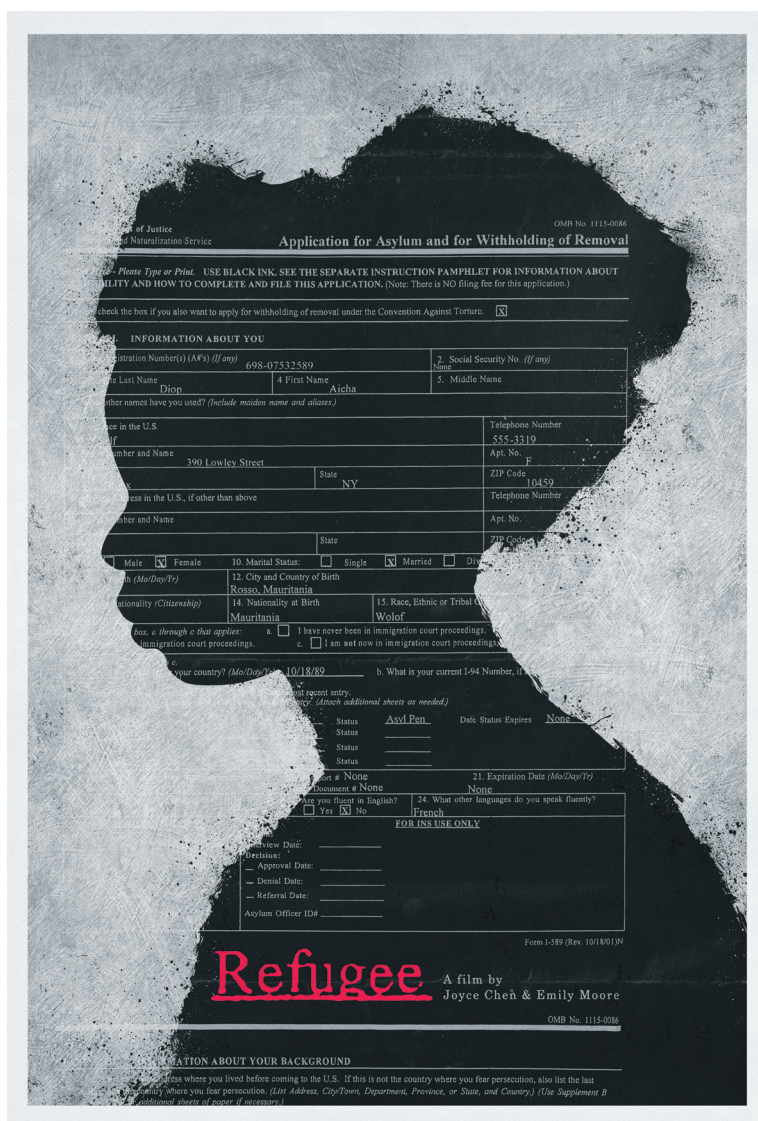
Bukach also hopes to create mechanisms for studying the long-term effects of anti-bias training programs. Studies have shown that when subjects are informed about the other-race effect, they tend to show less bias. Some indicate that putting a subject in a positive mood reduces bias, while increasing anxiety increases bias. Still others look at how training subjects to recognize individuals — meaning they see warblers instead of just birds — can improve their perceptual skills. All of these tests offer only short-term assessments, though; no one knows if the outcomes still hold days, weeks, or months later.

These are still hypotheses for Bukach, with answers to come after years of "searching for the holy grail of, 'What can we do to permanently make a difference?'" In the meantime, she says, we need to have conversations that acknowledge the existence and influence of racial bias.

"The problem is that in so many contexts, we're not thinking about it, and we're not monitoring ourselves in that way," Bukach says. "I think we need to have these open discussions where we stop being defensive. We can't say, 'Bias exists, but I'm not biased.' That's not going to work. We have to start to say, 'Our visual system is built to be biased.' We have to get beyond grouping someone into a category and actually see someone for who they are. This is what we tend to do for our in-groups, because we rapidly identify them as belonging to the same category that we do. Then we can move quickly and rapidly to individuating. The trick is getting our system to do that regardless of race. It takes an effort." ❁

*Kim Catley is a writer and editor in University communications.*

## ON REEL



### LABOR OF LOVE

Moore and her production partner completed the documentary over 23 months.

## Telluride tales

For Emily Moore, '96, and her production partner Joyce Chen, the news that their short film *Refugee* made the cut at the Telluride Film Festival brought a mix of emotions.

"We were both thrilled, gratified, and stunned," Moore said. "Telluride is one of the best in the world."

*Refugee* was a labor of love for the creative duo, completed over a nearly two-year period while working full time.

"We were moved by the experiences of refugees around the world who make unimaginable sacrifices for their families," Moore said. "We were drawn to the idea of documenting the reunions of refugee families."

Moore and Chen connected with their subjects through Hello Vuelo, an organization that crowdfunds airline tickets to reunite separated families. The artistic freedom of pursuing their project independently was both liberating and exhausting.

"Even a short portrait of someone's life exposes perspectives we might not have considered and helps us to relate to people we might not think we have anything in common with," Moore said. "As hard as it was to pull this off, there's no question that it was worth it. These projects are what keep us inspired."

See the trailer at [refugeedoc.com](http://refugeedoc.com).

## EVENTS



Photograph courtesy Richmond Athletics

### Cross-town rivalry

The Spiders' hottest winter rivalry is renewed Feb. 1 and 17 when the men's basketball team faces its next-door neighbor and conference foe, the VCU Rams. Not in town? Join your fellow Spiders at regional watch parties across the country. More info at [alumni.richmond.edu/regional-groups](http://alumni.richmond.edu/regional-groups).

Richmond and VCU alumni will also renew their annual off-court competition with the fifth edition of the Battle for the Capital giving challenge. VCU squeaked out a last-minute, four-point win last year, but the real winners are students at both schools as alumni keep raising their scores year after year. More info at [battleforthebattle.org](http://battleforthebattle.org).



### WHAT'S NEXT?

Moore and Chen plan to continue filmmaking with an eye toward opening up the perspectives of refugees. "I draw hope from believing there is a strong and deep current running through many people that urges us to seek understanding of one another," Moore said.



### Reunion is coming

Time for another rite of passage, Class of 2012 — your first Spider reunion. But don't worry; the earlier classes can show you how it's done. This year's edition celebrates the classes of 2012, 2007, 2002, 1997, 1992 (25th!), 1987, 1982, 1977, 1972, and 1967 (50th!) and on back. The dates to circle on your calendar are June 2–4.

Registration opens in March. More than 2,000 Spiders and their guests came back for class parties, campus tours, and fireworks around Westhampton Lake last year. Sign up early; on-campus housing options go faster than Jersey dirt at D-hall. More info at [reunion.richmond.edu](http://reunion.richmond.edu).

## QUOTATION

“Either we are doing a great job,  
or nobody wants the job.”

**ARETIE GALLINS PATTERSON, W'62**, on her unopposed re-election to the local school board and her husband's election as county commissioner

## #SPIDERLOVE



EYES FOR EACH OTHER

One hurricane brought the couple together, but another intruded on their wedding day.

# Love and cyclones

Normally this magazine doesn't print news of engagements, but we couldn't resist the tale of this stormy romance.

Katie Maucher and Scott Barnes, both '09, would likely never have met had Hurricane Katrina not caused her relocation to Richmond in fall 2005. Maucher evacuated from Tulane University as the storm approached New Orleans, and when Tulane canceled its fall semester, she transferred to Richmond, where she met Barnes.

The two, who now live in Connecticut, have been together ever since, but neither could have forecasted that another hurricane would derail their wedding day.

As Hurricane Matthew tracked up the East Coast this fall, it forced an evacuation of Charleston, South

Carolina, where the couple and their families were already beginning to gather for the big day. They got word to their family and friends as airports were closing.

“It was kind of a whirlwind,” Maucher said. Barnes added: “We knew we weren't going to have the wedding, but it was nice to be together.”

Indeed, all was not lost. In the early hours of Matthew's approach, the couple staged a mock wedding celebration complete with a champagne toast that spoke to their optimism at weathering whatever may come.

“This isn't the first time I've picked myself up from a hurricane situation,” Maucher said. “In this kind of situation, you just roll with the punches.”

## POSTCARD FROM PORTLANDIA



Photograph by Felicity J. Mackay

## THE MAYOR'S RIGHT HAND

Maurice A. Henderson II, '97, has been tapped by the new mayor of Portland, Oregon, to serve as chief of staff and director of strategic initiatives.

### What first attracted you to Portland?

A friend and former colleague reached out to me when building her team at the bureau of transportation. Issues of access and equity are at the heart of transit work and my personal passion, so I accepted the job and moved across country for it.

### What do you enjoy most about the city?

I get to wake up every day and have a view of one of the most beautiful places in the country. It's a great place for foodies — we've got good cheese, fantastic wine, and great beer.

### What's most surprising about living in Portland?

I'm not surprised by it, but Portland's the whitest large city in America. There is a certain Utopian feel to the place for those who have access and resources. But that's not the reality for far too many Portlanders. The challenges can be greater here. Because of the sheer demographic percentages, many stories of the underrepresented don't get told the way they have been in areas like Richmond or Washington, D.C.

### Has Portland lived up to pop culture portrayals?

We've certainly got an eclectic vibe. The “Keep Portland Weird” ethos is here, but that can mean different things to different people.

### What's most exciting about Portland's direction?

Portland strives to be an inclusive place and a place that allows people to be authentically who they are. When asking whether I would come on board, the mayor made it clear he wanted the most diverse leadership team in the city's history. I interpret that as building a team that is diverse in thought and opinion as well as in face and physical ability. That ongoing directive will help us attract people committed to ensuring the city is growing and appreciating all of its residents.



## A NEW DATE TO SAVE

The couple set a revised wedding date in May 2017, several weeks before the official start of hurricane season. No Katrinas are invited, but several Matthews are on the guest list, and we assume the couple has registered with FEMA.



#### LIVING WALLS

APW's efforts to protect local livestock from big cats and keep big cats out of the way of Maasai spears led to the creation of "living walls," environmentally friendly, predator-proof barriers.

Lichtenfeld credits local Maasai communities for their success in developing, installing, and maintaining the barriers.

Living walls replace expensive metal or rot-susceptible wooden fence posts with tree branches from a fast-growing and drought-resistant native species from the genus *Commiphora*. The posts are reinforced with chain-link fencing, creating an impenetrable barrier with a 99.9 percent success rate for preventing nighttime raids by predators, according to Lichtenfeld.



Photographs courtesy African People and Wildlife Fund



## Preservation explorer

In Tanzania, Laly Lichtenfeld, '96, works with communities to show that lions and humans can peacefully coexist. For most of history, she argues, they have.

If she had her druthers, Laly Lichtenfeld would spend her days photographing wildlife and engrossed in research, surrounded by the big herds of the East African plains.

"In terms of impact, I really need to be outside protected areas for now," Lichtenfeld said. "I need to be working with communities to develop sustainable strategies for managing their environment and wildlife populations.

We're doing the hard work now so someday maybe I'll find myself in a national park somewhere studying the lion population."

Her passion for community conservation was inspired during the summer after her first year at Richmond when she joined the National Outdoor Leadership School in Kenya. She continued studying ecology and biology at Richmond and, after graduating, went to the bush as a 21-year-old to

complete Fulbright research evaluating a community-based conservation program in southern Kenya.

"My interest not just in the wildlife, but also the human dimension has really excited me to look for that sweet spot — the win-win situations where people and wildlife can coexist and thrive together."

Lichtenfeld, a National Geographic Explorer, came back to the States, where she expanded her research into master's and doctoral degrees from Yale University. Degrees in hand, she and her husband, Charles Trout, relocated to Tanzania and co-founded the African People and Wildlife Fund. APW helps rural communities living near northern Tanzania's protected areas find ways to cohabitate with animals that can be destructive and dangerous, but also have potential for benefits.

"One of the important things about our work is how holistic and strategic it is," Lichtenfeld said. "Our model starts with preventing conflict and then moves to building capacity for communities to manage resources and eventually benefit from the land."

APW is also working on sustainable enterprise development, including a women's beekeeping initiative and a community-owned campsite that allows communities to benefit from the wildlife tourism industry.

Lichtenfeld said her work would not be successful without the partnerships forged with the communities APW supports.

"My husband and I quickly realized it's never about just coming in from the outside and developing solutions in isolation," Lichtenfeld said. "There's such a wealth of knowledge in these communities. When you work alongside the people and you get an idea of what's important to them — that's when the really exciting innovations happen."

## HOMECOMING

Photograph by Claire Conney, '19/The Collegian



**THE WELCOME PARTY** Few people achieve the kind of reception that Will Hehir, '10, did this fall when he returned to campus. Hehir, a bassist, played to a sold-out crowd with his band Misterwives at the annual Homecoming concert in the Robins Center. "I remember when I was a sophomore going to this show for Homecoming," he told *The Collegian*. "I remember watching that show [thinking] that would be the coolest thing ever, to get up there and play music."

## MENTORING

# Spiders who shadow

Students often want experience in potential careers before making decisions about their future. Through Spider Shadowing, a program now in its third cycle, alumni and others are offering them that chance.

Marius Young, '18, got a firsthand glimpse of how a local government audit unfolds at Richmond's City Hall by shadowing Jack Reagan, B'89, during the program's first year.

"I learned how most professional meetings are run, both in person and conference calls," Young said. "I learned the basics of an audit, and that was also something that was nice to get my hands on."

Young may have no intention of becoming an auditor, but the experience, he said, was valuable in seeing how people work on a day-to-day basis and in clarifying where he would like

to gain additional experience.

"I think he got a perspective on some of the day-in, day-out responsibilities of the new professional that you can't really get from textbooks," said Reagan, his host. "When everybody thinks of politics, they think of the policies that get enacted. What this did was open his eyes to how it's all funded."

The Spider Shadowing program has been growing steadily with the support of alumni and involvement of students. Of the 114 employers who hosted students this winter, 113 of them were fellow Spiders. More than 350 students applied for shadowing opportunities provided over winter break.

For more information, contact Career Services at 804-289-8547 or visit [careerservices.richmond.edu](http://careerservices.richmond.edu); information about the program is under the "Employers" tab.



## GET INVOLVED

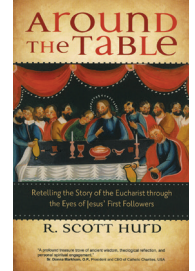
*Spider Shadowing is just one of many Career Services programs that connect students with alumni for professional development opportunities. The office also offers alumni opportunities to post internships and job openings, recruit prospective employees, and share expertise at networking events, panels, and workshops. Visit [careerservices.richmond.edu](http://careerservices.richmond.edu) for more information.*

## BOOKS



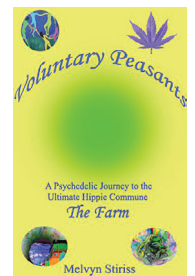
**SECRET LIVES AND PRIVATE EYES**  
HEATHER WEIDNER, G'00

In this fast-paced mystery, Weidner's protagonist is a private detective drawn into the hunt for a rockstar long thought dead and for the killer of the mayor with secrets. Great for those who like a strong female sleuth with a knack for getting herself into and out of difficult situations.



**AROUND THE TABLE**  
R. SCOTT HURD, B'89

Hurd employs the unique and imaginative stories of 14 biblical characters who were close to Jesus — including Thomas, Barnabas, and Mary Magdalene — to explore the mysteries of the Eucharist.



**VOLUNTARY PEASANTS: A PSYCHEDELIC JOURNEY TO THE ULTIMATE HIPPIE COMMUNE — THE FARM**  
MELVYN STYRISS, R'64

Self-described "hippie emeritus" Styriss, who reported for the wire service UPI and covered antiwar protests along with the Grateful Dead's first concert in New York City, followed that '60s energy over the edge to live the story rather than just report on it. This book chronicles his co-creation of one of the country's largest communes, where he lived for 12 years.



**GRACE HAPPENS: ADVENTURES IN EVERYDAY LIVING**  
TOM ALLEN, R'80

Allen explores the concept of everyday grace in this compilation of his columns published in the faith and values section of the *Richmond Times-Dispatch*. "Mostly, they're about keeping my ears and eyes open for glimpses of grace as I live the days I've been given," writes Allen. He hopes you'll catch some of those glimpses and a few grins, too.

# NOTES

We welcome your news. Send information to your class secretary or directly to the magazine at [classnotes@richmond.edu](mailto:classnotes@richmond.edu). Or you may mail it to the magazine at Puryear Hall 200 • 28 Westhampton Way • University of Richmond, VA 23173. Please include your class year and, if appropriate, maiden name. For your children, please include birth dates rather than ages. Photographs of alumni are also welcome and published as space allows. Please note that the magazine does not publish news of engagements or pregnancies. Information may take up to two issues to publish. Class notes do not appear in any online edition.

The magazine uses undergraduate degree designations for graduates through 1992, and law, graduate, and honorary degree designations for all years.

B Robins School of Business  
C School of Professional and Continuing Studies  
G Graduate School of Arts and Sciences  
GB Richard S. Reynolds Graduate School of Business  
GC Graduate School of Professional and Continuing Studies  
H Honorary Degree  
L School of Law  
R Richmond College  
W Westhampton College

**'39** **IN MEMORIAM**  
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**'42** **REUNION WEEKEND  
JUNE 2-4, 2017  
REGISTRATION OPENS  
IN MARCH**

**IN MEMORIAM**  
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## University of Richmond Magazine

**Class notes are available only in the print edition. To submit your news and photos, contact your class secretary or email us at [classnotes@richmond.edu](mailto:classnotes@richmond.edu).**

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**'47** **REUNION WEEKEND  
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Photos submitted by or for:

1. Betty Gustafson, W'47
2. Margaret Brittle Brown, W'65
3. Leland Selby, R'66
4. Bobby Ukrop, B'69
5. Rin Henry Barkdull, W'70
6. Phyllis Quinn Karavatakis, B'78
7. Lauren Ingham Sisson, W'90

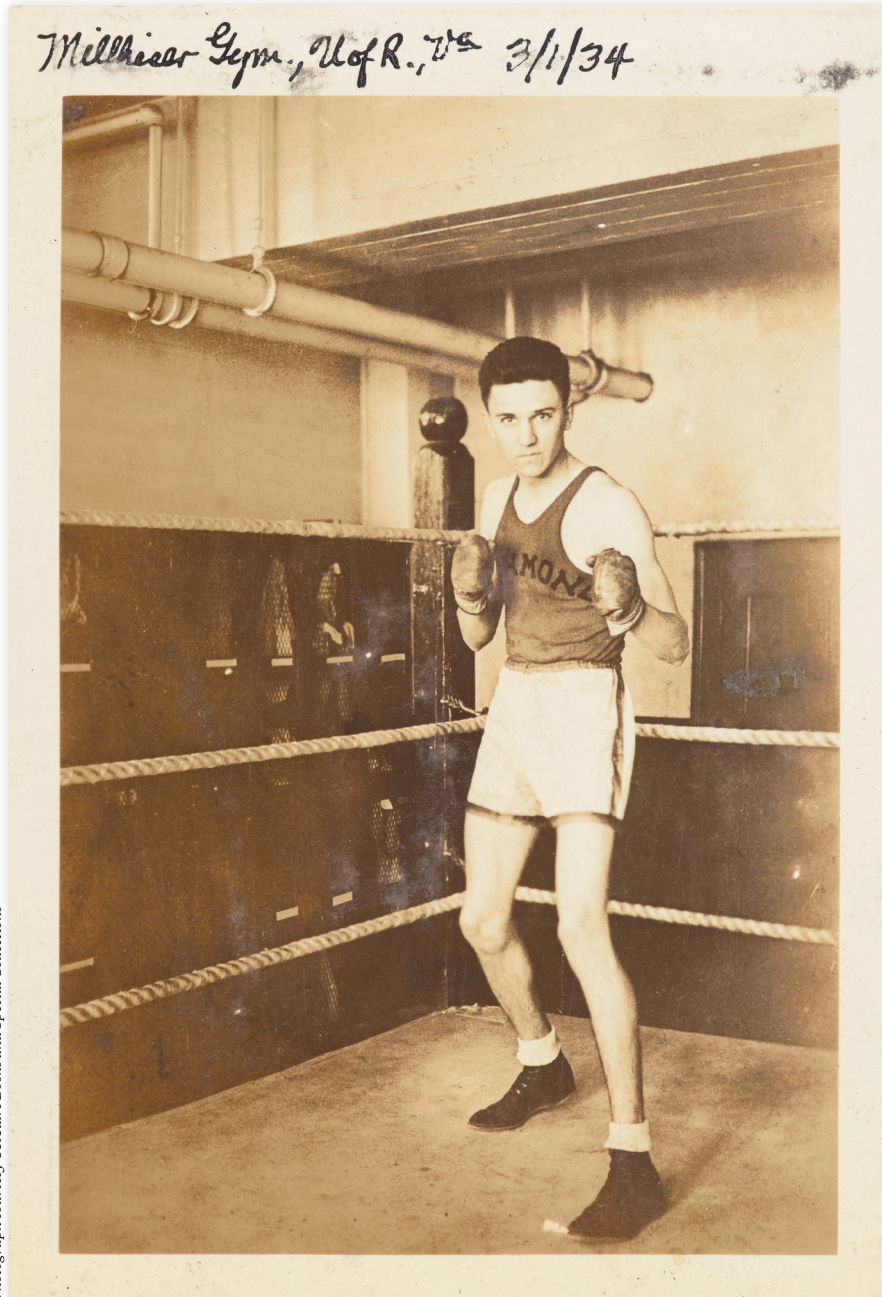
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Photograph courtesy UR Rare Books and Special Collections



# A total knockout

Boxing's glory days and demise on campus

In the early 1930s, Richmond College's athletics program was mired in monotony, limited to the "big four": football, baseball, basketball, and track. Few other athletic options were offered. In March 1932, that changed, as the athletic and interfraternity councils announced an unprecedented expansion of intramural athletic programs that included the formation of a boxing team. There was a palpable boxing fervor sweeping

the nation, and Virginia had recently legalized collegiate pugilism.

By February 1933, boxing had become a phenomenon on campus. Coach Paddy Mills was attracting between 35 and 50 men to daily practices, a number that *The Collegian* reported was expected to swell even higher. A March 1934 *Collegian* editorial explained that the rise of boxing was not unique to UR: "Boxing as a college sport has made such a

rapid rise during the last few years that in most large schools it has topped all other branches of athletics except football."

But boxing's knockout came as hard and fast as its rise. In November 1935, whispers of concern emanated from the athletics department. *The Collegian* reported that the lack of boxing candidates was the "fly in the soup" of new coach Russell Crane. For a boxing squad that — in spite of its popularity — struggled to win, the decrease in student interest was devastating. The team went winless in the 1935 season, including a 7-1 shellacking by Duke in the season opener. The team struggled again the next season, going 1-4, which yearbook writers attributed to the lack of conditioning of Willis "Pee Wee" Wills, who was considered one of the best 115-pound fighters in Virginia.

By 1937, the end was near.

"The prospects for the 1937 Richmond boxing team are very gloomy indeed," *The Collegian* reported. "Unless more interest is shown in boxing in the future, the whole schedule will be cancelled, and boxing will be a thing of the past at the University of Richmond." Though sufficient interest was eventually garnered to save the season, it was a mediocre 1-4 season that the Richmond boxers might have rather forgotten.

In 1938, the University announced that intramural wrestling would replace the defunct boxing program. *The Collegian* lauded the decision, arguing that wrestling was an important part of a well-rounded student's academic experience: "The ability to handle yourself should be as much a part of your education as the calculus and what have you."

After four tumultuous years, the boxing team disappeared, but the specter of the program would continue to haunt campus. In 1940, students hung a petition in the school store asking that the program be restored, and in 1948, Crane announced his intention to rebuild the program. These efforts proved fruitless. The boxing team was down for the count.



A PUNCHY GUY

This photo, of John Courtney Jr., R'35, was part of a larger gift to the University's special collections courtesy of John Courtney III, R'65, who recently discovered a college diary belonging to his father. He was surprised to learn that in 1933-34, his father was the second-best amateur welterweight in Virginia. "He wrote more about dating than boxing," Courtney III said. "Now I know where I got that from."

# '54

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**Class notes are available only in the print edition. To submit your news and photos, contact your class secretary or email us at [classnotes@richmond.edu](mailto:classnotes@richmond.edu).**

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**'57**

**REUNION WEEKEND  
JUNE 2-4, 2017  
REGISTRATION OPENS  
IN MARCH**

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Photograph by Peggy Peattie/San Diego Union-Tribune via ZUMA Wire

IN THE OPINION  
OF THE COURT

# Hindsight

A retiring Spider judge in San Diego hangs up his robes and reflects on a career of unforeseen opportunities.

In the years before David Szumowski, R'67, became a judge for the Superior Court of California, he spent a lot of time wondering what was next for him.

After a childhood in New York with World War II veterans for parents, he wondered how he could best serve himself and his country. He committed to the University of Richmond's ROTC program as a student and thought about what he would pursue after serving in the Vietnam War.

Just as Szumowski started to like his life in the military and as the fog shrouding his future began to clear, a grenade hit his tank in Vietnam. It left him wondering what he would do as a newly blind 23-year-old.

He started law school at the University of Denver "to kill time," he said. There he discovered a passion for criminal law — something he had never considered. After

graduation, he stayed in Denver, where he met his wife, Janice, but couldn't find work. It was time to re-evaluate again.

A move to Hawaii sounded ideal to Szumowski — a paradise climate, no snow to shovel. But he quickly amended that dream when it required him to put his guide dog in a kennel for six months. He mentally walked up the map and decided instead on San Diego.

One failed law practice and many difficult months later, Szumowski landed a job with the San Diego County District Attorney's office, which eventually led to his spot on the bench. He had found his place and was done wondering what was next.

"I hit the lottery when I got appointed to be a judge," he said.

But luck doesn't account for Szumowski's success.

"I was not prejudiced by what I didn't

see," he said. Being blind precluded him from forming opinions based on a person's appearance, which granted him an elevated level of impartiality, he said.

As a judge, Szumowski presided over many high-profile cases and was often featured in the resulting news coverage, the *San Diego Union-Tribune* reported.

"He was the face of our court," Peter Deddeh, an assistant presiding judge in San Diego told the *Union-Tribune*.

Now, after retiring this summer after 18 years on the bench, Szumowski has replaced bail reviews and felony arraignments with golf, audiobooks, and season six of *24*. He also has started his autobiography, which he hopes will inspire others to never give up, regardless of circumstances.

"You may not be what you thought you were going to be," he said. "But you can still have a very happy and successful and meaningful life."

Szumowski's years on the bench offered him a deep look at the criminal justice system. Two of his observations:

1. The most challenging aspect of being a judge is "avoiding getting into the rut of treating every similar case the same way even though there was a different defendant."

2. Szumowski said the public needs to understand that the vast majority of people who get in trouble are going to get out of prison. "You can't just lock them up and throw the key away."



Photograph courtesy the Tampa Bay Buccaneers



**CHEAP SHOTS** Jason Vuic, G'97, has a Ph.D. in losing. Actually, his doctorate is in history, but his latest books chronicle two ill-fated, ill-advised, and ill-managed corporate launches: the Yugo car and the Tampa Bay Buccaneers football team. The latter lost an astonishing 26 games in a row, a record for futility, by a mile. Thinking of becoming an NFL team owner yourself? Here are Vuic's tips for how to fail just as spectacularly.

**Step 1: Pay your employees as little as possible.**

In 1979, when Bucs quarterback Doug Williams lifted the team from its 0-26 start and took it one game from the Super Bowl, he was the 42nd-highest-paid quarterback in the league. There were 28 teams.

**Step 2: Travel economy class.**

Rather than lease his team's plane

from Eastern or United, in 1976 owner Hugh Culverhouse got a cut-rate deal from McCulloch, the chainsaw manufacturer. The McCulloch "rattletrap," as one player called it, sat uncovered on the tarmac at the airport — because hangars cost money — so the inside temperature at takeoff was often 100 degrees.

**Step 3: Keep your facilities Spartan.**

The Bucs' first headquarters, One Buc Place, was a tiny white stucco box. It had nearly the same square footage in 1976 as the team's current weight room. Culverhouse also bought a used couch for the lobby and painted the walls white in the film room so he wouldn't need to buy screens.

**Step 4: When it comes to employee perks ... forget the perks.**

While other teams had refrigerators full of sports drinks in the locker room, Culverhouse installed a soda machine that charged players for Cokes. As more than

one reporter told me, players would end interviews with, "Hey, man, you got a quarter?"

**Step 5: Don't hire a general manager.**

The Bucs' first general manager was Ron Wolf, the architect of several Super Bowl teams

house never had a GM again.

**Step 6: Instead of hiring a professional designer, let a local newspaper cartoonist draw up your mascot.**

The result, people, was "Bucco Bruce," the team's wimpy, rakish, swashbuckling mascot who

## The owner installed a soda machine that charged players for Cokes.

in Oakland and later the Packers boss who found quarterback Brett Favre. Culverhouse fired Wolf in 1977, and while Wolf became the very best in the business, Culver-

house looked like Barry Gibb of the Bee Gees or actor Errol Flynn. (Things could have been worse; the cartoonist's initial design was a hangman's noose.)

**Step 7: Cha-ching.**

By the late 1980s, the Bucs were the second-most profitable team in the league. Culverhouse's secret? He pocketed his share of the league's TV and merchandising revenue even as he kept the team's payroll and expenses so low.

As former Bears general manager Jerry Angelo put it, "Hugh was driven by the bottom line, not the goal line.

... That was his philosophy, and it permeated the organization."



**AND HOW TO SUCCEED (AS AN AUTHOR)**

Vuic has turned his expertise in failure into success in the bookstore. A look at his two recent titles:

*The Yucks: Two Years in Tampa with the Losingest Team in NFL History* (2016)

Part *Friday Night Lights*, part *Bad News Bears*, an account of the Tampa Bay Buccaneers' abysmal launch as an NFL franchise.

*The Yugo: The Rise and Fall of the Worst Car in History* (2010)

The inside story of the short, unhappy life of the car that became an international joke; the workers who built it; the traders who imported it; and the decade that embraced and then discarded it.



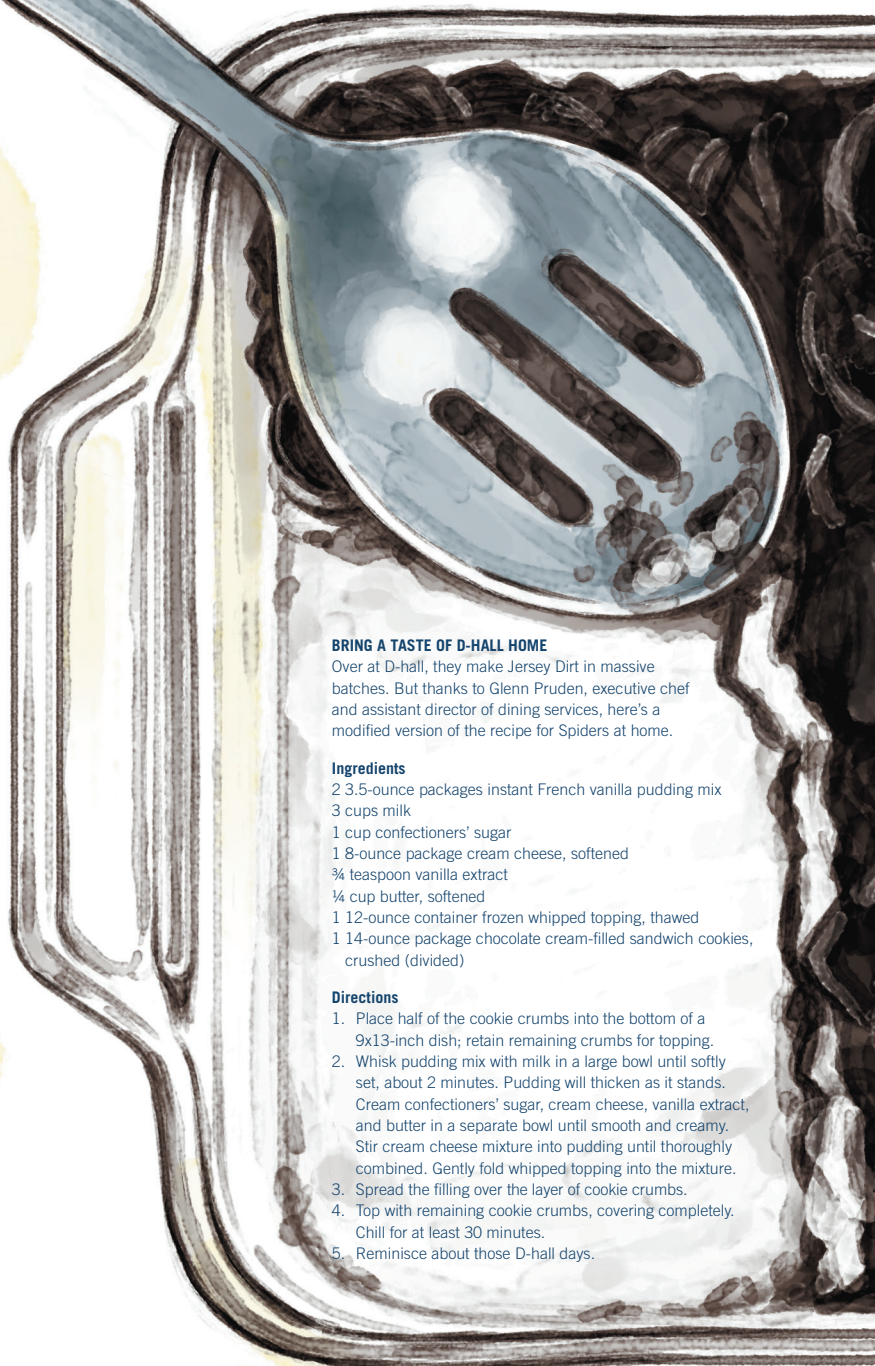
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#### BRING A TASTE OF D-HALL HOME

Over at D-hall, they make Jersey Dirt in massive batches. But thanks to Glenn Pruden, executive chef and assistant director of dining services, here's a modified version of the recipe for Spiders at home.

#### Ingredients

- 2 3.5-ounce packages instant French vanilla pudding mix
- 3 cups milk
- 1 cup confectioners' sugar
- 1 8-ounce package cream cheese, softened
- $\frac{3}{4}$  teaspoon vanilla extract
- $\frac{1}{4}$  cup butter, softened
- 1 12-ounce container frozen whipped topping, thawed
- 1 14-ounce package chocolate cream-filled sandwich cookies, crushed (divided)

#### Directions

1. Place half of the cookie crumbs into the bottom of a 9x13-inch dish; retain remaining crumbs for topping.
2. Whisk pudding mix with milk in a large bowl until softly set, about 2 minutes. Pudding will thicken as it stands. Cream confectioners' sugar, cream cheese, vanilla extract, and butter in a separate bowl until smooth and creamy. Stir cream cheese mixture into pudding until thoroughly combined. Gently fold whipped topping into the mixture.
3. Spread the filling over the layer of cookie crumbs.
4. Top with remaining cookie crumbs, covering completely. Chill for at least 30 minutes.
5. Reminisce about those D-hall days.

Illustrations by Katie McBride

# THE DIRT ON THE DIRT

If you've eaten dessert in D-hall anytime since the mid-'90s, you've probably had it. Before that first scoop, you might have wondered, "What on Earth is ... Jersey Dirt?" But once you tried it, you knew.

That glorious mix of cheesecakey pudding and crushed Oreos could calm an overstressed brain or soothe a broken heart. The name didn't really matter, except that the name is precisely why I think Jersey Dirt has become something of a cult favorite among students and alumni. It never really made sense, nor was it ever explained. And so Jersey Dirt became canon at Richmond, along with Triceragoose and Pier Dog.

In August, D-hall served the now-classic dessert, and we posted a photo to the University of Richmond Facebook page. There was lots of love among the 552 likes, 31 shares, and 85 comments, but also one agnostic. Her identity surprised us all as she revealed the little-known origin of our now-famous dessert.

Back in 1993 or 1994, D-hall held a recipe contest. The theme: students' favorite foods. Spider mom Tina Leshner got the letter at home in New Jersey, but she had a problem. Melissa Leshner, her self-conscious 20-year-old daughter and Richmond student, loved macaroni salad — not a winning recipe. And Tina wanted to win.

Although she wasn't much of a cook, Tina collected recipes. She leafed through her books and found a winner: a creamy cookie pudding called Kansas Dirt. "I thought, I'll send this to Richmond as Melissa's favorite recipe. It would be funny if I just changed the name to Jersey Dirt."

The problem, of course, was that Melissa knew none of this. And one day, she walked into D-hall — "the center of the universe at UR," she calls it — and saw a sign with her name and "favorite dessert."

"I was confused," Melissa said. "There's my name next to a dessert I'd never heard of, and it's called Jersey Dirt. I was mortified. I lost it. I turned the cards over so no one would see my name associated with it. I was livid."

Tina remembers how upset Melissa got. "She had an absolute fit. She came home and was infuriated. I was laughing hysterically."

Melissa graduated in 1994 and still considers "the Jersey Dirt incident" one of her most embarrassing moments. She's still never even eaten it. But, "you have to love my mom for it," she said. "She just wanted to win."

Thanks to her, we all won.



# University of Richmond Magazine

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## SPIDER SIGNAL

Even Boatwright tower put on Spider red to celebrate the football team's Homecoming win over Villanova. The new Spider spotlight has begun lighting the tower after especially big wins. #spiderpride

