

# William and Mary News



Volume II, Number 12  
November 20, 1973

## Actions of the Board of Visitors

All committees of the Board met Thursday night and Friday morning. The Student Liaison Committee met with the Board's Committees on Student Affairs and on Buildings and Grounds; the Faculty Liaison Committee met with the Board's Committee on Academic Affairs. Members of the Student Liaison Committee were guests at the Board's Friday night reception in the Robert Andrews Hall Gallery and dinner in the Dodge Room, Phi Beta Kappa Hall.

Professor Martin Garrett, chairman of the Self-Study Committee, briefed members of the Board on findings of the Self-Study to be contained in the report, now scheduled to be available sometime in January. Members of the Board also met informally with Professor Margaret Freeman, chairman of the Admissions Policy Committee, and the Admissions Office staff.

Actions of the Board included:

\*Approval of a new maintenance agreement with Colonial Williamsburg, which has been enlarged to cover not only the buildings on the old campus, but also the landscaping and grounds maintenance, at the College's request.

\*Approval of action to increase revenue bonds for residence hall renovation from the original \$1,175,000 to \$3,000,000 to cover anticipated higher costs for the program.

\*Approval of a \$30,200 renovation project in James Blair Hall to improve office space for the student affairs organization by taking better advantage of former classrooms and other rooms now converted to offices.

\*Approval of an application by the Law School for funds for pre-law institutes for those from disadvantaged and minority backgrounds, as part of the Council on Legal Educational Opportunity (CLEO) program.

## Holiday Schedules Set

Campus Center & Wigwam:

Close Wed., November 21,  
5 p.m.

Reopen Sunday, November 25,  
4 p.m.

Swem Library:

Wed., Nov. 21 -

8 a.m.-5 p.m.

Closed Thursday, Nov. 22

Fri., Nov. 23 -

8 a.m.-5 p.m.

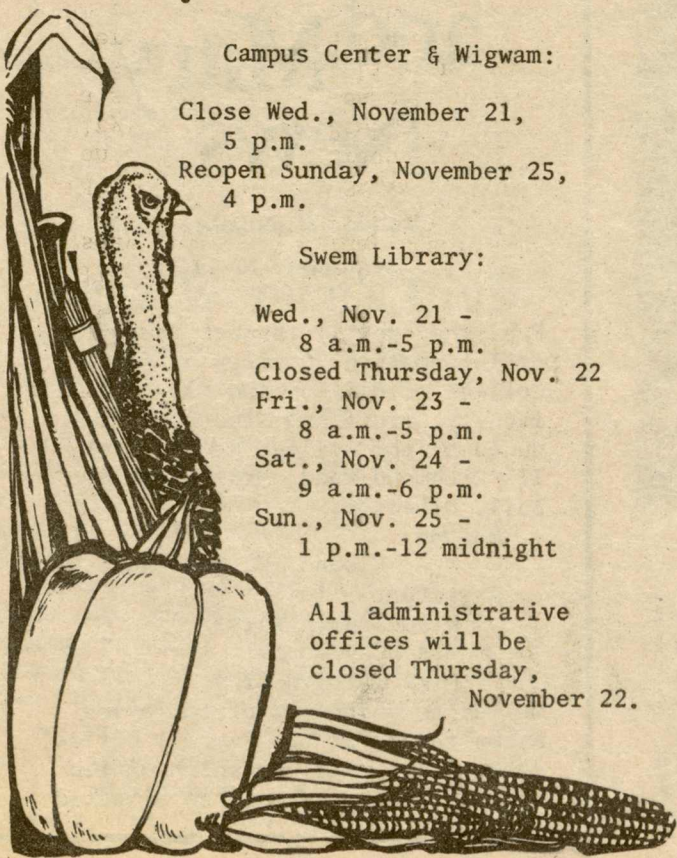
Sat., Nov. 24 -

9 a.m.-6 p.m.

Sun., Nov. 25 -

1 p.m.-12 midnight

All administrative  
offices will be  
closed Thursday,  
November 22.



\*Revision of the way in which the current tuition, general fee and other fees are stated to spell out more clearly how these fees are used.

\*Appropriation of about \$447,000 from Board-held endowments for the purposes of student financial aid for 1974-75.

\*Approval of the application of Christopher Newport College for academic majors in chemistry, elementary education and physical education. The applications now go to the State Council of Higher Education.

\*Rescission of action taken at its September meeting to eliminate the names Madison, Stith, Camm and Dawson from the Bryan Complex of residence halls, and of action transferring the name Madison to the old infirmary building.

## Making the Rounds



A. Graves and W. E. Keadle

The campus security has a new recruit. Name: Andrew Graves. Residence: President's House. Assignment: Mascot duty. Uniform: blue (new). Attitude: earnest - may be career officer material. Seen recently making rounds with Officer William E. Keadle. 10-4.

## Omicron Delta Kappa Members Chosen

Six seniors and four juniors have been selected for membership in Omicron Delta Kappa honorary leadership society.

Membership in ODK is selected from the junior and senior men on the basis of eminence in the fields of scholarship, athletics, social and religious activities, publications, forensic, dramatic, musical and other cultural activities.

From the class of 1974 new members are: Christopher Bram of Virginia Beach; John Craig Richardson of Evanston, Ill.; Stuart Smith, McLean; Steven Snoke, Selfridge AFB, Mich.; Scott Barnes Wilcox of Phillipsburg, N.J.; and James Russell Swanson of Fairfax.

New members from the class of 1975 include: Joseph W. Stubbs of Decatur, Ga.; John W. Gerdeman, Englewood, Colo.; Robert Alan Scarr and Mark Robert Bladergroen, both of Fairfax.

## Abbott Exhibit

Local artist Carlton Abbott will exhibit a number of his paintings in Phi Beta Kappa Hall, Monday, November 26, through Friday, December 14.

The exhibit will coincide with a number of events in PBK, including the William and Mary Theatre production of "The House of Bernarda Alba."

Mr. Abbott, who has his own architectural firm in Williamsburg, will exhibit a number of ink drawings with pastel on illustrated board. His paintings are abstractions, he says, which represent the "interplay of geometric shapes with organic forms" - his approach to using line and form. Included in the exhibit will be his painting, "Duplicate and Another Day," which has won several prizes, and a new painting entitled, "It's a Gas Station World," which he expects to have completed by the opening of the exhibit.

Mr. Abbott is a 1963 graduate of the University of Virginia. Before opening his architectural firm in town, he studied in Paris at the School of Fine Arts at Fountainsbleu.

He feels that painting and architecture complement one another. His paintings have been exhibited throughout Virginia at museums which include the Chrysler Museum in Norfolk, the Virginia Museum of Fine Arts in Richmond, where he will have a one man show this spring, and locally at the Twentieth Century Art Gallery. He has also won awards at the annual Virginia Beach Art Show. His works have also been on display at an art museum in Atlanta and at the Museum of Art in Columbia, South Carolina.

Presently he and his architectural associates are designing the planned community of Quarterpath Village on the site of the Busch Gardens, as well as a psychiatric hospital in Roanoke. He was active in the development of Waller Mill Park in Williamsburg and has recently completed the designing of a recreational facility in Charlottesville.

This year's ODK president is Cornell Christianson, a senior from Fair Lawn, N.J. Total membership in the society includes 26 seniors, four juniors and eight graduate students.

## Campus Exhibits

The Southern and Midwestern Books Competition Exhibit, 1972 selections, in the Museum, Earl Gregg Swem Library, today through Tuesday, November 27, from 8 a.m.-5 p.m., Monday-Friday and from 9 a.m.-1 p.m. Saturday. The books are judged from the standpoint of typography and design.

Drawings and paintings by Carlton Abbott of Williamsburg, Monday, November 26-Friday, December 14, Phi Beta Kappa Hall. (See story pg. 1)

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WILLIAM & MARY

# FACULTY NEWS

## Business Administration

Dean Charles L. Quittmeyer attended the annual meeting of the Southern Business Administration Association held in Houston on Nov. 7 and was elected a member of the Association's executive committee.

William H. Warren, associate professor, gave the keynote address on current economic trends within the pulp and paper industry at The Finishing Conference held by the industry in Williamsburg, November 11-14.

## Chemistry

Melvyn D. Schiavelli, associate professor, presented the following paper at the southeastern regional meeting of the American Chemical Society, "On the Mechanism of the Meyer-Schuster Rearrangement."

## Education

John F. Lavach, associate professor, is the author of a recently published investigation entitled "The Effect of Arousal on Short- and Long-Term Memory." The article appears in the November, 1973, issue of *The Journal of Educational Research*.

## Law School

Emeric Fischer, professor, was a participant in the seminar of the Accountants Society of Virginia on November 2, speaking on the subject of "Selection of a Proper Tax Year," in which he compared the advantages and disadvantages of selecting fiscal or calendar years for the tax period, and the legal requirements affecting the selection.

Richard A. Williamson, associate professor, is the author of an article, "Federal Habeas Corpus: Successive Applications from the Same Prisoners," to be published in the forthcoming issue of the *Drake Law Review*.

## Mathematics

R. H. Prosl, associate professor, has been appointed by the Mathematical Association of America to membership on the Association's ad hoc committee on the advanced placement program in mathematics. The committee will prepare a concrete offer to the College Entrance Examination Board for the assumption of a portion of the responsibility for the mathematics advanced placement program by the M.A.A.

## Philosophy

Thomas K. Hearn, Jr., associate professor, participated as chairman of a session in a special conference on "The Philosophy of David Hume" held at Northern Illinois University, November 9-10.

## Physics

Hans C. von Baeyer, chairman, served as chairman of a session on "General Theory" at the meeting of the Southeastern Section of the American Physical Society in Winston Salem, N.C., November 7-9. John McKnight, professor, gave an invited paper, "Early Physics at the College of William and Mary" at a special historical session of the meeting. Long Sang Chiu reported on work he performed as a summer undergraduate research assistant under the direction of Roy Champion and Lynn Doverspike, associate professors.

J. W. McClure of the University of Oregon will present a colloquium to the Department on Tuesday, November 20, at 4:30 p.m. in Small, Room 109. He will talk on "Diamagnetism of Metals and Alloys." Coffee will be served in the conference room at 4 p.m.

Robert E. Welsh, professor, presented a lecture to the Richmond Physics Association October 25 on "Antiprotonic Atoms."

## Sociology

The Department and the Committee on Lectures will co-sponsor two visiting lecturers on Monday and Tuesday, November 26-27.

Henrietta V. Williams, clinical administrator of the O'Malley Division of St. Elizabeth's Hospital in Washington, D.C., will lead a discussion on "Tensions and Conflicts in the Role of the Clinical Administrator and Related Roles in Mental Health Facilities," Monday, November 26, at 1:30-3:30 p.m. in Room 220, Morton Hall (Social Sciences Building).

Richard Hays Williams, assistant director of special projects, National Institute of Mental Health, Rockville, Md., will lecture and lead a discussion on "The Crisis of Identity as a Focal Point in Mental Health and Mental Illness," Tuesday, November 27, at 1-4 p.m. in Room 220, Morton Hall.

These seminar sessions are in conjunction with Sociology 330-331, Sociology of Mental Illness and Community Psychiatry, and Sociology 517, Sociology of Personal Disorders and Mental Illness, currently being offered by Wayne Kernodle, professor. Interested staff and students are invited to attend.

Marion G. Vanfossen, professor, has agreed to serve as chairman of the membership committee of the Southern Sociological Society for the 1973-74 session. He has also been asked to serve as consultant reviewer for *Sociology: Reviews of New Books*. Mr. Vanfossen recently made a presentation on "The Nature of Future Society," as part of an interdisciplinary series on the future, at Christopher Newport College.

Wayne Kernodle, professor, was guest lecturer for a seminar on "Community Adoption Programs for Psychiatric Patients in Europe and their American Counterparts" held in the clinical division of the Department of Psychology at the University of North Carolina on October 24.

Elaine Themo, associate professor, was a speaker at a seminar presented by the Manufacturing Chemists Association at the 1973 National Science Teachers Association southeast area convention held at Norfolk's Scope. The title of her presentation was "Technology: Society's Master or its Slave?" Ms. Themo also was a speaker at the social sciences colloquia for the southeastern Virginia district meeting of the National Honor Society hosted by William and Mary. The title of this presentation was, "Technology and Society."

Anthony L. Guenther, associate professor, attended the meetings of the American Society of Criminology held in New York, Nov. 2-3. He delivered a paper entitled "On Prisoner-Processing: Wome Occupational Dimensions of Correctional Work."

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Published weekly through the Office of Information Services by the College of William and Mary for faculty, staff and student. Produced by the College News Office, 125 Richmond Road, Mrs. Barbara Ball, Director.

Editor:

Mrs. Eleanor R. Anderson

Assistants:

Miss Sharon Kurtz

Mrs. Gay Money

Miss Carolyn Gray

Mailed to addresses of employees as on record at the Payroll Office, James Blair Hall, to which office address changes should be directed.

## STAFF NOTES

### Administration

W. Samuel Sadler, dean of students, was guest speaker at the annual meeting of the Virginia Campus Ministry Consultation in Richmond, November 8. His topic was "The College Administrator Looks at Campus Ministry."

### Promotions

Dorothy E. Turnage in the College laundry has been promoted from clerk A to clerk B.

Three persons were promoted in the Registrar's Office according to a recent announcement by the Personnel Office.

Sandra Ward has been promoted from a photocopy equipment operator to clerk-typist B; Laurie Belfield from clerk-typist A to photocopy equipment operator B; and Linda Dilks, from clerk-typist A to clerk-typist B.

## Job Openings

The following positions at the College are or will be vacant. Qualified employees who wish to be transferred to these positions may receive additional information at the College Personnel Office. The College of William and Mary is an Equal Opportunity Employer. Accordingly, women and minority employees are encouraged to apply for those positions for which they feel they are qualified.

Clerk-Typist B

Clerk-Typist C

Research Admin. Officer - (college degree required)

Computer Operator - 2 openings

## State Teacher Interviews

Prospective teachers may register in the Office of Teacher Placement, Room 212, Washington Hall, for interview appointments with Virginia school systems visiting on campus beginning November 30. To be eligible for the interviews, a student must have placement papers on file in the Teacher Placement Office, School of Education, must be an education major or be enrolled in professional education courses which must include student teaching. No one may interview without an appointment.

### SCHEDULE OF SCHOOL SYSTEMS VISITING CAMPUS

November 30: Hampton, 9 a.m.-4:30 p.m.  
 December 3: York County, 9 a.m.-4:30 p.m.  
 December 4: Essex-Middlesex, 9 a.m.-3 p.m.  
 December 5: Chesapeake, 9 a.m.-4:30 p.m.  
 December 6: Norfolk, 9 a.m.-4:30 p.m.  
 December 10: Virginia Beach, 9 a.m.-4:30 p.m.  
 December 11: Newport News, 9 a.m.-4:30 p.m.  
 December 12: Williamsburg-James City County, 9 a.m.-4:30 p.m.  
 December 13: Nansemond City, Suffolk, 9 a.m.-12 noon

January - no interviews  
 Interviews for the second semester will be publicized at a later date.

## Summer Federal Jobs

Students interested in receiving copies of the *Summer Jobs in Federal Agencies* brochure and test application forms should go to the Office of Placement on the second floor of Ewell Hall.

## College Women's Club

The Newcomer's Group of the College Women's Club is sponsoring a theatre party on Friday, December 7, at the Hilton 1776, the new home of the Williamsburg Players. The Players are presenting "The Lady Is Not For Burning" by Christopher Fry. Curtain time is at 8:15 p.m.

Tickets are offered at a special group rate and must be purchased by Friday, November 30. Newcomers and all members of the College Women's Club and their husbands are invited to attend. Refreshments will be served by the Newcomers after the play.

For additional information and tickets, call Connie Blood at 220-0230.

Dorothy Van Denburgh often begins her day with a "good fast early morning walk" up and down Duke of Gloucester Street. She covers the distance of two miles in about half an hour.

She then goes to Ewell Hall where she works as secretary to Warren Heemann, vice-president for College development. She has been employed by the same person for almost three years, she noted, although her job has changed tremendously. She formerly worked in the Brafferton when Mr. Heemann was vice-president for sponsored programs.

Mrs. Van Denburgh believes that the Office of Development may be one of the most rapidly expanding offices on campus, a situation which she enjoys because of the challenges presented by the work. "My work has changed in nature and increased in volume. In addition, our office has grown in the number of people employed," she said.

Mrs. Van Denburgh reentered the working world "with great timidity, having been a homemaker for 25 years," she said. "I gave myself a refresher course in typing and shorthand before I went job-hunting. I find that I have grown in ability in my present job because of Mr. Heemann. It is a challenge to work in this office and I have learned so much," she added.

In her work for the Office of Development, she is involved with various aspects of the fund-raising process. "We are concerned with establishing good rapport with alumni, parents, business corporations and friends of the College," she said.

Mrs. Van Denburgh has lived in Williamsburg for 15 years. A native of Newton, Mass., she lived there until she moved to the Northern Neck area of Virginia in 1950.

A graduate of Swarthmore College and Katherine Gibbs Secretarial School, Mrs. Van Denburgh worked as secretary in the Mechanical Engineering Department of the Massachusetts Institute of Technology. During World War II, she worked in the Field Engineering Department of the Submarine Signal Company in Boston.



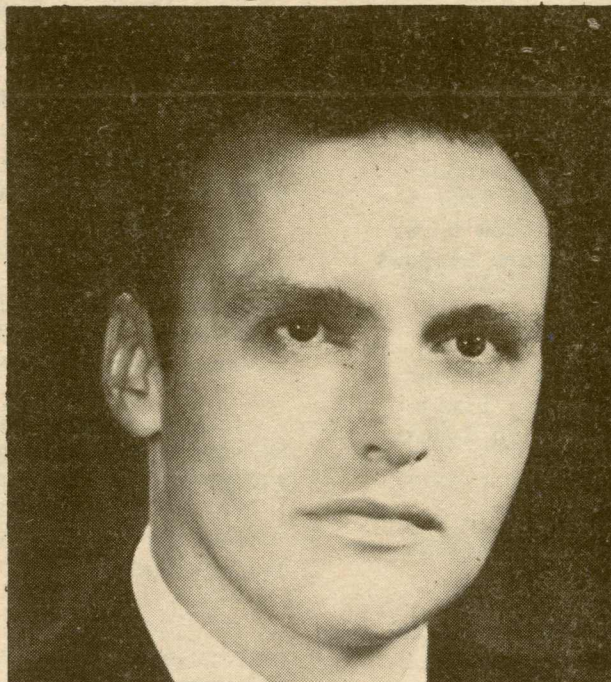
She has been a volunteer organist for more than eight years at the Smith Memorial Baptist Church in Lightfoot. She regularly plays the organ for two services on Sunday and for the Wednesday night prayer meeting.

In addition, she teaches the college and career Sunday school class and is active in the Baptist Women's Missionary Union.

Mrs. Van Denburgh finds that these activities fill most of her free time. She does find the opportunity to sew clothes for herself and to read, specifically books in the Christian evangelical tradition. She also plays her Baldwin electric organ at home.

Mrs. Van Denburgh's two sons, Skip and Andrew, attend area schools. Skip has transferred from John Brown University in Siloam Springs, Ark., and is presently a day student at Christopher Newport College, majoring in psychology. Andrew is a junior at York High School.

## Sterling Will Narrate Audubon Wildlife Film



Tom Sterling

A variety of rare wildlife and the ever-diminishing wilderness it inhabits will be featured in an Audubon Wildlife Film in the Ballroom of the Campus Center on Tuesday, November 20, at 7:45 p.m. The film, "Twentieth Century Wilderness," will be narrated personally by Thomas A. Sterling of the National Audubon Society lecture staff.

A native of southern Michigan, Mr. Sterling is a graduate of the University of Michigan's School of Natural Resources. He has traveled from the Everglades of Florida to the vast wildernesses of Alaska in producing natural history and conservation films for the classroom and for the National Audubon Society.

Sponsored by the Biology Club at the College and by the National Audubon Society, the Audubon films are considered the finest and most authoritative natural history films available. It is the second in a series of five film-lectures to be presented this year.

Mr. Sterling's film seeks out such rare and endangered wildlife species as the grizzly bear, prairie chicken, golden eagle and the nearly extinct black-footed ferret. Elk, moose, caribou and pronghorn antelope are also featured along with the spectacular wilderness country which they inhabit. Spectacular footage on the greater Sandhill Crane as seen in wilderness refuges in Michigan, Oregon and the Florida Everglades both begins and ends the film.

Season and single admission tickets will be available at the door before the performance.

# Official Memoranda

## State Responds to Nationwide Energy Crisis

To: The College Community  
 From: William J. Carter, Vice President  
 for Business Affairs  
 Subject: Response to the Energy Crisis

COMMONWEALTH OF VIRGINIA  
 Governor's Office  
 Office of Administration  
 Division of Engineering and Buildings  
 Ninth Street Office Building  
 Richmond, Virginia 23219

November 9, 1973

At the request of President Graves, I am conveying to you the following documents detailing the State's response to the nationwide energy crisis. The first is Governor Holton's Executive Order and the second is a supplementary memorandum to all agencies and institutions from Mr. H. Douglas Hammer, Jr., Director of the Division of Engineering and Buildings.

In addition to implementing these suggestions, we want to solicit the cooperation and suggestions of William and Mary faculty, staff, and students so that we can find other ways to preserve our badly needed supplies of fuel and to minimize the use of electricity as much as possible. It is our hope that the College can not only avoid mandatory curtailments, such as the closing of some facilities, but also be an example for others to follow.

Commonwealth of Virginia  
 Governor's Office  
 Richmond 23219

### EXECUTIVE ORDER NUMBER THIRTY-FIVE

I am sure each of you knows of the energy crunch facing the Nation and our Commonwealth. I am convinced that the crunch is a very real thing and could well develop into a critical situation adversely affecting the citizens of our State and having drastic effects upon our economy.

It is imperative that we, at the State Government level, set the example and exercise as much influence as possible on local governments, business and industry and the general public to cooperate in an effort to conserve energy.

I am, therefore, establishing a goal of 10% reduction in State use of all sources of energy and directing the responsible agency heads to implement, among other energy saving steps, the following:

1. Set thermostats to maintain temperatures of not more than 68° in all State buildings, including agencies and institutions. Reduce thermostats another 5° at nights, on weekends and holidays.
2. Reduce lighting as much as possible, consistent with safety and health of employees and others using a facility.
3. Turn off all lights, except hallways and fire exits, in all office and other work space during non-working hours.
4. Custodians of State buildings shall check all window and door openings and weatherstrip or caulk as necessary to prevent heat loss. Clear plastic window coverings may be desirable in some cases where storm windows or thermal glass is not in use.
5. Post travel itineraries of persons within a building or agency and encourage car pooling to and from work and in order to reduce mileage on State business. Limit trips to situations where it is not feasible to transact business by other media.
6. Require all employees operating State vehicles to operate vehicles at speeds not in excess of 50 miles per hour.
7. Central Garage Pool Committee to reissue their memo of June 12, 1973, and Agency Heads to make a copy available to each operator of a State vehicle.

Given under my hand and the Seal of the Commonwealth of Virginia this eighth day of November, 1973.

Linwood Holton  
 Governor

Attested:

Louise Jones  
 Acting Secretary of the Commonwealth

TO THE HEADS OF ALL STATE AGENCIES AND INSTITUTIONS:

This is intended to supplement the Governor's directive of November 8, 1973, dealing with a State-wide energy conservation program. The following suggestions are offered to aid you in complying:

1. Set thermostats and other control devices to maintain a maximum temperature in heated spaces of 68°F. except in hospitals, treatment or other specific areas where a higher temperature is necessary for health or for technical requirements. Room temperatures must be checked with thermometers rather than relying on the scales of control devices.
2. Reduce temperatures in heated spaces by at least 5°F. below reduced setting called for in Item No. 1 when area is not occupied or during sleeping hours in residential facilities.
3. Maintaining a proper level of humidity in heated air is important to comfort. Humid air will feel comfortable at a lower temperature than will dry air. Humidifying equipment and controls in buildings so equipped should be maintained and adjusted to provide humidity at design conditions.
4. Adjust dampers so as to reduce to a minimum the induction of cold outside air into the heating system, and do not operate exhaust systems when buildings are unoccupied.
5. Blinds, shades, drapes, or other window coverings should be kept closed at night in order to reduce the heat loss through windows. Advantage should be taken of the sun's heat by opening window coverings to admit sunlight when available.
6. It is imperative that windows and outside doors be kept closed when heating is required.
7. Check caulking and weather stripping of all doors and windows, replacing or repairing as needed.
8. Insulate exposed heating pipes or duct work.
9. Turn off heating equipment and close door to space that is to be unoccupied for several hours.
10. Use lights only when necessary. Turn out lights when leaving an area and do not leave lights burning in unoccupied spaces.
11. Operate powered equipment only when needed.
12. An energy conservation directive should be published by each agency and institution, disseminated to all personnel, and posted.
13. Follow-up measures to insure maximum compliance should be instituted.
14. Central steam heating systems must be inspected on a continuing basis and all traps, expansion joints, and other equipment repaired and maintained to prevent leaks both in the distribution systems and in the buildings.
15. Maintenance forces should regularly inspect and properly maintain the temperature controls to assure proper functioning.
16. All systems carrying hot water such as condensate returns, hot water heating systems, and domestic hot water systems, with particular emphasis on unions, valve stems, and faucets, should be inspected and leaks repaired.

17. The design of new buildings shall be checked in the planning stage to assure incorporation of maximum energy conserving provisions.

18. Survey lighting levels in buildings using a light meter. Where these levels exceed 20 footcandles in corridors or lobbies and 100 footcandles on work surfaces in offices, lamps should be removed to reduce the level to those figures. Judgment should be exercised in the removal of lamps so that they are not taken from fixtures where light is most needed.

19. A priority list of buildings to be shut down, closed, and taken out of service if fuel supplies become insufficient should be prepared immediately and kept for implementation if required.

20. Contact your suppliers of energy for additional suggestions on conservation.

The Division of Engineering and Buildings stands ready to render technical assistance, if requested:

Douglas Hammer, Jr.

## Recommendations of Status of Women Report

FROM: George R. Healy, Vice President for Academic Affairs  
 Date: 11/16/73  
 SUBJECT: Recommendations of the Report by the Ad Hoc Committee on the Status of Women

With respect to the recommendations contained in the report from the Ad Hoc Committee on the Status of Women as they relate to the Office of the Vice President for Academic Affairs, several recommendations have been implemented; others are covered in the Affirmative Action Plan of the College of William and Mary; the remainder are under continuing review. Some of the recommendations came under the jurisdiction of various College committees and in these instances the Office of the Vice President will refer these recommendations to the committees for review and evaluation--if these committees have not already taken up the recommendations.

Listed below are the recommendations in the report that involve the operating responsibility of the Office of the Vice President, and the actions that have been taken in response. Those recommendations which require committee action are not included but are under review.

### Salary Review

The committee recommends that the Vice President for Academic Affairs undertake a study by department (including Physical Education for Men and for Women) of the salaries by rank for female faculty relative to those for men, and that, where inequities exist, make salary adjustments for the 1973-74 contract year.

A follow-up study focusing on individualized salary differences between men and women, by department and rank, has been conducted and is currently being evaluated by the academic deans and department chairmen. The deans and department chairmen will submit a report to the Vice President for Academic Affairs concerning the differentials. If any salary adjustments are required as a result of this analysis, they will be made for the 1973-74 contract year.

### Faculty Recruitment

The committee recommends that special efforts be made to hire qualified women in departments and schools where there is underrepresentation of women relative to their availability in the field.

In the recently published Affirmative Action Plan, faculty underutilization of women and minorities has been identified by school and department and specific actions spelled out which should effect a significant improvement in the utilization of women and minorities in faculty positions at the College.

### Part-Time Faculty

The committee recommends that part-time faculty status be reevaluated, and that part-time faculty receive salary and benefits proportionate to the time they are employed.

A review of the salary and benefit status of part-time faculty will be undertaken in the Spring to insure that this portion of the faculty at William and Mary are treated equitably within state regulations. Any implicit problems of discriminatory treatment will be dealt with in such a review.

### Anti-Nepotism Policy

The committee recommends that the Vice President for Academic Affairs reemphasize to all department chairmen and deans of schools that the College has abolished restrictive anti-nepotism policies.

The anti-nepotism policy of the College has been published in the Affirmative Action Plan, reemphasized in a follow-up meeting with the academic deans, and is hereby restated:

The College does not prohibit spouses from working in the same department when both are qualified. At the College, a husband and wife may both hold full-time faculty or administrative positions and receive tenure in different departments or in the same department provided both are qualified and neither makes an employment decision about the other.

### Maternity Leave

The committee recommends that the College make a clear statement regarding maternity leave for women faculty and classified personnel treating it as any other temporary disability.

So far as faculty are concerned, maternity leave is treated as any other temporary disability by the College.

### Representation in Decision-Making

The committee recommends that the President insure the inclusion of at least one woman on all appointed committees of the College and see that all necessary steps are taken to make women fully competitive with men for chairmanships and decision-making positions.

Additional appointments of women have recently been made to several appropriate College-wide committees. The College, as a matter of principle, does not agree that appointments to committees should be made solely on the ground of sex. With respect to chairmanships and other decision-making positions, it is the policy of the College to make such appointments without regard to sex, age, race, religion, national origin, political affiliation, or other non-merit factors.

### Day Care Center

The committee recommends that a day care center be established for the entire college community.

The Vice Presidents for Business Affairs and Academic Affairs will meet in the near future to discuss the feasibility of such a project.

### Residential Life

The committee recommends that the new Associate Dean of Residential Life undertake a thorough study of all policy differentials within the structures of men's and women's residential staffs in order to eliminate inequities, and that differentials in housing and the organization of residential life for men and for women be the immediate concern of the new Associate Dean of Residential Life.

The Associate Dean for Residential Life is aware of the recommendation and will undertake a thorough study of the differentials in question. The Associate Dean, Mr. Wray, feels that uniformity of policy with respect to sex will be achieved in residential hall life by next year.

Continued on page 6

Counseling Programs

The committee recommends that counseling programs for women returning to college be provided.

This recommendation will be referred to the Dean of the Undergraduate Program for his review and evaluation.

Physical Education

The committee recommends that an in-depth study be made of the differences in developing the facilities, staffing and funding the programs in physical education and athletics for men and for women with a view toward correcting inequities.

An ad hoc committee has been formed to explore the entire situation regarding the disproportionate differences in the facilities, staffing, and funding for physical education and athletics for men and for women.

Graduate Education

The committee recommends that each graduate department and school actively recruit women and minorities, that questions regarding marital status, number of children, name of spouse be struck from all graduate application forms, that a continuing study be made and kept by each graduate department and school to determine the underrepresentation of women and minorities and the causes for such underrepresentation, and that maternity leave granted for women be granted for women on the same basis that military leave is granted for men.

The graduate schools are very anxious to recruit women and minorities and they have made and are making diligent efforts toward that end. The need for a continuing utilization study is under consideration and such a study probably will be a part of an expanded Affirmative Action Plan. As far as the graduate application forms are concerned, the Schools of Business Administration, Education and Law and the Faculty of Arts and Sciences maintain separate forms. Not all of the forms contain all of the questions mentioned in the recommendation. In any event, the purpose of the questions is to provide information necessary to aid students who are married. For example, the School of Business Administration uses the information to aid students in seeking housing. The Faculty of Arts and Sciences uses the information to identify married applicants who might be eligible for certain grants and stipends. However, in the case of Arts and Sciences, since these grants and stipends will no longer be available, the

Faculty of Arts and Sciences plans to omit the questions when new forms are printed in the Spring. In no case is the information used to discriminate against married students. Finally, in all of the graduate programs at the College, maternity leave, as well as military leave, is a sufficient basis on which to apply for an extension of one's graduate program.

Financial Aid

The committee recommends that there be more opportunity for financial aid for married students and that policies regarding financial aid, in general, be carefully reviewed, and that the Student Aid Office immediately alter those policies which are in direct conflict with existing legislation.

These recommendations have been referred to the Student Aid Office and to the Student Aid and Placement Committee for review and evaluation.

## Surplus Property Available

To: Faculty and staff  
From: W. T. Allen, Director of Purchasing  
Subject: Surplus Property

The following listed items are currently available from the Surplus Property Pool. All listings are located at the College Warehouse.

- (2) ea Electric Typewriters - Fair Condition
- (2) ea Manual Typewriters - Fair Condition
- (1) ea Manual Typewriter, 19" Carriage - Fair Condition
- (6) ea Executive-type Desks - Fair to Good Condition
- (3) ea Letter Size Filing Cabinets - Fair to Good Condition

Any interested departments please contact Cliff Meyer (Ext. 381) for further information.

W. T. Allen  
Director of Purchasing

Faculty, Staff, Students Urged to Participate

## First Annual Festival of the Arts to be Held Dec. 1

The first annual faculty, staff, and student "Festival of the Arts" will be held Saturday, December 1, in the Campus Center from 11 a.m.-5 p.m.

Sponsored by the Student Association, the purpose of the bazaar is the sale and display of art objects as well as the promotion of campus talent. Painting, ceramics, needlework, weaving, potted plants in unusual arrangements, and Christmas ornaments are anticipated as sale or display objects.

A \$1 fee must be paid to enter the festival in order to help defray publicity and program costs. The fee should be mailed in or brought to the SA office in the Campus Center or to the Campus Center desk. The festival will be held throughout the entire building with the exception of the ballroom. Programs will be printed to help locate the items for sale.

The selling and displaying of wares will be restricted to the immediate families of faculty and staff and must be an individual's own work. Persons participating in the festival must be present at 9 a.m. on Saturday morning to help set up for the event. Individuals are responsible for selling their own articles and must have a representative present to sell if they cannot attend themselves. Persons must also do their own labelling and pricing and provide coverings for display tables. One or two 4x8 tables will be furnished by the SA.

This bazaar is being staged as a pre-Christmas sale and coincides with the annual Christmas Parade to be held that morning on Duke of Gloucester Street. Entry deadline is Wednesday, November 28, and additional entry forms may be picked up at the Campus Center desk. For information regarding the festival call Ken Smith at Ext. 235 or the Student Association office, Ext. 350 at the Campus Center.

## Shurko Wins Award

On November 18 Cecil McCulley, chairman of the Committee on Prizes and Awards in Publications of the College, presented the *Virginia Gazette* Award to Peter Dwight Shurko, '75, of Naugatuck, Conn., news editor of the *Flat Hat*.

This annual prize, consisting of a hand-lettered certificate and a substantial check, was established in 1962 by John O. W. Gravely, III, publisher of the *Virginia Gazette*, and Davis Y. Paschall, president emeritus of the College. It is given to a sophomore or junior student who has made an outstanding contribution to a student publication of the College. The purpose of the award is to recognize and encourage excellence of expression in student communications media.

## Directory Changes

Campus Directory Changes:  
P. 24 - Add: Population Lab, Ext. 283, 333.  
P. 28 - Correct: Office phone for Terman, C. Richard is 283.

# OFFICE OF DEVELOPMENT

## NATIONAL SCIENCE FOUNDATION

### Alternatives in Higher Education

Support is offered for projects that develop alternatives to existing educational patterns and materials, that develop and test new modes of instruction and new delivery systems, that generate educational programs for which a demonstrated societal demand exists, that formulate and test systems for delivering continuing or recurring education to members of the scientific and technical work force, and finally, that devise means for incorporating these advances into existing education programs.

Three broad categories of activity comprise the Program:

- (1) Instructional Materials and Modes Development,
- (2) Alternative Degree Programs, and (3) Continuing Education for Scientists and Engineers.

No fixed deadlines.

Guidelines available in Mrs. Neiman's office.

### Field-Initiated Studies and Experimental Projects in Science Education

Proposals may be submitted for either problem assessment studies (designed to obtain the knowledge and understanding needed before an attack on a specific problem can even be contemplated) or for experimental projects (designed to test proposed solutions). Recognizing that these proposals will frequently be "one-of-a-kind," the Foundation has established no specific guidelines other than those general provisions that apply to all proposals. Indeed, creative and novel approaches are encouraged.

No fixed deadlines.

Explanation of program available in Mrs. Neiman's office.

### Educational Program Restructuring

The general goal of Educational Program Restructuring is to improve effectiveness and efficiency in science education. To this end, the National Science Foundation will provide support to assist in the design, development and evaluation of a few major experimental models of new approaches to the organization, management, delivery and content of science education. Emphasis will be placed on design and development for outcomes that can be evaluated and documented. The aim is the development of models that will yield generalizable and transportable outcomes, derived through systematic procedures, applicable to systems of science education.

#### Program Areas:

Experiments in Restructuring the Undergraduate Learning Environment (RULE)--Support will be provided for experiments and demonstrations of mechanisms to effect comprehensive changes in the undergraduate learning environment, leading to models for increasing the diversity of undergraduate instructional modes.

Experiments in State, Regional, or Urban Systems of Science Education (SYSTEMS)--Support will be provided for experiments and demonstrations to provide models of new approaches to the coordination of efforts of schools, colleges, universities, state and local government, and private agencies in selecting a specific objective as a target for education reform, and developing and executing a coordinated, collaborative plan for achieving it.

Experiments in Pre-Service Education of Teachers of Science (PSTEP)--Support will be provided for extensive restructuring of pre-service teacher education programs to provide models of undergraduate programs preparing teachers of science.

No fixed deadlines.

Guidelines available in Mrs. Neiman's office.

NATO Senior Fellowships in Science:  
Deadline--January 31, 1974.

## POPULATION COUNCIL

### Grants

Programs supported by grants include study and research in all aspects of population; laboratory and clinical studies related to the physiology of human reproduction, contraceptive methods, and clinical techniques; and research and evaluation of family planning programs.

An applicant seeking a Council grant should submit a detailed proposal to the director of the appropriate division, setting forth the purpose of the project, the personnel involved, the total budget, that part for which outside assistance is sought, and the time required for the study.

### Fellowships

Applications for fellowships are accepted from citizens of all countries. Preference is given to those candidates from less developed areas, as well as those under 40 years of age. The Council's awards are made normally for 12 months, sometimes less. Renewals are also considered.

Fellows receive support for full-time study. An additional allowance is given for a wife and up to two children if the fellow is on leave without pay. The stipend is supplemented to provide cost of air economy travel (for the fellow only), tuition, and other incidental expenses.

Candidates should be proficient in the language of the country where study is to be undertaken; students coming to the United States are required to take an English language test at the expense of the Council.

## Placement Office Interviews

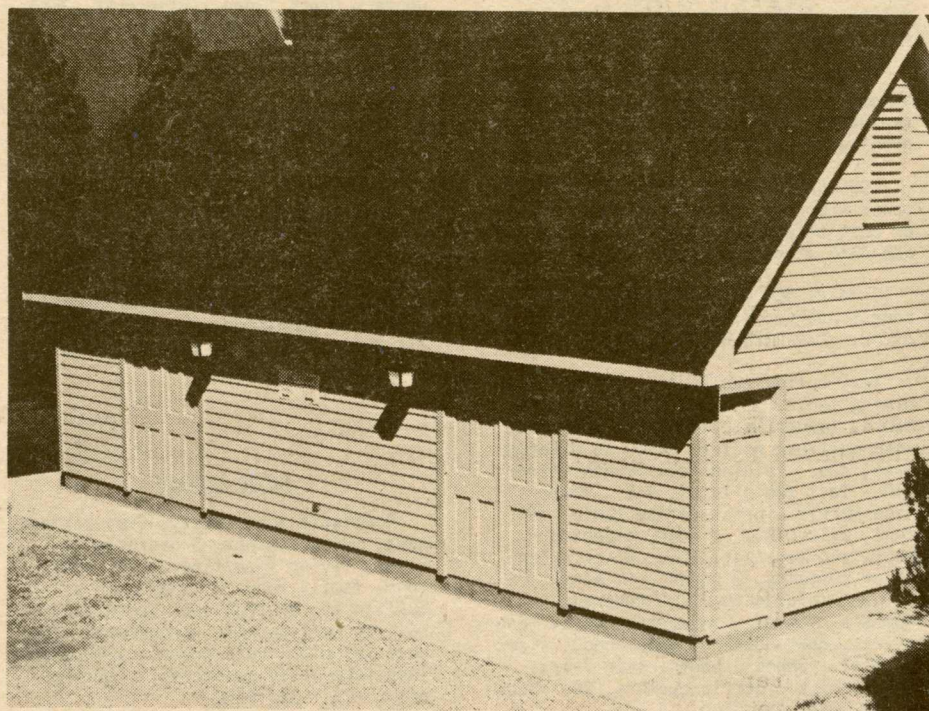
The following schools and businesses will be interviewing students. For further information contact the Placement Office, Ewell Hall, Second Floor. The dates interviewing, name of company or school, majors preferred and positions available are listed below:

Monday, November 26: Catholic University School of Law, Washington, D.C., prospective law students.

Wednesday, November 28: Babson College, Babson Park, Mass., prospective MBA students; HEW Audit Agency, Richmond, accounting, business (bachelor's only with at least 15 hours in accounting), auditor-auditing and evaluating HEW grant programs; Duke University School of Law, Durham, N.C., prospective students.

Friday, November 30: The Institute for Paralegal Training, Philadelphia, Pa., prospective students.

## New Addition to Alumni House



The new Dependency House is part of the major renovation and remodeling of the Old Bright House, now known as the Alumni House.

# THE CALENDAR

## TUESDAY, NOVEMBER 20

Interhall: CC, Room C, 4 p.m.  
 SA Senate: CC, Theatre, 7 p.m.  
 Catholic Mass: Wren Chapel, 7 p.m.  
 Wesley Foundation School of Religion, Bible Study: 526 Jamestown Rd., 7:30 p.m.  
 M.B.A. Party: CC, Sit 'N Bull Room, 7:30 p.m.  
 Students International Meditation Society: CC, Rooms A&B, 7:30 p.m.  
 Audubon Wildlife Series Film: "Twentieth-Century Wilderness," Tom Sterling, CC, Ballroom, 7:45 p.m.  
 Fellowship of Christian Athletes: CC, Room D, 8 p.m.  
 French Discussion Group: Botetourt Residences Unit 6, 9:30 p.m.  
 Spanish Discussion Group: Botetourt Residences Unit 9, 10 p.m.

## WEDNESDAY, NOVEMBER 21

Thanksgiving holiday begins 1 p.m.

## THURSDAY, NOVEMBER 22

no activities scheduled

## FRIDAY, NOVEMBER 23

Hillel: Temple Beth El, 7:30 p.m.

## SATURDAY, NOVEMBER 24

Organ Recital: Wren Chapel, 11 a.m.

## SUNDAY, NOVEMBER 25

no activities scheduled

## MONDAY, NOVEMBER 26

Thanksgiving holiday ends 8 a.m.  
 W&M Theatre Lobby Display: works by Carlton Abbott (through Dec. 14)  
 English Department Film: "Othello," Millington Aud., 4&7 p.m.  
 French Discussion Group: Botetourt Residences Unit 6, Lobby, 9 p.m.

## TUESDAY, NOVEMBER 27

English Department Film: "Othello," Millington Aud., 4&7 p.m.  
 Interhall: CC, Room C, 4 p.m.  
 Young Democrats: CC, Rooms A&B, 6:30 p.m.  
 SA Senate: CC, Theatre, 7 p.m.  
 Amateur Radio Club: CC, Green Room, 7 p.m.  
 Catholic Mass: Wren Chapel, 7 p.m.  
 English Club Speaker: Elsa Nettels, "Narrative Method in James and Conrad," PBK, Dodge Room, 7:15 p.m.  
 Wesley Foundation School of Religion, Bible Study: 526 Jamestown Rd., 7:30 p.m.  
 Fellowship of Christian Athletes: CC, Room D, 8 p.m.  
 French Discussion Group: Botetourt Residences Unit 6, Lobby, 9:30 p.m.  
 Spanish Discussion Group: Botetourt Residences Unit 9, 10 p.m.

## WEDNESDAY, NOVEMBER 28

School of Education Concentrators Conference: CC, Rooms A&B, 3:30 p.m.  
 Civilisation Series Film: "Grandeur and Obedience," Millington Aud., 4 p.m.  
 Russian-Class Film: CC, Theatre, 4 & 7:30 p.m.  
 Panhellenic Council: CC, Room C, 6:30 p.m.  
 Circle K: CC, Rooms A&B, 7 p.m.  
 Lyon G. Tyler Historical Society: Archaeological Seminar on Colonial Williamsburg by James Short, CC, Sit 'N Bull Room, 7:30 p.m.  
 Project Plus Forum: Millington Aud., 7:30 p.m.  
 James Pinckney Harrison Chair Lecture: Don E. Fehrenbacher on "Lincoln and the Negro," PBK, Dodge Room, 8 p.m.

## THURSDAY, NOVEMBER 29

O.D.K. Initiation: Wren Chapel, 11:30 a.m.  
 Informal Coffee Hour: French Language House, Botetourt Residences Unit 6, 3-5 p.m., all interested students and faculty welcome  
 Christian Science Organization: CC, Green Room, 4:30 p.m.  
 Episcopal Holy Communion: Wren Chapel, 5 p.m.  
 German Cultural Series Film: "Deutschlandspiegel," Botetourt Residences Unit 5 Lobby, 8 p.m.  
 French Discussion Group: Botetourt Residences Unit 6, Lobby, 10 p.m.  
 Spanish Discussion Group: Botetourt Residences Unit 9, 10 p.m.

## FRIDAY, NOVEMBER 30

Pottery and Glass Exhibit: CC, Theatre, 10 a.m.-6 p.m.  
 School of Education Graduate Student Reception: CC, Rooms A&B, 4 p.m.  
 W&M Christian Fellowship: CC, Sit 'N Bull Room, 6:30 p.m.  
 Hillel: Temple Beth El, 7:30 p.m.  
 Civilisation Series Film: "Grandeur and Obedience," Millington Aud., 8 p.m.  
 SA Film: "Dr. Zhivago," W&M Hall, 8:30 p.m.  
 Chi Omega Christmas Dance: CC, Ballroom, 9 p.m.

## SATURDAY, DECEMBER 1

Pottery and Glass Exhibit: CC, Theatre, 10 a.m.-6 p.m.  
 Circle K Tutoring Program: Fraternity Complex Unit B Basement, Rogers 100, Washington 200, Small 152, 10 a.m.-1 p.m.  
 Festival of the Arts: CC, Rooms A, B, C, D, Green, Gold and Sit 'N Bull Rooms, Lobby, Lounge, 11 a.m.-5 p.m.  
 Organ Recital: Wren Chapel, 11 a.m.  
 Basketball: W&M vs. Appalachian State, W&M Hall, 8 p.m., \$3  
 Agape Coffee House: Wesley Foundation, 526 Jamestown Rd., 9 p.m.-12 midnight  
 Kappa Kappa Gamma - Pi Beta Phi Christmas Dance: CC, Ballroom, 9 p.m.

## SUNDAY, DECEMBER 2

Mortar Board and O.D.K. Reception: Wren Great Hall, 2 p.m.  
 Baha'i Fireside: CC, Gold Room, 3 p.m.  
 Collegium Musicum: Henri Honegger, Cello, CC, Ballroom, 4 p.m.  
 Baptist Student Union: 244 S. Boundary St., 5 p.m.  
 Rock Concert: Allman Brothers, W&M Hall, 8 p.m., \$6.50, \$5.50, \$5  
 German Discussion Group: Botetourt Residences Unit 5, Lobby, 9:30 p.m.

## MONDAY, DECEMBER 3

Placement Office: CC, Lobby, 11 a.m.-1 p.m.  
 Basketball: W&M vs. Duke, W&M Hall, 8 p.m., \$3  
 A.A.U.P.: PBK, Dodge Room, 8 p.m.  
 French Discussion Group: Botetourt Residences Unit 6, Lobby, 9 p.m.

## TUESDAY, DECEMBER 4

Interhall: CC, Room C, 4 p.m.  
 Formal Rush Registration: Brown Lobby & DuPont Basement, 6-8 p.m.  
 SA Senate: CC, Theatre, 7 p.m.  
 Catholic Mass: Wren Chapel, 7 p.m.  
 Kappa Delta Pi: Wren Great Hall, 8 p.m.  
 Fellowship of Christian Athletes: CC, Room D, 8 p.m.  
 W&M Theatre Production: "The House of Bernarda Alba," PBK, 8:15 p.m., \$2  
 French Discussion Group: Botetourt Residences Unit 6, Lobby, 9:30 p.m.  
 Spanish Discussion Group: Botetourt Residences Unit 9, 10 p.m.

## CLASSIFIED ADVERTISEMENTS

### FOR SALE

Royal Electric Typewriter (Electress), writes in English, French, Spanish. Special pica type. Good condition. \$140. Also, elite Electress, very cheap. 229-1929.

1968 Pontiac LeMans, Red, P/S, A/C, automatic transmission (recently replaced), radio, \$750, 220-0437 evenings after 6 p.m.

1965 Chevy Impala. Air conditioned, power steering, good condition. \$500 or best offer. 229-3375 before 4 p.m., 229-3312 after 5:30 p.m.

2 Sears 5000 BTU 110v window air-conditioners. Take 1 or both, best offer. 229-0374 after 5 p.m.

Teak coffee table, \$7. Walnut dining table, 3 leaves, 6 chairs--cane backs, leather seats, \$125. Twin bed, foam mattress on firm base, adjustable base, \$25. Folding full length mirror, \$10. Tall table lamps, \$15. Travertine marble & brass coffee table, \$65. Tent, 9x12, \$30. 2 heavy sleeping bags, zip together, \$25. Black nylon sheer curtains, 8 panels, \$1 each. Printed colored sheets. Assorted women's clothes: sweaters, coats, long skirts, good looking, good cond., size 10 & 12. Shoes & boots, size 7-1/2. Lady Schick electric curlers, \$6. Hot tray. Call 220-0143.

Crib & Mattress, \$45; 2 carriages, \$19 & \$10; car seat, \$8; back pack, \$5; changing table, \$10; divider, \$3. 229-8622.

One genuine Air Force Overcoat with the silver Air Force buttons and Corporal stripes. Very warm, excellent condition, size - Large. \$10. Also, women's Green Tweed winter coat, John Meyer, fake fur lining, very warm, excellent condition, size 13-14. \$10. 564-9618 after 5 p.m.

1965 Mercedes Benz 230 SL sportscar. 55,000 mi. Call on weekends or after 5 p.m. weekdays, 642-5002.

Musical baby swing, windup self swinger, \$10; baby walker, \$7; baby wicker dressing table, \$18; bassinet with pad, \$6; Winnie the Pooh 36 inch diameter round rug, \$4. All items in excellent condition. Can be seen at 111 Braddock Rd., or tel. 229-0143.

### FOR RENT

Available immediately, Greensprings area, brick rancher, 5 bedrooms, 2 baths, living room/fire place, dining room, family room, kitchen with all appliances, central air, storm windows, wall to wall carpet, garage/work shop, acre lot with fruit trees. \$340/month, long term lease preferred. Families only. Call 229-1754.

FURNISHED APARTMENT, near campus, pleasant location. \$110 per month, lights, heat extra. Married couple only, no pets or children. 229-1929.

Large 4 bedroom furnished house available from Feb. 1 to August 1 while owner is on leave of absence. Central air conditioning, large deck, appliances. \$300/mo. Call 229-8674 evenings.

### LOST

Gold Frame Glasses with Photo-Ray lenses; blue case. If found, please call Kim Ness, Ext. 264.

### FOUND

Found in the Student Health Services Center: 2 keys on chain with the word "Marathon" written on it; a book, *The Primates*. Contact Mrs. Bettye Bracey, head nurse.

Male kitten, 8-10 weeks old, black with one white spot on chest. Found Nov. 10 near Rousseau's. Call 229-7261.

College of William and Mary  
 Williamsburg, Virginia 23185

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