

Board of Visitors Holds Special Meeting, March 27

William and Mary News

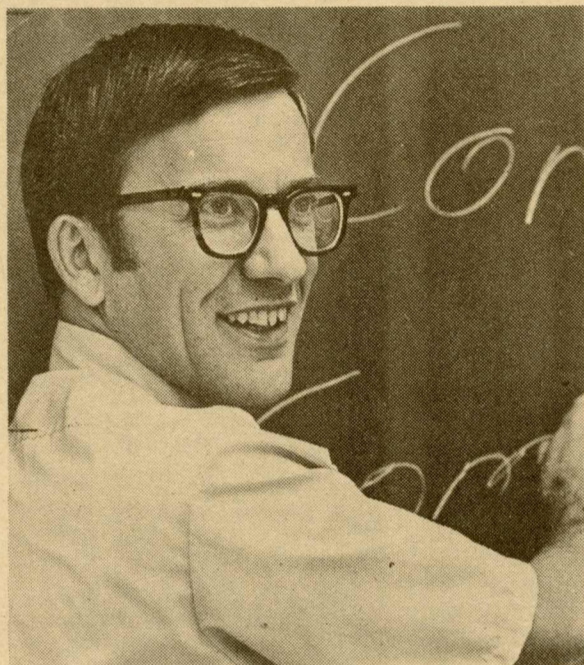
Volume II, Number 28

April 2, 1974

ATHLETIC QUESTIONNAIRES:
to be distributed to
faculty/students this
week. Return promptly.



New Dean Appointed



Jack D. Edwards

Jack D. Edwards, professor of government, has been appointed Dean of the Faculty of Arts and Sciences, effective July 1.

Mr. Edwards' appointment was approved last Wednesday by the Board of Visitors. He will succeed Harold L. Fowler, who is retiring June 30 after nearly a decade as Dean.

The appointment concluded the work of a 10-member faculty-student committee appointed last May to assist in the selection process. The committee was headed by Hans von Baeyer, chairman of the Department of Physics.

Mr. Edwards, 41, is a native of Stanley, N.D. He holds his undergraduate degree from Macalester College, a law degree from Harvard Law School and the Ph.D. from Vanderbilt University. In 1961-62, he was an instructor at the University of Nevada. From 1962 until 1965, he was an assistant professor of government at William and Mary, and the following year was an assistant professor at Grinnell College. He returned to William and Mary in 1966 as associate professor and was promoted to professor in 1973.

Active on several College-wide committees, Mr. Edwards is currently chairman of the James City County Board of Supervisors. His term as a member of the Board expires in 1975.

Campus Exhibits

Exhibit of Publications by members of the faculty, Botetourt Museum, Swem Library, Mon.-Fri., 8 a.m.-5 p.m.; Sat. 9 a.m.-1 p.m., ending April 15

"In Spite of Conditions," student art show, April 6-28, Andrews Gallery, Wednesday through Sunday, 1-5 p.m.

To All Students

Many of your parents received letters last week which appeared to be reproduced on College stationery, offering a student protection insurance plan through an agent in Virginia Beach. On investigation, it was found that the agent had reproduced the letterhead without seeking College permission, and had sent the material to about 1,000 parents using addresses from the *Student Directory*, which he purchased at the Bookstore. The agent has agreed to mail an expression of clarification and regret to the parents in question.

At the same time, arrangements have been made by the Director of Publications, after negotiations which began several weeks ago, to have next year's *Student Directory* published for limited free distribution on campus. The free distribution will mean that it will no longer be necessary to sell copies through the Bookstore to help subsidize the publication, and thus it will not be available for unwarranted public use as a mailing list source.

Board Approves Tenure for 23 Faculty Members

In a special meeting of the Board of Visitors in Richmond last Wednesday, 23 members of the faculty were approved for academic tenure, effective September 1975.

They include:

School of Education - James DeWitt Cowles and Stuart Flanagan, associate professors; Faculty of Arts and Sciences, M. Joy Archer, associate professor of physical education for women; Lawrence S. Beckhouse, associate professor of sociology; Paul P. Cloutier, Ronald A. Hallett, E. Morgan Kelley, Jr., and Jerry C. Smith, assistant professors of modern languages; John W. Conlee, associate professor of English; Bruce S. Grant, associate professor of biology; William W. Liddell, assistant professor and Marvin M. Stanley, associate dean and associate professor, business administration; Carlisle E. Moody, assistant professor of economics; Theodore R. Reinhart, assistant professor of anthropology; Melvyn D. Schiavelli, associate professor of chemistry; Kelly G. Shaver, associate professor of psychology; and Helen C. Walker, assistant professor of history.

Marshall-Wythe School of Law - Ronald C. Brown and Michael T. Madison, associate professors; and Robert E. Scott, professor; Doug Rendleman and Walter L. Williams, Jr., assistant professors; and Richard A. Williamson, associate dean and associate professor.

New Degree Programs

The College has received the Board's approval to seek permission from the State Council of Higher Education to develop a full proposal for establishing a master's program in school psychology and approval to submit a letter of intent to inaugurate a doctoral program in computer science.

Both programs, it has been pointed out, could be initiated at a minimum expense in light of existing faculties, course offerings and facilities. The

school psychology program would be under the auspices of the School of Education. A strong interest in the doctoral program in computer science has been indicated by various constituencies, including students presently enrolled in the master's program, its graduates, and authorities at NASA-Langley Research Center.

The College currently offers doctoral-level degree work in education, history, marine science, and physics. Master's degrees are offered in biology, chemistry, education, English, government, history, marine science, mathematics, physics, psychology, sociology, applied science, law and taxation, and business administration.

The computer science program, if approved by the Council, will begin in September 1975.

Conveyance of Easement and Sale of Property

In other actions, the Board approved the conveyance of a permanent easement (.134 acres) to the Hampton Roads Sanitation District, involving College property in the vicinity of Berkeley Elementary School and Monticello Avenue. The Board also approved the proposed sale of 4.77 acres of land, part of the tract of land known as the airport property, to the Virginia Department of Highways. The sale of the College property is subject to approval by the Governor of the State of Virginia.

Proceeds from the sale of the airport property will be used in landscaping the Jamestown Road parking area, subject to approval by the Governor and other state officials.

Other Board Actions

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Poetry Reading and Lecture Scheduled

Ann Stanford, distinguished American poet and literary scholar, will give a public reading from her poetic works on Thursday, April 4, at 8:30 p.m. in the Botetourt Theatre of Swem Library under sponsorship of the Department of English.

A native Californian, Ms. Stanford was educated at Stanford University and at the University of California, Los Angeles, where she received her doctorate in English. She has been a member of the English faculty at California State University at Northridge (formerly San Fernando Valley State College) since 1962 and has won wide recognition for her scholarship and editorial work in Early American literature, especially for her study of the Puritan poet, Anne Bradstreet.

Her poems have appeared widely in anthologies and in such magazines as *The New Yorker*, *The New Republic*, *The Atlantic*, *Poetry*, *Sewanee Review*, *Hudson Review*, *Massachusetts Review* and *Southern Review*, among others. In addition, she has published five volumes of verse, the most recent of which is *The Descent* (Viking, 1970) and a verse translation of *The Bhagavad Gita* (1970). In 1969 she was honored with the Shelley Memorial Award of the Poetry Society of America and, in 1970, she was given a grant for her work by the National Endowment for the Arts.

Eric Donald Hirsch, Jr., professor of English at the University of Virginia, will deliver a public lecture on "Intrinsic Criticism" at 4 p.m. on Friday, April 5, in the Botetourt Theatre of Swem Library under the sponsorship of the Graduate Student Association of the College in cooperation with the Department of English.

A native of Memphis, Tenn., Mr. Hirsch was educated at Cornell and Yale universities and taught at Yale for ten years before joining the faculty of the University of Virginia in 1966. He served as chairman of the Department of English at the University from 1968 to 1971. His honors have included fellowships from the Fulbright Program, the Guggenheim Foundation and the National Endowment for the Humanities. In addition to many articles contributed to learned and professional journals, he is the author of three books: *Wordsworth and Schelling: A Typological Study of Romanticism* (1960), *Innocence and Experience: An Introduction to Blake* (1964), and *Validity in Interpretation* (1967).

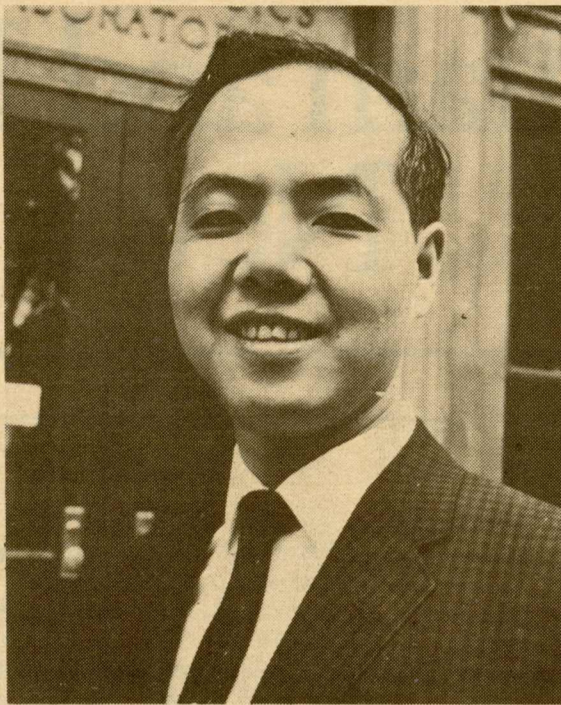
Faculty Piano Recital

The Music Department will present a faculty recital featuring Sandra Vernon Owen, pianist, Thursday, April 4, at 8:15 p.m. in Phi Beta Kappa Hall. The program will include works by D. Scarlatti, Beethoven, Schumann, Chopin, Liszt and Prokofiev.

Mrs. Owen received the bachelor of music education degree from Madison College, Harrisonburg, and the master of music education degree from Indiana University, Bloomington, where she was awarded a full graduate assistantship to teach piano.

Mrs. Owen has taught public school music in Hampton and in Long Island, N.Y., where she also assisted in training prospective music teachers through New York University and Hofstra University. She joined the faculty as a lecturer in the fall of 1973.

Physicist to Speak



T. D. Lee

T. D. Lee of Columbia University will speak at the physics colloquium Friday, April 5, at 4:30 p.m. in 109 William Small Physical Laboratory. The colloquium is open to the public.

Mr. Lee, who has worked in many different areas of theoretical physics, will speak on "Abnormal Nuclear States and Vacuum Excitations." His subject deals with new ideas on the structure of atomic nuclei and should be of special interest to experimental particle physicists.

In 1957 Mr. Lee shared the Nobel Prize in Physics with C. N. Yang, then at Columbia, for work in elementary particle theory. They predicted that in certain nuclear processes the law of conservation of parity would be violated. Contrary to the belief of physicists until that time, right and left are not equivalent in all natural processes. The theoretical prediction was corroborated in experiments at several laboratories. The revolutionary ideas of Messrs. Lee and Yang have since become commonplace.

Lecture Tonight

Robert L. McCann, president of Dag Hammarskjold College, will speak on "The Role of Dag Hammarskjold College in Columbia, Md." at 7:30 p.m., April 2, in the lobby of Botetourt Residences Unit 8.

Mr. McCann's talk will deal with higher education in the "new" city of Columbia, Md., a planned community of 30,000 people.

On Wednesday, April 3, Mr. McCann will visit the Business 316 class which meets from 2-5 p.m. in Jones 301. He will also be available on Wednesday to talk to students who are interested in the program at Dag Hammarskjold College.

CNC Lecture Set

Richard Goody, Harlow Shapley Distinguished Lecturer, will visit the Physics Department at Christopher Newport College, Mon., April 15. His visit is being sponsored by the Harlow Shapley Foundation.

Mr. Goody, Harvard University physicist and director of the Blue Hill Observatory in Cambridge, Mass., will deliver a general lecture entitled "Weather on the Inner Planets" at noon Monday in the Campus Center Theatre. Later that day he will address a group of scientists from NASA and other neighboring facilities.

'The Alchemist' Final Theatre Production

J. H. Bledsoe, director of the final William and Mary production, "The Alchemist," which will be presented Wednesday-Saturday, April 17-20, has assembled a student cast he feels amply meets the play's rigorous requirements.

Written by Ben Jonson, "The Alchemist" is a fast-paced, vigorous comedy about human greed compounded with credulity and hypocrisy. Rightly described as "a veritable whirligig of farcical humor," it demands tremendous physical energy from its actors, as well as an unusual command of language.

Neil Lerch, '74, Kent Thompson, '76, and Glenn Close Wade, '74, play Subtle, Face, and Dol Common--three con artists who prey upon the greedy and gullible.

Their dupes are Andrew Stumb, '77, as Dapper, a young clerk; William Persada, '77, as Abel Drugger, a foolish tobacconist; Jim Luse, '76, as Sir Epicure Mammon, a voluptuary knight; Charles Matheny, '76, as Pertinax Surly, a cynical gambler; David Robbins, '77, as Tribulation Wholesome, a hypocritical Puritan pastor; Keith Pickerel, '75, as Ananias, a deacon of the same cloth; Peter Logan, '75, as Kastril, a quarrelsome young rustic; and Diane Cale, '75 as his sister Dame Pliant, a rich young widow.

Doug Minnerly, '75, plays Lovewit, the owner of the house in which the fake Alchemist and his cohorts ply their "trade." Peter Freeman, '76, Patricia Wesp, '76, Richard Bannin, '77, Christine Westberg, '77, Mike Johnson, '75, and Debbie Taylor, '77, play sundry neighbors, inquisitive about the high-jinks at Lovewit's house. James Temple, '76, plays the officer who comes to arrest the con artists when they are exposed.

Mike Johnson will speak the prologue.

1974 City Directories

A limited number of copies of the 1974 *Williamsburg Telephone Directory* are available, on a first-come, first-served basis, in the Office of the Assistant to the Vice President for Business Affairs, 101 James Blair Hall.

William and Mary News

Volume II, Number 28
April 2, 1974

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

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

Bicentennial Planning Committee Meets

Laundry Discontinued

The Board of Visitors at its meeting on March 27 determined that it is no longer economically feasible or sufficiently beneficial to continue the operation of the College laundry facilities beyond the current academic year. (See Actions of the Board, pages 6-7.)

According to Irving H. Robitshek, director of personnel, "every effort will be made to secure continued employment for those personnel affected by the discontinuance of the College laundry operation."

Mr. Robitshek further stated that these job opportunities will be available on or after June 1, 1974, so as not to reduce the operational capabilities of the College laundry before that date.

Project PLUS Forum

Franz L. Gross, associate professor of physics, will speak on "SALT Talks, A Case Study in Conflict Resolution" at the Project PLUS Forum on Wednesday, April 10, at 7:30 p.m. The forum, open to faculty, students and the general public, will be held in Millington Hall.

Mr. Gross was physical science officer in the Arms Control and Disarmament Agency from September 1972-January 1974. He also worked recently for two months as a technical adviser to the SALT delegation in Geneva, Switzerland.

The theme for Project PLUS this year is "Conflict and Conflict Resolution."

The Project PLUS Forum lecture series is under the sponsorship of the S&H Foundation.



Committee members, left to right: Elsa S. Diduk, Marjorie Healy, Richard K. Newman, Thaddeus W. Tate, Timothy J. Sullivan, Jerry Van Voorhis, Ross L. Weeks, Jr., Gordon C. Vliet, and Elizabeth A. Becker.

Members of the College Bicentennial Planning Committee, chaired by Ross L. Weeks, Jr., assistant to the executive vice president and director of information services, met recently in the Alumni House. Status reports were made on the oral history project, Wren Building information center, Bicentennial Interns program, Boys' Nation/Girls' Nation program, the Sigma Xi visiting lecturer, Bicentennial Medallion, College history, and publicity for the observance. General discussions were also held on ideas for the 1975 Charter Day program and student participation in the Bicentennial observance.

OFFICE OF DEVELOPMENT

National Endowment for the Humanities - Two New Faculty Fellowship Programs

Fellowships for Independent Study and Research

Purpose: To help individuals who have demonstrated promise of producing important work in the humanities to further their research by providing support for full-time study.

Eligibility: An applicant may be at any stage of his career, but his formal professional training must be finished.

Time: For at least 6 and at most 12 consecutive months.

Deadlines: June 17, 1974; October 15, 1974. No applicant may apply against both deadlines.

Applications will be available in Mrs. Neiman's office.

Fellowships in Residence for College Faculty

Purpose: For teachers at small private or state institutions who are primarily interested in increasing their knowledge of the subjects they teach. They are to be held in residence, normally for an academic year, at any of a number of universities to be selected by the Endowment. Fellows at each university will participate in a special seminar and undertake independent study and research.

Deadlines and application material not yet available.

National Science Foundation

Technological Innovation in Education - A new program to provide support for the development of innovative computer and related communication technologies designed to improve the quality and efficiency of instruction at all levels of education. Support will be provided for the exploration, development, and evaluation of (1) technologies and techniques; (2) computer-based concepts, applications, and courseware; (3) prototype computer-based systems for effective and efficient instruction.

Applications will be accepted at any time; allow 4 months for review.

Guidelines available in Mrs. Neiman's office.

NATO-Institutes

The list of institutes which have been funded for summer 1974, is now available. Write or call: NATO Travel Grants, Fellowship and Traineeship Section, Division of Higher Education in Science, NSF, Washington, D.C. 20550. (202) 282-7595. Approximately 90 young scientists will be able to attend some 40 institutes in Europe under this program. Application should be made directly to the Institute Director involved.

Energy Abstracts

NSF announces the publication of a new monthly journal of this name as part of its environmental information system program. It is available to all interested researchers free of charge. Contact M. P. Guthrie, Editor, *Energy Abstracts*, Oak Ridge National Laboratory, P.O. Box X, Oak Ridge, Tenn. 37830.

NSF's fiscal 1975 budget

Dr. Edward C. Creutz, Acting Director of Research, outlined the following program in basic research before a House Subcommittee. The Foundation will strengthen its regular program of internally motivated research, including support of scientific research and maintenance of national research capability across the board. The Foundation will continue to support projects in interactions of number theory and topology, elementary particle physics, fundamental genetics, biology of learning and memory, anthropology, and social psychology, among others. The second major thrust will be in the enhancement of scientific research in specific fields related to the energy area.

Wheel Locks to be Used on Experimental Basis



Security police chief J. M. Pennell (left) and director of safety and security Harvey P. Gunson demonstrate the wheel lock on a handsome 1967 Volvo.

A new method of enforcing campus motor vehicle regulations will go into effect on an experimental basis for the remainder of the Spring Semester on Monday, April 8.

The Transportation Control Board (TCB) has recommended, on an experimental basis, the attachment of wheel locks by Campus Police to cars that, under current procedures, would be subject to towing.

The Board emphasized that such devices will be taken only for failure to register a vehicle with the Campus Police or for prolonged failure to pay traffic or parking fines.

"The Board's recommendation to experiment with the wheel locks was based upon the need to enforce the campus Motor Vehicle Regulations, tempered by a desire to spare individuals the cost, over and above fines which are due, of towing charges plus any vehicle storage charges from the commercial concern used for towing," said the chairman of the Board, Marvin Stanley, associate dean of the School of Business Administration.

The Board pointed out that several steps must be taken before a wheel lock will be applied to a car:

1. The violator will receive a citation affixed to the windshield of his automobile, with seven days in which to pay the fine.
2. If he fails to respond, the violator will be sent a letter advising that seven additional days are available to either pay the fine or appeal the citation to a sub-committee of the Transportation Control Board.
3. If the citation is not appealed, or if the citation is unsuccessfully appealed but the fine remains unpaid, the matter will be referred to the total Board where action normally is taken to revoke campus traffic and parking privileges and authorization is given to the Campus Police to remove the vehicle from the campus.

Anyone having any information concerning the recent act of vandalism which involved the breaking of windows at the Commons Dining Hall should contact the Campus Police Department.

All information will be treated as confidential.

4. Finally, a personal letter from the chairman of the TCB will advise the violator that he has yet another seven-day grace period to pay the fine and to avoid towing or the wheel-locking of his car.

Although such action can be taken against violators who ignore a single violation, Mr. Stanley said the normal procedure would be to take action against individuals with multiple violations. In mid-March, of the 53 individuals with outstanding violations that had been referred to the TCB, 67 percent, or 35 individuals, had multiple violations, with one-fourth of that number having ignored four or more citations.

The Campus Police will give priority attention to some eight to 10 vehicles which have not been registered on campus but which have piled up as many as a dozen parking citations.

Wheel locks have been used successfully at other institutions, including Old Dominion University, with no damage to the car. Mr. Stanley had a wheel lock applied to his car for test purposes.

"Application required about one minute," he said, "and there was absolutely no damage to the wheel."

When an automobile is wheel-locked, the driver must report to the Campus Police office, Lodge No. 6, Gooch Drive, to get the police to remove it. The accumulated fines leading to the use of the wheel lock must be paid to obtain removal of the lock from the vehicle.

From 8:30 a.m. to 3 p.m., Monday through Friday, fines may be paid at the Treasurer's Office. At all other times, they can be accepted by the Campus Police duty officer.

The Board will decide before the semester ends whether to recommend wheel locks on a permanent basis. The Board is currently involved in a year-long study of campus parking and traffic.

Use of Tennis Courts

Night use of the College's tennis courts adjacent to Adair Gymnasium resumes this week, weather permitting.

Lights used for night play, however, will not be turned on when there are not sufficient advance reservations for use of the courts. They will be cut off at 10 p.m. each night by the security police.

Night use of the courts is necessary, according to Mildred West, chairman of the Women's Physical Education Department, because physical education classes and varsity tennis teams use the facilities most of the day. Without the night hours, she noted, recreational use of the course would be impossible.

Last fall, when warnings of an energy shortage were voiced, the College had been criticized for leaving its tennis courts lit even when no one was using the facilities. Mrs. West noted the new policy, which requires advance reservation of the courts in order to have them lighted, will keep energy consumption to a minimum. Moreover, she added, the electricity is from nuclear sources and it costs only 40 cents an hour to have the courts made available at night. The health benefits of this form of recreation, she said, outweigh the small cost of electricity.

Reservation sheets are posted at the courts each day at 8 a.m. Students, faculty and staff may reserve a court for one hour of play each day; local residents may use the courts when not otherwise reserved. Regulations pertaining to use of the courts were published February 12 in the *William and Mary News*.

Campus Security Log

3/27/2:30 p.m. Six servicemen observed in area of Crim Dell. Men questioned and warned not to return to campus. No charges made.

3/28/9:30 p.m. Patrolling officer observed coed trying to secure window to room in Barrett Hall. Officer informed of two incidents involving area. On March 27, a young man attempted, through verbal persuasion, to gain entry into coed's room. Intruder left vicinity after being refused admittance. On March 28, suspicious noise heard in same area between 4-5 a.m. A check was made of vicinity.

3/29/1:30 p.m. Plate glass windows in Commons Dining Hall broken by rocks thrown by unknown person(s) reported. Approx. cost of damage done to windows is \$1,860. Incident reported to Williamsburg Police Department.

3/30/10:45 p.m. Student found in Dawson Hall, which was locked during spring recess. Entry gained by bathroom window. Incident reported to Dean Wray for further handling.

Rees Receives Award

James C. Rees IV, a senior English major, is the recipient of the Rex Smith Scholarship Award for 1973-74. The announcement was made recently by President Graves.

Mr. Rees was chosen for the scholarship, which has a stipend of \$250, on the basis of his academic achievement, a strong contribution and sense of innovation in his editorship of the *Flat Hat* and his continuing interest in a career in journalism. His activities in the field of publications prior to this year also had an influence on his selection.

Currently editor-in-chief of the *Flat Hat*, Mr. Rees also served on the *Flat Hat* staff as assistant sports editor, advertising manager, photographer and regular columnist.

A native of Richmond, Mr. Rees also worked on the staff of his high school newspaper, the *Douglas Freeman Commentator*, as a columnist, managing editor and sports editor.

The Scholarship was endowed in 1961 by journalistic friends of Rex Smith, late alumnus of the College who was exceptionally successful in the field of public relations. Mr. Rees will visit the donors of the award in New York this spring.

Pike Bike Marathon

Pi Kappa Alpha fraternity, in an effort to raise funds for the Muscular Dystrophy Association of America, will sponsor a day-long bike marathon Saturday, April 20. The event is scheduled to begin at 9 a.m., with cyclists proceeding at five-minute intervals.

Each rider entering the event is responsible for finding a sponsor, who will pledge a specific cash value for every mile the cyclist covers during his/her marathon voyage.

The planned course is divided into two parts, one to Jamestown, and the other to Yorktown, both along the Colonial Parkway. The round-trip is fifty miles, though the rider need not cover the entire distance.

Cyclists will be presented a free lunch upon their return to W&M Hall. First aid stations, water, and check point stops will be located along the route for ailing riders. Prizes and trophies will be awarded for high group and individual money raisers and a party is planned for the evening.

The Pike Bike Marathon has been successful at other colleges where Pi Kappa Alpha is located, raising \$68,000 in 1973 for muscular dystrophy. The money will eventually go to finance research, new equipment, and medical care for the thousands of individuals of all ages crippled by neuromuscular diseases. Mayor Vernon Geddy of Williamsburg has already declared April 20, Pike Bike Marathon Day, encouraging all citizens to support the event.

Anyone wishing to participate, or help in some way, should contact Dave Restuccia at Pi Kappa Alpha, Ext. 460.

Use of Bulletin Boards

Persons or organizations on campus desiring to post announcements of campus events in Swem Library are requested to bring the announcements to the reference desk on the first floor.

Announcements will be placed on the appropriate bulletin board, as space permits, by members of the reference staff. Staff members will remove any notices attached to walls.

Cadets Awarded Graduate Fellowships



Cadets D. B. Graham (l) and N. R. Thompson

Two William and Mary cadets have been awarded Reserve Officer Training Corps (ROTC) fellowships for graduate study.

Seniors Daniel B. Graham, Jr., and Nathaniel R. Thompson were selected for the honor after ranking in the top five percent of ROTC cadets who will receive Regular Army (RA) commissions in June. They are among 59 recipients chosen from 1,085 cadets eligible for the fellowship this year.

The fellowship program is designed to help officers obtain master's degrees in study areas for which the Army has a validated requirement. It provides for up to two years of study at a graduate school at the Army's expense, during which time the officer will be on active duty and will receive full pay and allowances.

The cadets must be accepted by an accredited graduate school and have the option of beginning their graduate work immediately after graduation and commissioning, or of deferring the additional study for any period up to the end of their fifth year on active duty.

A native of Arlington, Cadet Graham is a member of Scabbard and Blade, Newman Club, Sigma Phi Epsilon Fraternity, Varsity Rifle Team, Moon Mullins Study Group and Choral Society.

Bus Rides Available

The Williamsburg Christian Church has scheduled two bus rides for students needing transportation to and from Sunday school and church services. The bus will pick up riders at Barrett dormitory at 9:30 a.m. and at DuPont dormitory at 9:45 a.m. For further information, contact Bill Sutherland at 229-1131.

Faia to Present Paper

Michael Faia, associate professor of sociology, will present a paper entitled "Salary Discrimination, Role Assignment, and Exchange: The Double Burden of the Female Academic," at the Sex Role Section of the Eastern Sociological Society meeting in Philadelphia April 5-7. The paper is part of a book, *The Professionals*, written by Mr. Faia, scheduled to come off press later this year.

A limited number of copies of the paper are available. Interested parties should contact Mr. Faia, 233 Jones Hall, Ext. 315.

Cadet Graham, an English major, plans to pursue graduate study in business administration or sociology.

He is a graduate of the Army Ranger School at Fort Benning and the recipient of the College President's ROTC Award and the Reserve Officers Association Award.

Cadet Thompson, a biology major from Falls Church, plans to do graduate study in some field of biology. He will be commissioned in the Medical Service Corps in June.

Cadet Thompson is a cadet battalion commander and president of Scabbard and Blade.

'74-75 Financial Aid

Applications for Basic Education Opportunity Grants for 1974-75 are available in the Student Aid Office, Room 310, James Blair Hall.

The Grants are awarded to students who began their post high school education after April 1, 1973, and who are attending college on a full-time basis.

Available in amounts ranging up to approximately \$800 for the 1974-75 academic year, the grants are awarded to qualified students enrolled in eligible programs at approved public and private colleges, universities, community colleges, vocational and technical schools, and hospital schools of nursing.

State Teachers' Scholarship applications for the 1974 summer session and the 1974-75 academic year are available in the Teacher Placement Office, 212 Washington Hall. Only persons currently in the loan program are eligible for 1974 summer session scholarships. Applications must be submitted to the State Department of Education by May 1. Applications for the 1974-75 academic year should be submitted by June 1.

The scholarships are not automatic. Application must be made yearly.

Low-interest bearing loans: Application may be made to the Pickett and Hatcher Educational Fund, Columbus, Ga., by July 1 preceding enrollment in September, 1974. For further information contact the Office of Financial Aid or Mrs. Neiman, Office of College Development.

Actions of the Board of Visitors

Wednesday, March 27

1974-75 Tuition, General Fee and Other Fees

Explanatory Memorandum

Requirements for the educational program and supporting services have been carefully evaluated by the President and his administrative officers for the year 1974-75. Limited General Fund appropriations from the State and unprecedented inflationary pressures on operating costs require substantial increases in tuition and other fees to enable the College to maintain the calibre and scope of present programs.

Increase in board rate by \$28 per semester, increasing therefore the board rate from \$275 to \$303 per semester.

RESOLVED, That the Board of Visitors hereby approves the attached Schedule of Tuition and General and Other Fees for 1974-75 and the revisions in charges set forth below for the session 1974-75.

Increase in room rent from a present range per semester of \$210 to \$325 to a range of \$260 to \$340 per semester.

Increase in tuition and general fee for in-state, full-time students by \$79 per semester, increasing therefore this fee from \$378 to \$457 per semester.

Elimination of the laundry fee of \$20 per semester. (The laundry will be closed in response to an increasingly uneconomical operation and student wishes that they provide this service for themselves through use of washers and dryers in student residences.)

Increase in tuition and general fee for out-of-state, full-time students by \$143 per semester, increasing therefore this fee from \$963 to \$1,106 per semester.

Institution of a penalty fee of \$25 for students who change rooms without the approval of the Office of Residence Hall Life to replace the \$10 Room Change Fee presently charged all students who change rooms, with or without the approval of the Office of Residence Hall Life.

Increase in tuition for Part-time Undergraduate Students from \$26 to \$33 per semester hour.

Institution of a Law School Activities Fee of \$8 for students of the Marshall-Wythe School of Law for the funding of the non-social services coordinated through the Student Bar Association.

Increase in tuition for Part-time Graduate and Law Students from \$30 to \$38 per semester hour.

Tuition and General Fee and Other Fees Actual for 1973-74 and Proposed for 1974-75

	ACTUAL 1973-74		PROPOSED 1974-75		INCR/(DECR) OVER 1973-74	
	Virginia	Out-of-State	Virginia	Out-of-State	Virginia	Out-of-State
TUITION AND GENERAL FEE:						
Tuition Fee	\$ 462	\$ 1,632	\$ 634	\$ 1,932	\$ 172	\$ 300
Activities Fee	18	18	18	18	-0-	-0-
Athletic and Recreation Fee	88	88	88	88	-0-	-0-
Student Health Fee	50	50	60	60	10	10
General Educational Fee	44	44	-0-	-0-	(44)	(44)
General Auxiliary Enterprise Fee	27	27	47	47	20	20
Debt Fees:						
Dining Hall Bonds	12	12	12	12	-0-	-0-
Student Health Service Building Bonds	7	7	7	7	-0-	-0-
Library Bonds	12	12	12	12	-0-	-0-
William and Mary Hall Bonds	36	36	36	36	-0-	-0-
TOTAL TUITION AND GENERAL FEE	\$ 756	\$ 1,926	\$ 914	\$ 2,212	\$ 158	\$ 286
OTHER FEES:						
Laundry	\$ 40	\$ 40	\$ -0-	\$ -0-	\$ (40)	\$ (40)
Board	550	550	606	606	56	56
Room (Average)	524	524	570	570	46	46
TOTAL OTHER FEES	\$ 1,114	\$ 1,114	\$ 1,176	\$ 1,176	\$ 62	\$ 62
TOTAL FEES: TUITION, GENERAL AND OTHER	\$ 1,870	\$ 3,040	\$ 2,090	\$ 3,388	\$ 220	\$ 348

The austere fiscal conditions faced by the 1974 General Assembly were reflected in limited appropriations to the College of William and Mary and clearly necessitate rather substantial increases in tuition and other fees to maintain an acceptable level of operations.

Recommendations, therefore, are for readjustments in charges to help meet the severe budgetary problems of continued inflation in all phases of institutional operations and particularly in dealing as fairly as resources permit with compensation of personnel, which alone accounts for more than 70 percent of our expenditures.

To assure reasonable pay adjustments for both years of the new biennium and to make some provision for other increased costs, it was found the College would need a minimum of \$1,820,000 in addition to the \$18,429,290 appropriated by the General Assembly from the general fund for the two-year period.

To raise this sum, it is recommended that the tuition and general fees be increased by \$79 for in-state students and \$143 for out-of-state students per semester, effective in September 1974. Proportionate increases for part-time undergraduate students would raise their tuition from \$26 to \$33 per semester hour, and for part-time graduate and law students from \$30 to \$38.

There are other adjustments equally essential:

Auxiliary enterprises, embracing such activities as student housing, food service and laundry service are not supported by state appropriations and must be self-supporting. There has been no increase in the charge for board since 1971, and the sharp climb in food and labor costs requires an increase in the board rate of \$28 per semester.

Although room rents have been raised more recently, the costs of maintenance and renovation have again overtaken us, and require an increase in the present range of \$210 - \$325 to a range of \$260 - \$340 per semester. The College is in the midst of an extensive program of renovating and modernizing older residence halls, which can be continued only if these revenues are increased. Renovation costs have more than doubled in some instances just in the past two years.

A penalty fee of \$25 for students who change rooms without approval will replace a \$10 room change fee now charged all students who change rooms, with or without approval.

Installation of additional washers and dryers in student residences will enable the College to discontinue operation of the central laundry and to eliminate the present \$20 per semester laundry fee.

Other major changes call for an increase of \$10 per semester in the General Auxiliary Enterprise fee to guarantee funds to take care of pay adjustments commensurate with those funded for other employees from state appropriations and to ensure that auxiliary enterprises will be operated without incurring a deficit. A \$5 per semester increase in the Student Health Services fee is recommended to permit employment of a much needed third physician, and money to provide improved laboratory services.

A new charge of \$8 per year is recommended as a Law School Activities fee. This has been requested by the Student Bar Association and the Dean of the Law School to supplement the \$14 per student currently received by the Law School from the general activities fee; the additional revenue from the \$8 charge would go to support of many important activities of the Law School, including the Law School newspaper, orientation of incoming classes, the Law School magazine, the ABA Law Student Division Chapter, the Women's Law Students Association, the Black American Law Students Association and the Environmental Law Group. The Moot Court Program and other projects, several of which involve academic credit, also are funded through the Student Bar Association.

The State appropriations provide funds for a 4.8% upgrading of faculty and classified salaries each of the two years, and part of the additional money to be raised from tuition would enable the College to take some further step toward equating pay with the rate of inflation, the exact amounts depending upon individual merit evaluations rather than across-the-board calculations.

In addition, the increased fees would counter inflation to the extent of 5% in general maintenance and operation for each year of the biennium, and cover some other essentials not funded by the General Assembly.

The College originally requested general fund appropriations for 1974-76 of \$28,094,705. The budget submitted by Governor Holton recommended \$17,744,025. The College then asked the restoration of \$2,250,000 as a minimum required to meet bare essentials. The General Assembly, through House and Senate amendments, increased the William and Mary appropriations by \$567,045, with an additional \$309,000 earmarked for the School of Law and, therefore, not available for general maintenance and operation. This left out "bare bones" need still to be met by the tuition and fee increases. In summary, the essentials funded by these increases are the improved pay scales, a 5% annual factor for increases in general operating costs, an increase in library support of approximately \$250,000 and an allowance for revenue which may be lost by accelerating changeovers by students from out-of-state to in-state status.

The budget, including the additional revenue from tuition and other fees, is still a minimum. It would give reasonable assurance of our ability to maintain the existing level and quality of present academic programs, but with little "elbow room" to meet contingencies.

The tuition and fee increases are recommended to become effective next September because it is necessary to calculate needs now for the two years if we are not to be faced with a further increase in charges in 1975-76, which we should, and will, make every effort to avoid.

The Legislature provided \$218,250 in planning money for the relocation of the School of Law on the old Eastern State Hospital site in conjunction with the new National Center for State Courts. Although the College had hoped for the appropriation of construction money (\$4,850,000) at this session, the availability of the planning funds will make possible simultaneous development of the College and Courts Center projects to the great advantage of both.

The Assembly also reinstated \$25,750 for continuing the plans for renovation of Rogers Hall. Other principal capital outlays approved included \$126,500 for campus lighting and \$268,000 for a storm drainage system.

In view of the major difficulties the legislators faced in stretching available revenues to meet demands, William and Mary's needs could not be met in full, as was true in every case, but the College benefited by sympathetic and understanding help from both the Governor and many individual members of the Assembly.

Because of the somewhat uncertain national economic outlook and our relatively stable student enrollment, other stringent years may be ahead, but these conditions will affect all agencies and institutions somewhat alike.

Policies and Procedures of Evaluation of Administrative Personnel

Procedures for periodic review of performance are established for classified personnel of the College in appropriate provisions of the Virginia Personnel Act, and for teaching and research faculty in the relevant sections of the *Faculty Handbook*. Both the Act and the *Handbook* provide also for procedures of due process in the event of employment termination, and for the resolution of grievances.

Those persons employed by the College in administrative positions identified as "faculty-equivalent" are not presently covered, either in respect to due process or grievance procedures, or to periodic evaluation of performance in their administrative assignments. To extend to them both the accountability and the protection such written procedures provide, the following paper on "Policies and Procedures of Evaluation of Administrative Personnel" has been developed and is recommended to the Board of Visitors for adoption into the standing personnel policies of the College.

RESOLVED, That the Board of Visitors approves the statement on "Policies and Procedures of Evaluation of Administrative Personnel," and by its approval confirms the provisions therein as College policy regarding the identified administrative personnel.

POLICIES AND PROCEDURES OF EVALUATION OF ADMINISTRATIVE PERSONNEL

I. Definition of Personnel Affected

- A. Faculty-equivalent personnel. These policies and procedures apply to those persons employed at the College of William and Mary in positions recognized by the Governor in "Consolidated Salary Authorization for Teaching and Research Staffs in Institutions of Higher Education" (paragraph 2) as "essentially for academic administration and supervision" but who are comparable in professional qualifications to the teaching and research staff, and who "are assigned academic faculty ranks of professor, associate professor, assistant professor, or instructor."

There are presently 18 positions recognized by the State as within this definition:

1. Academic Vice Presidents or other Chief Academic Officer
2. Assistant Academic Vice Presidents
3. Director of Development
4. Academic Deans (includes deans, associate deans, and assistant deans)
5. Directors of Academic Divisions
6. Assistant Directors of Academic Divisions
7. Director of Institutional Studies
8. Assistant Director of Institutional Studies
9. Director of Student Personnel Services
10. Assistant Directors of Student Personnel Services
11. Chief Business Officer
12. Director of Admissions
13. Assistant Directors of Admissions
14. Registrar
15. Assistant Registrars
16. Administrative Assistants to the President
17. Professional Librarians
18. Professional Counselors

At the College of William and Mary the following administrative officers are presently included within the above definition: the Vice Presidents; the Deans and the Associate Deans of the Faculty of Arts and Sciences and the Professional Schools; the Directors and Assistant Directors of VARC, the Computer Center, SREL, Summer School, Development, and Special Programs; the Director and Assistant Director of Institutional Research; the Dean of the Undergraduate Program, and the Dean and Associate and Assistant Deans of Students; the Directors of Student Aid, of Placement, and of Veterans Affairs; the Dean and the Associate and Assistant Deans of Admissions; the Registrar and Assistant Registrars; the Administrative Assistants to the President; the professional Librarians, and the Director and the professional Counselors in the Psychological Counseling Center.

- B. Other Personnel Affected. At the President's discretion, these policies and procedures shall apply as well to other persons, who are not appointed within the State definition of "faculty-equivalent personnel," but whose duties are at least in part administrative, and who are not otherwise covered, as classified employees, by the policies and procedures of the Virginia Personnel Act.

II. General Policies Regarding Administrative Appointments.

- A. Administrators Accountable to the President. The President is charged by the Board of Visitors with the administration of the College. All administrators defined above exercise their authority through his delegation, and are in turn accountable to him. It is thus within the President's authority to appoint, to reassign administrative duties, or to terminate an administrative appointment at any time, subject only to the requirement of appropriate due process as described below.
- B. Academic Tenure not Relevant. A status of understood permanent academic tenure, either in a particular administrative assignment or generally as a member of the administration, is not consistent with IIA above, and cannot be achieved by a College administrator. Nothing in this paragraph, however, may be construed as affecting an individual's status of, or eligibility for academic tenure in a department or school of instruction, as determined under the policies and procedures contained in the *Faculty Handbook*.
- C. Formal and Periodic Evaluations. All administrators defined in IA above, and all other such administrators as may from time to time be added to these lists by appointment as "faculty-equivalent" personnel; and all individuals as may be so designated by the President under the conditions of IIB above, shall be subject to formal and periodic evaluations of their administrative performance, according to the detailed procedures outlined below.

III. Procedures of Evaluation.

- A. Periods of Review. A review of administrative performance is of course required every year, at the time of contract renewal. To supplement this annual evaluation, and formally to bring into the procedures a wider group of persons than are normally involved in annual review and recommendations on retention on a new contract, more extensive evaluations will be made (1) at the end of an administrator's second year in an office; (2) at the end of an individual's sixth year as a member of the administration of the College of William and Mary; and (3) every five years thereafter.

The first evaluation defined above is applicable to a person in a particular administrative office, irrespective of the individual's total length of service in the administration of the College.

- B. Evaluation Committees. For each administrator an evaluation committee shall be established by his or her immediate administrative superior, after consultation with the administrator to be evaluated, and after approval of the committee membership by the person to whom the administrative superior reports. Committees shall ordinarily have three or four members, and no more than seven. Each committee shall elect its chairman.

Committees are chosen so that there is typically representation both from the groups of administrators with whom the individual works, and from the constituency, if any, which the individual especially serves. The exact degree and number of such representation of constituencies necessarily varies from one committee to another.* The individual's direct administrative superiors--those persons who must later consider the committee's report (see IIIC below)--are not eligible to serve on the evaluation committee.

Board Actions, cont'd.

- C. The Administrative Superiors. The immediate administrative superior of the person to be evaluated has the responsibility of initiating the process of evaluation at the appropriate time, by appointing the evaluation committee after the consultations stipulated in IIIB, and instructing it as to its duties and timetables. The administrative superior receives the evaluation committee's written report, and comments upon it as his judgment dictates. The committee report, so annotated, is then passed on to the next administrative superior for his comments, the process being repeated as is necessary until all appropriate documents reach the President. The President, taking into account the evaluation committee's report and all comments on it, has the responsibility for making the decision on continuance, reassignment or termination of the individual under evaluation.
- D. Criteria. The indispensable criterion of administrative performance is effectiveness in office. Questions of academic and professional qualifications, efficiency, initiative, cooperativeness, civic or professional activity, diligence, and others may, if the committee wishes, be separately detailed and judged. The essential question, however, remains: is the individual effective in the position as defined, and does he or she have the respect both of peers and constituents for the job being done?
- E. Schedules. The process of evaluation must be initiated by the individual's administrative superior early in April of the individual's second year in a particular administrative office, and of the sixth, eleventh, etc., year in total administrative service at the College. Committees are appointed, after appropriate consultations, by 15 April, and must report in writing to the administrative superior no later than 15 May. All necessary comments on the report must be completed, and the complete documentation submitted to the President, no later than 15 June. The individual will be informed of the substance of the evaluation, and of the President's decision, by the President or his designate no later than 30 June.**

IV. Contracts, Termination, and Notice.

- A. Annual Contracts. Contracts for the following fiscal or academic year are normally issued by 15 March, and in no case later than 15 April.
- B. Termination of Contract by the Individual. An administrator is expected to fulfill his or her contractual term of appointment except in unusual circumstances, where resignation may be accepted before completion of term. In any case, intention to resign should be given in writing at least 90 days before the effective date of resignation.
- C. Termination of Contract by the College. Administrators whose contracts are not to be renewed by the College will be so informed in writing by the President or his designate and, if he so requests, the administrator will be advised of the reasons which contributed to that decision. If he so further requests, the reasons given in explanation of the nonrenewal will be confirmed in writing.
- D. Notice. Written notice that an administrator's contract is not to be renewed will be given in advance of the effective expiration of his or her contract, as follows:

- (1) In the first year of service, at least three months before the expiration of an appointment.
- (2) In the second year of service, at least six months before the expiration of an appointment.
- (3) At least twelve months before the expiration of an appointment after two or more years of service.

V. Appeal and Grievance Procedures.

- A. Appeal of Termination Notice. If an administrator alleges in writing that the decision not to renew a contract was based on inadequate consideration or significant procedural irregularities, the Committee on Personnel Policy of the College will review the allegation. If the Committee concludes that the decision was based on inadequate considerations or procedural failure, it will request through the President a reconsideration by all involved in the decision. The Committee will not substitute its judgment on the merits for those of the evaluation committee or administrative officers.
- B. Civil Rights. If an administrator alleges in writing that his or her termination of appointment was based significantly upon considerations violative of civil rights, the allegation will be heard by the President and by whomever he chooses as consultants. The individual may have counsel present at all such hearings.
- C. Grievances. Whenever possible, grievances should be heard and redressed informally and at the lowest appropriate level of the administration. If however the cause for grievance remains unsettled, the individual may address higher administrative authority on the matter, taking reasonable care only that all intermediate authorities are informed of the grievance, and that the issue be kept as confidential as possible while redress is being sought.

VI. Adoption and Implementation.

- A. The Board of Visitors. These policies and procedures become effective upon approval of the Board of Visitors of the College of William and Mary. They may be amended by the Board at any time.
- B. Implementation. In the first academic year in which these policies and procedures become effective, the following individuals will be evaluated according to the schedules detailed in IIIE:
- (1) Administrators in a second year of an office, regardless of total administrative service at the College.
 - (2) Administrators in a sixth year of administrative service, in one or more administrative assignments, at the College.
 - (3) Administrators serving a third or fourth year at the College at the time of adoption of these procedures will be evaluated no later than 12 months following the Board action. Administrators in a fifth year of service will not be evaluated until the end of their sixth year. Individuals with six or more years of total administrative service to the College at the time of the Board action will be evaluated, according to detailed schedules in IIIE, five years hence.

*Thus, in the case of evaluation of officers especially charged with academic administration, the teaching faculty of the College would be well represented, less so when the administrative office touches faculty concerns more indirectly. In all instances, however, at least one member of the teaching and research faculty will serve on the committees, as those individuals being evaluated are in positions "essentially for academic administration and supervision" and "are assigned academic faculty ranks." Similarly, students would be well represented in evaluations of student personnel officers. In some instances, it may be appropriate to appoint to a committee an outside authority in an area of special competence.

**These schedules assume contract termination dates related to either the fiscal or academic year (i.e. between 30 June and 31 August). In cases of contracts with other termination dates, the process of evaluation must be appropriately adjusted by the administrative superior of the person to be evaluated, so that the President's decision can be made and conveyed to the individual at least one calendar year prior to the contract termination date.

Karate Tournament Set

The United States National Collegiate Scholarship Award Karate Championship will be held on Saturday, April 6, at Blow Gymnasium. Eliminations will begin at 11 a.m. The tournament will select the best karate student to be sent to Japan in August for three weeks of karate training, participation in a Japanese tournament, and educational instruction in the history and culture of Japan.

The Black Belt grand champion will receive a full scholarship, including round-trip airfare to Japan, some expenses, and room and board in a private home while he trains and participates in the various karate programs in Japan. This includes the privilege to train with Shito, Shoto-Kan, Kempo, Goju, Shorin, and other schools, as well as the visitation of the Zen Temple and sightseeing of the Ancient capital of Kyoto, Nara of Japan. The champion will also be tested in the Butoku-Kai for the recognition of his participation.

Admission for the tournament is \$1 for adults, 50¢ for children.

New Sociology Course

A new course will be offered in the Sociology Department next fall. Entitled Special Problems in Sociology (Sociology #440), the course is a study of the structure and function of sex roles in contemporary society. The history of the Women's Liberation Movement will be covered along with its implications for social change. Attention will be focused on the socialization process which results in varying levels of consciousness as reflected in art, literature, and mass media.

The class, open to non-majors, will be taught by Barbara Walters on Monday, Wednesday, and Friday, from 2-3 p.m.

Publications Heads

Selections for next year's student publications staff heads were recently announced by Tom A. Collins, chairman of the Publications Council.

The appointments were made earlier this year than in the past in order to allow the new staff heads to prepare 1974-75 budgets to be submitted this month to the Board of Student Affairs. The editors will officially assume their duties Friday, April 19.

Paul S. Collins, '75, has been named editor of the 1974-75 *Colonial Echo*, and Dwight Shurko, '75, was unanimously approved as editor of next year's *Flat Hat*. Collins is a history major from Chesapeake, and Shurko, a fine arts major, is from Naugatuck, Conn.

Richard J. Krizman, '75, presently in England participating in the Exeter foreign studies program, was named the new station manager of WCWM. He is a philosophy major from Leawood, Kan. Patricia Joyce, '76, was selected editor of the *William and Mary Review*. Miss Joyce is a native of New Carrollton, Md. A co-editor will be named later.

Summer Graduate Study

Persons interested in a 10-session summer course of graduate study in marine biology and scientific German or marine biology and scientific French should contact the Department of Modern Languages office, 205 Washington Hall, Ext. 362.

New

Track

to be

Dedicated

April 5-6



COACH JOHN RANDOLPH'S DREAM

The new \$150,000 Tartan, all-weather, eight-lane track will be formally dedicated at the 1974 Colonial Relays, April 5-6.

Asia House RA Sought

The Asia House Committee is accepting applications for the position of assistant resident advisor for 1974-75. This position will be open to any qualified graduate student who will be able to aid the resident director in the operation of Asia House. Preference will be given to a person well acquainted with Asia.

The person who is selected for this position will live in what is normally called "the president's room" of Unit B of the fraternity complex and will have some responsibilities for program and general operation of the residence hall.

Anyone interested should contact Jack D. Van Horn, chairman of the Asia House Committee, for information and for application forms.

Career Seminars Set

Representatives from two companies will come to William and Mary next week to speak on career opportunities with their firms.

Robert E. Pogue, chartered life underwriter, general agent for the Northwestern Mutual Life Insurance Company, will conduct a seminar Tues., April 9, at 3:30 p.m.

Rod Nunnelee, Virginia District manager of The Upjohn Company, will be on campus Thurs., April 11, from 3-4 p.m.

Contact the Office of Placement, 104 Morton Hall, Ext. 605, for an appointment and the place in which these seminars will be held. All students and faculty members are invited to attend.

Overseas Opportunities

Information relative to overseas opportunities through the Smithsonian/Peace Corps Environmental Program (reference M-21-1) is now available in the Office of Placement, 104 Morton Hall, Ext. 605.

VARC Courses

The Special Programs Office is accepting registrations for a course on Virginia Indians. This informal course meets Thursday evenings, 8-10 p.m., beginning April 4 and runs for 8 weeks.

While the history of the American Indian will form the basic background, emphasis will be on the Indian indigenous to colonial Virginia and archeological methods of studying the Indian culture. Color slides and films will supplement the lecture-discussion periods. The course will consider the problems of the Indian, including conflicts between the Indian and English culture in the 17th century which have continued to the present time. One or more Saturday field trips to archeological excavations of colonial Indian occupation sites are included.

The course is taught by Ben McCary, professor emeritus of modern languages, a recognized expert on Indian sites in colonial Virginia.

Registrations are also being accepted for a seminar on Environmental Law to be held April 11-13 at VARC.

The seminar is designed for individuals desiring an understanding of this rapidly changing field and includes aspects of environmental law at the federal and state levels by analyzing laws, regulations and court decisions. The course will also consider proposed legislation and recently enacted legislation. Land use planning will be studied through a discussion of zoning, land use laws, and proposals.

The instructional staff includes attorneys Richard M. Cornelius and David S. Favre. Mr. Cornelius is currently executive director of the Council for Environmental Quality, Newport News. Mr. Favre is past president of the Marshall-Wythe Environmental Law Group and is currently serving as vice president of the Conservation Council of Virginia.

For additional information and registration for both courses, call 877-9231, Ext. 200, 201.

PERSONNEL BULLETIN

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.

Buildings and Grounds Superintendent A
Building Construction Inspector
Power Plant Superintendent B
Housekeeping Supervisor B
Institutional Policeman

Service Ratings for Permanent Classified Employees

Continued employment in the service of the Commonwealth is assured by the Virginia Personnel Act on the basis of merit and fitness. It is incumbent upon each appointing authority to take those actions within his purview which will assure appointment on the basis of merit and fitness, and to remove from the service of the Commonwealth those persons who do not meet this measure. Accordingly, employees at the College shall be rated annually in accordance with the following procedure:

- During the latter part of each year supervisors are requested to evaluate the job performance of classified employees based on the following characteristics: Habits of Work, Quality of Work, Amount of Work, Cooperation, Intelligence, and Initiative.

The rating scale is Excellent, Very Good, Good, Fair, or Poor. The supervisor must review the service rating with the employee so that the employee may know how his performance has been judged. Each employee is required to sign the rating to indicate that he has seen and discussed the rating with the supervisor.

- The primary intent of the annual rating is to aid in the development of the employee and in the evaluation of his work when he is considered for a promotion, or a salary increase. Ratings of Fair and Poor indicate marginal and unsatisfactory performance and may be grounds for termination.

- You may at any time by appointment review your service ratings, in the Personnel Office.

Placement Interviews

FRIDAY, APRIL 5

Garfinckel's, Washington, D.C., most majors, executive development program.

TUESDAY, APRIL 9

Anchor National Financial Services, Newport News or nationwide, business, M.B.A., economics, financial advisor and sales; Fidelity Union Life Insurance Co., Tidewater area and Richmond, all majors, sales and sales management; University of Virginia, School of Education, Evaluation Research Ctr., Charlottesville, all majors, prospective graduate students.

WEDNESDAY, APRIL 10

Northwestern Mutual Life Insurance Co., Richmond, business, M.B.A., economics, sales leading to sales management; The Southland Corporation, Virginia area, accounting, business, fine arts, government, history, management trainee program.

THURSDAY, APRIL 11

Aetna Life & Casualty--College Marketing Division, William and Mary, accounting, business, M.B.A., education, English, physical education, sales representative located on campus from which he graduated; Civil Service, Fort Monroe, business, English, math, and most other majors, public information specialist, operations research analyst, management analyst, computer specialist, career intern trainees.

MONDAY, APRIL 15

Prudential Life Insurance Co., Newport News-Williamsburg area, most majors, selling and servicing insurance.

TUESDAY, APRIL 16

The Institute for Paralegal Training, Philadelphia, Pa., all majors with a 2.0 GPA or better, course programs which prepare the graduate to function as a lawyer's assistant.

CLASSIFIED ADVERTISEMENTS

FOR SALE

One set of double box springs. Good condition. \$15. Call 229-3378.

Yellow formica top table and 4 matching chairs. Very good condition. \$25. Call 229-1670 after 5 p.m.

Sale by Owner: 3 bedroom, 2 bath, LR w/fireplace, DR, eat-in kitchen, garage, central A/C, 150'x126' wooded lot, Lightfoot area, June occupancy, \$37,500. Call afternoons 229-5987.

1968 Pontiac Tempest. Good condition. Rebuilt motor. Good tires. Est. 20 miles per gallon. \$450. Will negotiate. Call Eleanor Anderson at 220-1198 after 6 p.m.

For sale by owner, house in Denbigh area: 3 BR, 1-1/2 baths, LR/fireplace, DR, eat-in kitchen, attached garage, wall-to-wall carpet, built-in appliances, fenced-in rear yard with patio. \$34,000, can be assumed. 874-0875.

On beautiful Piankatank River, in Piankatank Shores Development, 8 miles East of Saluda, 60 by 150 lot, wooded with great pines. \$1400. Call 229-4843.

Coffee Table, Spanish design, 4'6" in length, like new, \$60. Air Conditioners, Sears Coldspot 14,500 BTU, \$95; Carrier 11,000 BTU, \$85; Carrier 8,000 BTU, \$75. Call 229-7698.

Must sell! One year old 10-speed Austrian bike, Shimano derailleurs, SR crank. \$85. Call Bruce after 3 p.m., 229-0739.

1966 Ford Gal. 500; 1973 rebuilt engine; new tires; autom. transm.; air cond.; radio. Excel. condition. \$650. Call 229-1655, Ext. 36 after 7 p.m.

SAILBOAT: Jet 14 fiberglass, one-design daysailer 14' jib, main & all racing gear; seats 4; excellent cond.; great for weekend cruising; trailer. \$900. 887-2219.

In-city, 3 bedroom, 1-1/2 baths, central air., 1,400 square feet. Call 229-5782.

Kodak 35mm camera with case. Split image range finder; Anastar f3.5, 50mm lens; speeds from time exposure to 200th; lens openings F3.5 to 16. In excellent condition. Call 229-6474 after 5 p.m., ask for Mr. Sykes.

Ideal fishing boat. Sears 12 ft. deluxe gamefisher with sport top. Ex. cond. \$200. Call 229-7605.

HOUSE for sale, by owner. York Co., 2 miles from College. Central heat-conditioning; fireplace; 3 baths, 8 rooms, plus separate 3-room rental apartment, with heat, lights separate. A 20' x 30' garage with storage loft. Lot is 200' x 200', largely wooded (nearly 1 acre). Phone 229-1929.

FOR RENT

4-bedroom furnished home, Skipwith. \$245 per month, June-August. Call 229-9817.

House for rent early June to Sept. 1; 2 miles from campus, 3 bedrooms, prefer married couples, non-smokers. Call 229-7660.

WANTED

Male roommate for house 1 mile from campus. Call 229-6310.

Three bedroom furnished house for rent by visiting faculty member from August to January. Call P. O'Neil at 229-2009.

Roommate wanted to share 2-BR apt. at Williamsburg East Apts. on Merrimac Trail. \$75/mo., plus share utilities. Available immediately. Call Barb Baker at Ext. 351 after 5 p.m. or Gary at 229-6908.

FOUND

Pocketknife and set of car keys may be claimed by owners at News Office, 125 Richmond Rd., Ext. 331, 371.

THE CALENDAR

TUESDAY, APRIL 2

Classes Resume, 8 a.m.
 INTERHALL MEETING: CC, Room C, 4 p.m.
 CATHOLIC MASS: Wren Chapel, 7 p.m.
 SA SENATE MEETING: CC, Theatre, 7 p.m.
 MODERN LANGUAGES FILM: "Minna von Barnhelm," Swem, Botetourt Theatre, 7 p.m.
 FELLOWSHIP OF CHRISTIAN ATHLETES MEETING: CC, Room D, 8 p.m.
 BUSINESS SCHOOL LECTURE: Dr. Robert L. McCann, President of Dag Hammarskjold College, "The Role of Dag Hammarskjold College in Columbia, Md.," Project Plus, Botetourt Residences Unit 8, Lobby, 7:30 p.m.
 FRENCH LANGUAGES FILM: "Du Cote de la Cote," French House, Botetourt Residences Unit 6, Lobby, 9 p.m.
 GERMAN DISCUSSION GROUP: German House, Botetourt Residences Unit 5, Lobby, 10 p.m.
 SPANISH DISCUSSION GROUP: Spanish House, Botetourt Residences Unit 9, Lobby, 10 p.m.

WEDNESDAY, APRIL 3

TEACHER PLACEMENT INTERVIEWS: Williamsburg-James City County Schools, 9 a.m.-4:30 p.m.
 TIDEWATER DIVISION SUPERINTENDENTS MEETING: CC, Room A, 1:30 p.m.
 EVENSONG SERVICE: Wren Chapel, 4:30 p.m.
 RESIDENCE HALL LIFE ROOM LOTTERY: CC, Rooms A&B, & Ballroom, 5 p.m.
 CIRCLE K MEETING: CC, Rooms A&B, 7 p.m.
 W&M CHRISTIAN FELLOWSHIP LECTURE: Greek lawyer Thinos Karbonas, Morton 20, 7 p.m.
 PROJECT PLUS FORUM: Millington Aud., 7:30 p.m.
 BRIDGE CLUB ORGANIZATIONAL MEETING: CC, Sit 'N Bull Room, 8:30 p.m.
 VISITING SCHOLAR LECTURE: Agnes Mongan, Martin A. Ryerson Lecturer on the Fine Arts, Harvard, "Rembrandt: The Painter and the Draughtsman," Andrews 101, 8:30 p.m.

THURSDAY, APRIL 4

LANGLEY RESEARCH CENTER MEETING: PBK, Dodge Room, 8 a.m.-5 p.m.
 TEACHER PLACEMENT INTERVIEWS: Alamance County, N.C., Schools, 9:30 a.m.-4 p.m.
 COFFEE HOUR: French House, Botetourt Residences Unit 6, Lobby, 3-5 p.m.
 COFFEE HOUR: Spanish House, Botetourt Residences Unit 9, Lobby, 3-5 p.m.
 BSA MEETING: CC, Room C, 4 p.m.
 LAW SCHOOL ALUMNI ASSOCIATION COCKTAIL PARTY: CC, Theatre, 4 p.m.
 CHRISTIAN SCIENCE ORGANIZATION MEETING: CC, Green Room, 4:30 p.m.
 RESIDENCE HALL LIFE ROOM LOTTERY: CC, Rooms A&B, & Ballroom, 5 p.m.
 EPISCOPAL HOLY COMMUNION: Wren Chapel, 5 p.m.
 OMICRON DELTA KAPPA MEETING: Swem 6-1 & 6-2, 6:30 p.m.
 LYON G. TYLER HISTORICAL SOCIETY: Jane Townes, "Interpretation of an Historic Site--Flowerdew Hundred," Washington Basement, 7:30 p.m.
 MARSHALL-WYTHE LAW WIVES MEETING: CC, Sit 'N Bull Room, 7:30 p.m.
 STUDENT FLYING CLUB ORGANIZATIONAL MEETING: CC, Rooms A&B, 7:30 p.m.
 WOMEN'S EQUALITY GROUP MEETING: CC, Room C, 8 p.m.
 ENGLISH DEPARTMENT POETIC READING: Ann Stanford, Botetourt Theatre, 8 p.m.
 GERMAN LANGUAGE FILM: "Deutschlandspiegel," German House, Botetourt Residences Unit 5, Lobby, 8 p.m.
 MUSIC DEPARTMENT FACULTY RECITAL: Sandra Vernon Owen, Piano, PBK, 8:15 p.m.
 WILLIAMSBURG PLAYERS PRODUCTION: "You're a Good Man, Charlie Brown," Hilton 1776, 8:15 p.m., \$3, students \$2

FRIDAY, APRIL 5

LANGLEY RESEARCH CENTER MEETING: PBK, Dodge Room, 8 a.m.-5 p.m.
 TEACHER PLACEMENT INTERVIEWS: 3-Village Central School District, Setauket, N.Y., 9 a.m.-12 noon
 WOMEN'S VARSITY TENNIS MATCH: W&M vs. Madison, Adair Courts, 3:30 p.m.
 CHRISTIAN SCIENCE ORGANIZATION LECTURE: Charles W. Ferris, "What is Your Lifestyle?" Sunken Garden, 4 p.m.; CC, Theatre in case of rain
 ENGLISH DEPARTMENT LECTURE: E. D. Hirsch, Jr., Professor of English, U.Va., "Intrinsic Criticism," Swem, Botetourt Theatre, 4 p.m.
 CHI OMEGA SPRING BANQUET: CC, Rooms A&B, 5 p.m.
 W&M CHRISTIAN FELLOWSHIP MEETING: CC, Theatre, 6:30 p.m.
 SA FILMS: "Dirty Harry," W&M Hall, 7 p.m.
 "McCabe and Mrs. Miller," W&M Hall, 9 p.m.
 HILLEL: Temple Beth El, 7:30 p.m.
 CLASSICS CLUB LECTURE: Dr. William Willis, Professor of Greek, Duke University, "The Ancient Book," Millington Aud., 8 p.m.
 WILLIAMSBURG PLAYERS PRODUCTION: "You're a Good Man, Charlie Brown," Hilton 1776, 8:15 p.m., \$3, students \$2
 CHI OMEGA SPRING DANCE: CC, Ballroom, 9 p.m.

SATURDAY, APRIL 6

LYON G. TYLER HISTORICAL SOCIETY FIELD TRIP TO FLOWERDEW PLANTATION: Assemble in Morton Lobby, 10 a.m.
 CIRCLE K TUTORING PROGRAM: Small 152, Rogers 100, Washington 200, Unit B Basement, 10 a.m.
 KARATE TOURNAMENT: U.S. National Collegiate Scholarship Award Karate Championship, Blow Gym, 11 a.m.-7 p.m.
 ORGAN RECITAL: Wren Chapel, 11 a.m.
 LACROSSE MATCH: W&M vs. Georgetown, Men's Intramural Field, 2 p.m.
 WILLIAMSBURG PLAYERS PRODUCTION: "You're a Good Man, Charlie Brown," Hilton 1776, 8:15 p.m., \$3, students \$2
 GAMMA PHI BETA SPRING DANCE: CC, Ballroom, 9 p.m.

SUNDAY, APRIL 7

KAPPA ALPHA THETA INITIATION BANQUET: CC, Ballroom, 12:30 p.m.
 SOCIOLOGY 350 CLASS CONCERT: Sunken Garden, 1-5 p.m., (in case of rain, will be postponed until Sunday, April 21)
 COFFEE HOUR: German House, Botetourt Residences Unit 5, Lobby, 4 p.m.
 WCWM MANAGERS MEETING: CC, Gold Room, 6 p.m.

MONDAY, APRIL 8

STUDENT BAR ASSOCIATION ELECTIONS: Law School
 WOMEN'S VARSITY AND JUNIOR VARSITY TENNIS MATCH: W&M vs. V.C.U., Adair Courts, 3:15 p.m.
 HILLEL-SEDER CEREMONY AND DINNER: CC, Ballroom, 6:30 p.m., open to the public
 BAPTIST STUDENT UNION: CC, Room C, 7 p.m.
 COLLEGE REPUBLICANS MEETING: CC, Rooms A&B, 7:30 p.m.
 AAUP MEETING: PBK, Dodge Room, 8 p.m.
 BAHAI FIRESIDE: CC, Room D, 8 p.m.
 COMPARATIVE LITERATURE 202 FILM: Botetourt Theatre, 8 p.m.
 GERMAN LANGUAGE FILM: "Galapagos" (with English subtitles), German House, Botetourt Residences Unit 5, Lobby, 8 p.m.
 BOTETOURT BIBLIOGRAPHICAL SOCIETY LECTURE: Prof. James Lavin, "The Decorative Arts in Spanish Firearms," CC, Sit 'N Bull Room, 8:15 p.m.

TUESDAY, APRIL 9

INTERHALL MEETING: CC, Room C, 4 p.m.
 SA SENATE MEETING: CC, Theatre, 7 p.m.
 CATHOLIC MASS: Wren Chapel, 7 p.m.
 OUTING CLUB BICYCLING DIVISION: CC, Rooms A&B, 7:30 p.m.
 PROJECT PLUS ORIENTATION MEETING: Small 109, 7:30 p.m.
 FELLOWSHIP OF CHRISTIAN ATHLETES MEETING: CC, Room D, 8 p.m.
 FRENCH NEWSREELS: French House, Botetourt Residences Unit 6, Lobby, 9 p.m.
 GERMAN DISCUSSION GROUP: German House, Botetourt Residences Unit 5, Lobby, 10 p.m.
 SPANISH DISCUSSION GROUP: Spanish House, Botetourt Residences Unit 9, Lobby, 10 p.m.

WEDNESDAY, APRIL 10

ID PHOTOGRAPHS FOR STUDENTS AND FACULTY: CC, Gold Room, 8:30 a.m.-4:30 p.m.
 AMERICAN INSTITUTE OF FOREIGN STUDY MEETING: CC, Room D, 2 p.m.
 ENGLISH DEPARTMENT FILM: "The Importance of Being Earnest," Swem, Botetourt Theatre, 3 & 7:30 p.m.
 COFFEE HOUR: French House, Botetourt Residences Unit 6, Lobby, 3-5 p.m.
 MEN'S TENNIS MATCH: W&M vs. O.D.U., Adair Courts, 3:15 p.m.
 CIVILISATION SERIES FILM: "The Fallacies of Hope," Millington Aud., 4 p.m.
 EVENSONG SERVICE: Wren Chapel, 4:30 p.m.
 CIRCLE K MEETING: CC, Rooms A&B, 7 p.m.
 PROJECT PLUS FORUM: Millington Aud., 7:30 p.m.

THURSDAY, APRIL 11

ID PHOTOGRAPHS FOR STUDENTS AND FACULTY: CC, Gold Room, 8:30 a.m.-4:30 p.m.
 COFFEE HOUR: Spanish House, Botetourt Residences Unit 9, Lobby, 3-5 p.m.
 WOMEN'S VARSITY TENNIS MATCH: W&M vs. U.N.C., Adair Courts, 3:30 p.m.
 BSA MEETING: CC, Room C, 4 p.m.
 CHRISTIAN SCIENCE ORGANIZATION MEETING: CC, Green Room, 4:30 p.m.
 EPISCOPAL HOLY COMMUNION: Wren Chapel, 5 p.m.
 PI DELTA PHI INITIATION: Wren Great Hall, 6:30 p.m.
 PI DELTA PHI RECEPTION: CC, Rooms A&B, 7 p.m.
 ENGLISH CLUB SPEAKER: Terry Meyers, "The Gospel of Shelley According to Swinburne," PBK, Dodge Room, 7:15 p.m.
 GERMAN LANGUAGE FILM: "Deutschlandspiegel," German House, Botetourt Residences Unit 5, Lobby, 8 p.m.
 WILLIAMSBURG PLAYERS PRODUCTION: "You're a Good Man, Charlie Brown," Hilton 1776, 8:15 p.m., \$3, students \$2

FRIDAY, APRIL 12

ID PHOTOGRAPHS FOR STUDENTS AND FACULTY: CC, Gold Room, 8:30 a.m.-4:30 p.m.
 SCHOOL OF EDUCATION FACULTY MEETING: CC, Room C, 2 p.m.
 JAMESTOWN ROAD DORMITORIES PARTY: Lake Matoaka Shelter, 5 p.m.
 W&M CHRISTIAN FELLOWSHIP MEETING: CC, Theatre, 6:30 p.m.
 SA FILMS: "Sleuth," W&M Hall, 7 p.m.
 "Closely Watched Trains," W&M Hall, 9 p.m.
 HILLEL: Temple Beth El, 7:30 p.m.
 CIVILISATION SERIES FILM: "The Fallacies of Hope," Millington Aud., 8 p.m.
 WILLIAMSBURG PLAYERS PRODUCTION: "You're a Good Man, Charlie Brown," Hilton 1776, 8:15 p.m., \$3, students \$2
 PHI MU ALPHA SINFONIA DANCE: CC, Ballroom, 9 p.m.
 THETA DELTA CHI SWEETHEART DANCE: CC, Theatre, 9 p.m.

SATURDAY, APRIL 13

CIRCLE K TUTORING PROGRAM: Small 152, Rogers 100, Washington 200, Unit B Basement, 10 a.m.
 WOMEN'S LACROSSE MATCH: W&M vs. Virginia Club Team, Women's Athletic Field, 10 a.m.
 CIVIL RIGHTS SYMPOSIUM: "Brown vs. Board of Education--Twenty Years Later," panel discussion, 10 a.m.; speaker, Marion Barry, Jr., President, District of Columbia Board of Education, 2 p.m.; workshops, 3 p.m.; PBK
 ORGAN RECITAL: Wren Chapel, 11 a.m.
 WILLIAMSBURG PLAYERS MATINEE: "You're a Good Man, Charlie Brown," Hilton 1776, 2 p.m., \$2.50, students \$1.50
 MEN'S TENNIS MATCH: W&M vs. Presbyterian College, Adair Courts, 3:15 p.m.
 WILLIAMSBURG PLAYERS PRODUCTION: "You're a Good Man, Charlie Brown," Hilton 1776, 8:15 p.m., \$3, students \$2
 PI LAMBDA PHI SWEETHEART DANCE: CC, Theatre, 9 p.m.
 KAPPA KAPPA GAMMA SPRING PLEDGE DANCE: CC, Ballroom, 9 p.m.

SUNDAY, APRIL 14

PI DELTA EPSILON INITIATION: Wren Chapel, 3 p.m.
 COFFEE HOUR: German House, Botetourt Residences Unit 5, Lobby, 4 p.m.
 COLLEGIUM MUSICUM: Eiji Hashimoto, Harpsichord, CC, Ballroom, 4 p.m.
 WCWM MANAGERS MEETING: CC, Gold Room, 6 p.m.
 MORTAR BOARD MEETING: CC, Room D, 7 p.m.

MONDAY, APRIL 15

MEN'S TENNIS MATCH: W&M vs. Furman, Adair Courts, 3:15 p.m.
 STUDENT INTERNATIONAL MEDITATION SOCIETY: meeting, CC, Room D, 6 p.m.; lecture, CC, Theatre, 7:30 p.m.
 BAPTIST STUDENT UNION MEETING: CC, Room C, 7 p.m.
 BAHAI FIRESIDE: CC, Room D, 8 p.m.
 COLLEGE WOMEN'S CLUB SPEAKER: "Focus on Women, Part II," PBK, Dodge Room, 8 p.m.

TUESDAY, APRIL 16

INTERHALL MEETING: CC, Room C, 4 p.m.
 WOMEN'S LACROSSE MATCH: W&M vs. Lynchburg, Women's Athletic Field, 4 p.m.
 SA SENATE MEETING: CC, Theatre, 7 p.m.
 CATHOLIC MASS: Wren Chapel, 7 p.m.
 FELLOWSHIP OF CHRISTIAN ATHLETES MEETING: CC, Room D, 8 p.m.
 FRENCH NEWSREELS: French House, Botetourt Residences Unit 6, Lobby, 9 p.m.
 GERMAN DISCUSSION GROUP: German House, Botetourt Residences Unit 5, Lobby, 10 p.m.
 SPANISH DISCUSSION GROUP: Spanish House, Botetourt Residences Unit 9, Lobby, 10 p.m.

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