

W & M News

VOLUME IV, NO. 12

TUESDAY, NOVEMBER 18, 1975



Richard Schechner
Visiting Scholar

Actor, Playwright, Prof Is Visiting Scholar Here

Performing artist, writer and teacher Richard Schechner will lecture on "Environmental Theatre Now" at 8 p.m. Nov. 21 in the Campus Center Little Theatre.

Professor of drama at New York University, Schechner teaches theatre history and theory and also directs plays with the Performance Group, which he founded in 1968.

Prior to joining the NYU faculty, he was a member of the Tulane University faculty, where he also served as editor of the journal TDR. He is the author of "Environmental Theatre" and many articles about his experimental work.

Schechner's interest in theatre includes "many different types of performances--dance, music, kinetic sculpture--as done in several different cultures," he says. With his wife and fellow performer Joan MacIntosh, he has researched the performing

Operatic Highlights In Concert Series

An Evening of Operatic Highlights will be presented in the next Concert Series program Tuesday, Nov. 25, at 8:15 p.m. in Phi Beta Kappa Hall.

Although the series has been fully subscribed, individual tickets will be available for \$4 general admission and \$3 students preceding the performance at the Phi Beta Kappa box office.

The evening will feature soprano Louise Russell, mezzo-

soprano Olivia Stapp, tenor Vahan Khanzadian, and baritone Ryan Edwards, accompanied by John Beeson on the piano.

A scene from Mascagni's *Cavalleria Rusticana* will open the program, followed by selections from *Rigoletto* by Verdi. Highlights from several other operas will also be performed, including the duet "Au fond du temple saint," from Bizet's *Les Pêcheurs de Perles*; selections from Verdi's *La Traviata*; and the aria "Pourquoi me reveiller," from Massenet's *Werther*. A sextet from Donizetti's *Lucia di Lammermoor*, arranged by four voices, will conclude the performance.

Guitarist Perry Billed On Sunday Series

Guitarist Francis Perry, artist-in-residence at Duke University, will be featured in the Nov. 23 Sunday Series program at 4 p.m. in the Campus Center Ballroom.

There is no admission charge for the performance, and the public is invited to attend.

Mr. Perry's artistry on the guitar has drawn praise from some of the world's leading guitar masters, notably Jesus Silva--protege of Andres Segovia--who described Mr. Perry as "an extremely sensitive and refined musician and performer."

His repertoire encompasses more than four centuries of music written or transcribed for the guitar. The musical selections Perry will perform Sunday range from Pavana by 16th century composer Luis Milan to works by Scott Joplin and contemporary artists Federico Moreno-Torroba and Ruiz Pipo.

Mr. Perry graduated from the North Carolina School of Arts with a Bachelor of Music degree. In 1972 he was one of a handful of applicants selected to participate in the Andres Segovia master class program in Spain.

Student Recital Slated

The music department will present a student recital on Wednesday, Nov. 19, at 8 p.m. in Ewell 100.

Students performing in this recital will be pianists Ann Weekley, Rebecca Huddleston, Laura Roth, Bonnie Tshirhart, Robert Lundquist, Michele Zimmer, Michael Cowan, Paul

arts among native groups in Mexico and Southeast Asia.

His visit to the campus is being arranged through the University Center in Virginia, and his campus host will be Roger Sherman of the theatre department.

Fellowships Offered

Applications are now being accepted from American Citizens between the ages of 23 and 35 for White House Fellowships to serve a one-year term as special assistants on the staffs of the U.S. President, Vice President and Cabinet members.

The deadline for submitting applications is Nov. 28.

Further information is available from John W. Garber, Director of Personnel, 302 State Finance Bldg., Richmond, Va.

Student Directories Here

The Student Directory for the College arrived from the printers yesterday according to the Publications Office.

A company in Lubbock, Texas, prints the Directory at no cost to the College by selling advertising to Williamsburg merchants. The arrangement, now in its second year, results in a cost savings to William and Mary of about \$3,000.

The directories were distributed to faculty, staff, and administration through the campus mail boxes as soon as they arrived. Students will receive the directories through the Office of Student Affairs. They will

be made available on the basis of one a room to undergraduate residential students. Day students are asked to pick up their copies in Dean Moseley's office.

Directories will also be made available to the graduate and professional students through the various graduate deans' offices.

The Directory contains campus telephone numbers of students, staff and faculty, as well as campus and home addresses and classification of undergraduate and graduate students.

The cover of the Directory was designed by Martha Sewall '74, an employee of the Printing Office.



Photo by Lyle Rosbotham

This unusual view from the inside of the Wren Building serves as the cover of a new Viewbook for prospective students, scheduled to arrive from the printer this week, according to the Publications Office. The 64-page booklet provides a capsule look at William and Mary, condensing and augmenting information from the 224-page College Catalog. It is expected to prove a cost-saving measure by reducing the number of College catalogs that are sent to prospective students, who will now receive the Viewbook on their first contact with the College.

Criminal Justice Institute Receives LEAA Grant

The College's Institute for Criminal Justice, headquartered in Norfolk, has received a federal grant of \$8,500 from the Law Enforcement Assistance Administration to conduct a seminar in the development of Juvenile Court intake and detention criteria.

Leading juvenile judges from Virginia, Maryland, Delaware, West Virginia, Pennsylvania and the District of Columbia will be invited to participate. Representatives of the Governor's Citizens Advisory Commission for Juvenile Delinquency Prevention and Control are also expected to participate.

Workshop leaders will include a member of the faculty of the law school.

A total of 60 participants will attend the Dec. 4-5 conference which will be held at the Bonhomme Richard Inn and is expected to serve as a prototype for similar conferences in the area of juvenile delinquency, prevention and control.

The Institute, an urban research and technical assistance

agency of the College serves the four cities of Norfolk, Portsmouth, Virginia Beach and Chesapeake.

Renaissance Lecture-Concert

A lecture-concert devoted to Early Renaissance art and music in Flanders will be presented Thursday, Nov. 20, at 8 p.m. in Room 101 of Andrews Hall.

"The ARS NOVA: Music and Painting in 15th Century Flanders" is being sponsored by the fine arts department.

Assistant Professor of Fine Arts Miles Chappell will comment on the 15th century flowering of the Flemish School of painting and its relationships to new developments in music. The Thursday Consort, a Williamsburg group devoted to the playing of early Renaissance music, will perform selections by composers active at the courts of the Burgundian dukes.

The Burgundian School of music marks a turning point in the history of music and is often referred to as the Ars Nova, Chappell explained. The term was incorporated into the title of the lecture-concert program because the flourishing of music and of the arts is contemporary and shares common aims, Chappell added.

Members of the Thursday Consort who will perform include John Barrows, David Brooks, Jane Harrison, Pamela Peebles and Herbert Watson.

Campus Wrap-Up

Lecture On Spain's Political Situation

Jose Peman, assistant professor of government, will discuss "The Political Situation in Spain" at 3:30 p.m. Nov. 19 in the lobby of the Spanish House. His talk will be given in Spanish, and the public is invited to attend.

Folk Dance Classes Offered

Folk Dancing classes are being offered as a free University course Thursday evenings to all interested members of the College community. Taught by Jean Sandos, the classes emphasize the dances of a different country each week. On Nov. 20 Greek dances, such as the syrto, hasapiko and tsamiko, will be featured, and on Dec. 4 Balkan dances will be taught.

Classes begin at 7:30 p.m. and are held in Room 202 of Adair Gym.

Physics Colloquium

Peter Freund of the University of Chicago will speak on "Atomism without Atoms" at a physics colloquium Friday, Nov. 21. His talk will begin at 4:30 p.m. in room 109, Small Physical Laboratory.

Christmas Concert Tickets Available

Tickets for the Choir and Chorus Christmas Concert are now on sale. Tickets are \$1.50 each and are available at the Campus Center desk, James Blair switchboard and mornings in the music department in Ewell Hall. The concert will be given the evenings of Dec. 4-6 in Phi Beta Kappa Hall.

Sweet News

The Campus Center has received a new shipment of bulk candy, reports Warren Green, director. For those with a sweet tooth, the cupboard is no longer bare.

Jobs In Corrections

A representative from the Virginia Department of Corrections will be in the lobby of the Campus Center Nov. 21, from 9 a.m. - 4 p.m. to talk with students interested in careers within the Department. Students interested in career opportunities in the State's Department of Corrections will also find information in the Office of Placement, Morton 104.

Summer Jobs With U.S. Government

Applications for testing for summer jobs with the Federal Government are now available in the Office of Placement, 104 Morton Hall.

The deadline for the January 1976 test is Dec. 12, and for February 1976 is Jan. 16.

Science Fiction Convention Slated

WILLCON II, the second Williamsburg science fiction convention, will be held Nov. 23 from 9 a.m. - 4 p.m. in William and Mary Hall. The registration fee is 25¢, and the public is invited to attend.

In addition to the usual buying, selling and trading of books and magazines, there will be an art show and sale.

Guest of honor is science fiction illustrator Kelly Freas, who will give a talk Sunday afternoon. He will also exhibit and sell original prints and sketches.

For information about entering art works, contact David C. Merkel, SAE 207, Ext. 465.

Holiday Schedule

Campus Center and Wigwam

Wednesday, Nov. 26 Campus Center and Wigwam close

at 2 p.m.

Monday, Dec. 1 Campus Center and Wigwam reopen

at 7 a.m.

Swem Library

Wednesday, Nov. 26

Thursday, Nov. 27

Friday, Nov. 28

Saturday, Nov. 29

Sunday, Nov. 30

8 a.m. - 5 p.m.

Closed

8 a.m. - 5 p.m.

9 a.m. - 6 p.m.

Regular schedule resumes

Business Sponsors Are Honored

Members of the School of Business Administration's Sponsors Board will be honored at the Second Annual Sponsor's Day at the College this Saturday.

Board members will have their regular fall meeting on campus Friday, and most of the businessmen plan to attend the special events which have been arranged in their honor by students in the Master of Business Administration (MBA) Association.

Sponsors will be joined by students, alumni, faculty members and guests Saturday morning for two MBA student presentations at Phi Beta Kappa Hall. Welcoming remarks will be made by Bruce Mullen, president of the MBA Association. Brief remarks will also be given by Charles L. Quittmeyer, dean of the school, and by the chairman of the Sponsors board, Thomas Roy Jones, former vice chairman of the board of Schlumberger Ltd. of Gloucester.

A joint presentation by Cabell Nelson and Barry Porter on "Economic and Business Plan-

ning Forecast of Union Camp Paper Company" will describe forecasting for a company using computer techniques.

Nelson is a 1970 graduate of the University of Virginia with a B.S. in commerce; Porter holds B.S. and M.T.S. degrees in mathematics from William and Mary. Their presentation was prepared in conjunction with Leland E. Traywick, professor and director of the Bureau of Business Research.

"Simulation of Simplex Theory and Application--A Market Basket" will be presented by Steve Bukowy and Jeff Shick. Working in conjunction with Assistant Professor Richard M. Blood, the students have used the computer to calculate a minimum cost diet that would satisfy all, nutritional requirements for a family of four for a week.

Bukowy graduated from Pennsylvania State University with a B.S. in accounting, and Shick holds a Bachelor of Engineering Administration with a major in chemical engineering from the University of Delaware.

Following the student presentations, faculty, students, sponsors and guests will attend a luncheon at the Campus Center and the William and Mary football game against Richmond.

Established in 1970, the School of Business Administration Sponsors Inc. is a private group with a board of directors of 21 nationally and internationally prominent executives. It lends advice and support to the school and serves as a means of expanding and strengthening the relationship of the school with the business community.

Faculty Party Set

The Faculty Club will hold its second cocktail party of the year on Friday, Nov. 21. The event will take place from 5:30 to 7:30 p.m. at the Alumni House, and the members of the Board of Visitors will be guests of honor.

All members of the faculty and administration are invited to attend and may pay at the door or obtain tickets from Lewis Foster at the usual rates: members - \$2 per person (\$1 non-drinkers); non-members - \$3.50 per person (\$2 non-drinkers).

Four more cocktail parties are scheduled for this academic year (Nov. 21, Jan. 23, March 19, and Apr. 23), and becoming a member of the Faculty Club before the next party will still result in a savings. Membership for the 1975-76 academic year is \$5.

Mrs. Hodges Dies Former Dean Here

Mrs. Annie Powell Hodges, first dean of women at William and Mary, died Nov. 11 in a Wytheville nursing home. She was 88.

Mrs. Hodges, the widow of William T. Hodges, dean of men at William and Mary from 1920-32, was a native of Wytheville. Dean of women at the College between 1925 and 1927, Mrs. Hodges later served as headmistress of Collegiate School in Richmond and Stuart Hall in Staunton. She retired in 1952 and lived in Williamsburg until 1973.

Mrs. Hodges was graduated in the first class at Sweet Briar in 1909 and received a masters degree in education from Columbia University. She was director of Chatham Hall before coming to William and Mary.

She is survived by a stepson, retired Army Col. and former director of College residences at William and Mary, John Hodges of Williamsburg, and by two nephews, Junius L. Powell Jr. of Montclair, N.J., and Ferdinand Powell of Johnson City, Tenn.

David Toma To Lecture

David Toma -- the imaginative, flamboyant police veteran described by his boss, Inspector Irving J. Moore, as "the best cop in the country" -- will lecture on campus Thursday, Nov. 20, at 8 p.m. in W&M Hall.

Admission is 25¢ for students and \$1 general admission.

A man with thousands of arrests and a 98 per cent conviction record, Toma works mostly on the street, where he pioneered the role of the decoy cop.

His lecture is sponsored by the Student Association.

Faculty/Staff News

ANTHROPOLOGY

Visiting Professor **Mario D. Zamora's** review of D. Liang's *Philippine Parties and Politics* has been accepted for publication in the *Journal of Oriental Studies*, Center for Asian Studies, University of Hong Kong.

BIOLOGY

An article by Professor **Garnett R. Brooks** was recently published in the *Catalogue of American Amphibians and Reptiles*. The Catalogue when complete will contain accounts for all species of reptiles and amphibians found in North America. Brooks prepared the account for *Scincella lateralis*, a scincid lizard.

Norman J. Fashing, assistant professor, recently published an article entitled "Influence of temperature and food on the development and population dynamics of *Naiadacarus arboricola* (Acarina: Acaridae)" in volume 17 of *Acarologia*.

COMPUTER CENTER

On Oct. 29, **Roger Higgs**, computer systems development supervisor, participated in a panel on "Shared Services" at the fall conference of Commonwealth of Virginia Information Services (COVIS) in Richmond. Mr. Higgs talked about developments over the past several years at the Southeastern Re-

gional Computer Center (Region I) at William and Mary.

COVIS is an organization of State personnel in the field of information science and management formed three years ago to work for efficient utilization of Virginia's data processing facilities.

The theme for this year's Fall Conference was "Economies in Data Processing." Mr. R.C. Moschler, Jr., director, Division of Automated Data Processing for the State, presented the keynote address in which he outlined plans and trends in data processing in the State government.

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W&M NEWS

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November 18, 1975

Published weekly by the Office of Information Services during the academic year, except when the College is in recess, and twice each month in June, July and August.

Marjorie N. Healy, editor
Susan M. Weber, calendar and classifieds

Publications Office, production News, photographs and advertisements should be sent to the News Office, 125 Richmond Road. Calendar items should be sent to Ken Smith, keeper of the College calendar, at the Campus Center.

The deadline for all submissions is Wednesday at 5 p.m. for publication the following Tuesday.

College of William and Mary

President's Report

1974-75

President Thomas A. Graves, Jr. recently presented his fourth annual report to the Board of Visitors. The text of his report, for the academic year 1974-75, the 282nd year of the College, follows.

In each of my first three annual reports my comments ranged broadly over the many varied activities and programs of the College, focusing on a number of major problems and opportunities facing William and Mary and higher education in Virginia. Central to a discussion of these issues over the past three years have been the review and reassessment leading to the reaffirmation and articulation of the statement of purpose of the College. There is now, I believe, a clear consensus among the faculty, students, alumni of the College, the Board of Visitors and the State Council of Higher Education that William and Mary is and will remain a unique state university that is highly selective, coeducational, full-time, residential and holding generally to its present size and character, with primary emphasis on a liberal education, in depth and in breadth, at the undergraduate level.

Rather than again document and comment on the variety of happenings that have occurred within or that have had an impact on the College as a whole, I shall instead focus my comments this year on the Faculty of Arts and Sciences, its undergraduate and graduate programs, and its supporting and related activities. In doing so I do not mean to neglect the other important and vital areas of the College. But as the official statement of mission, approved finally by the State Council of Higher Education, makes clear, the heart of the educational mission of William and Mary, its major strength and priority, and the way through which it makes its primary educational contribution to Virginia and to the nation, is the Faculty of Arts and Sciences. This is where about three-fourths of the College's total faculty work, and where a corresponding proportion of students study.

The professional schools of Business Administration, Education and Law have about one-fourth of the College's faculty in their faculties. They are growing in size, stature and contributions each year and play an increasingly significant role in William and Mary's mission as a state university. By not commenting further on their programs and priorities, I suggest no diminution of my strong support for the work that they do. The same holds true for the many other facets of a small university such as William and Mary for which the Board of Visitors is responsible.

II

The Faculty of Arts and Sciences had a new Dean in 1974-75, with the unenviable task of succeeding Dr. Harold L. Fowler, who retired in 1974 after ten years as Dean and forty years at William and Mary, during which he was committed to excellence. Dean Edwards has turned out in his first year to be a first-rate educational administrator: he is tough, good-natured and well informed. He is a vigorous proponent of the liberal arts and sciences, and a persuasive and unrelenting advocate for the faculty he serves. At the same time, he has a reasonable view of the other constituencies of the College and a statesmanlike understanding of the ways in which difficult decisions are in fact made.

The quality of the faculty within Arts and Sciences continues overall to be high, and it is likely to remain so. Since we have very little turnover in faculty personnel, the faculty is essentially the same as it was a year ago. We continue to be able to recruit really excellent faculty members for all academic departments, almost without exception. To the extent that we have vacancies, we can continue, slowly, to improve the quality of the faculty. For the most part, however, improvement in the faculty must come from working effectively with the individuals whom we have now--and Dean Edwards has this objective very much in mind.

A major problem facing Dean Edwards in attracting and retaining outstanding faculty, and thus affecting their morale and well being, is the continuing one of salaries. Low salaries are not hurting us as much in recruiting now as they did a few years ago because of the shift in the academic market, but non-competitive salaries continue to be a problem in some disciplines and will decrease the likelihood of our getting and keeping outstanding people in any discipline. AAUP figures show that for the 1974-75 academic year, using a combination of salary and fringe benefits, William and Mary fell between the 60th and 40th percentile for average faculty compensation for professors and associate professors, and between the 40th and 20th percentile for assistant professors, among the institutions of comparable size and character. It is a great credit to the loyalty and dedication of the faculty that so many of them remain at William and Mary; but these salary levels, barely at the median for senior faculty and well toward the bottom for younger faculty, are simply not acceptable in an institution that strives for excellence. The faculty members within the Faculty of Arts and Sciences bear the brunt of this relatively low salary profile for the College.

We made some progress in 1974-75 in improving the salary status, both absolutely and relatively, for the Faculty of Arts and Sciences. I wish we had had more funds with which to work. It is essential that we continue this effort. Dean Edwards has adopted



a new system which takes merit into systematic account and recognizes the needs of younger faculty members who are in an early stage of their career development, and this approach seems to be working well. In the final analysis, however, the major relief from this intolerable situation must come through larger appropriations from the general funds of the Commonwealth and higher faculty salary average benchmarks for William and Mary set by the State.

As we have discussed before, the liberal arts and sciences, representing three-fourths of what this College does and at the heart of its mission and priorities, are under attack these days. The prophets of doom are questioning the skill-usefulness in a career of a liberal education, the salability of studies in the humanities, for example. These attacks hit hard against faculty members in a faculty of arts and sciences; they affect their morale; they create a general feeling of pessimism. These assaults take place in an environment in which many liberal arts colleges are in deep trouble or going under, where there are extremely tight budgets that inevitably require compromises with quality, in which we face the new reality of stability rather than growth, where there is increasing bureaucracy in the administration and coordination of higher education, and rapidly changing patterns in the academic world. All of these factors have and will continue to have an impact on the Faculty of Arts and Sciences.

I disagree thoroughly with the thrust of these attacks. I strongly prefer and believe in the viewpoint of Robert A. Goldwin, who, writing in the May, 1975, issue of *Change*, spoke eloquently in support of the "invaluable skills called the liberal arts. We don't often think of liberal studies as connected with skills, but in fact the liberal skills are the highest and hardest skills." Dr. Goldwin goes on to point out that "there is more to living than earning a living, but many can earn good livings by the liberal skills of analyzing, experimenting, discussing, reading and writing. Skills that are always in demand are those of a mind trained to think and imagine and express itself."

These are the values and skills that William and Mary's Faculty of Arts and Sciences stands for and teaches. They are just as important, more valuable, today than they have ever been. That they are now under attack in an environment of pessimism and withdrawal is no reason for us to be pessimistic, to draw in our efforts to move forward the central thrust of our curriculum, to make changes and shift priorities that are educationally sound and viable. The situation of stability and diminishing resources with which we are currently confronted must not become so debilitating that we simply "roll with the times." As Dr. Goldwin concludes, "only if we understand our time and try to shape it and make it conform to what is right and best, are we doing what we are capable of doing... Liberal studies of human nature and the nature of things in general are not luxuries for us, but matters of life and death." The vitality of the College's central mission and of the essential purpose of the Faculty of Arts and Sciences requires us to be on the offensive during this period, in a positive and affirmative manner, in support of what we believe.

In being convinced that we must remain resolute in the defense of the liberal arts and sciences, I do not mean to suggest that we can ignore the problems and changes that are leading to the attacks upon this kind of education. We need to do an even better job of counselling with our students, of making sure that scarce opportunities become directly known to them, of being sympathetic about the increasingly difficult task of obtaining a job. And we should continue to question what is appropriate within a liberal arts and sciences curriculum, and as a result be willing to change things within it. But one should not yield basic elements of such a curriculum and education simply because of arguments that something else is more salable.

We have the current and continuing prospect of having a low and often unstable level of resources. This situation is now the reality throughout higher education. William and Mary, as a state institution in Virginia, is in a more fortunate position than most colleges and universities. Again it is the Faculty of Arts and Sciences that must bear the brunt of this continuing phenomenon, however, because of its size and complexity. It also has, therefore, relatively more difficult problems in being as flexible and responsive to evolving requirements and opportunities in its educational programs.

Two major areas on which a steady state has an impact of significance are the allocation of faculty positions and the award of faculty tenure. Over the past two years we have developed faculty personnel policies that provide us with the opportunity to make sound decisions on these critical questions. Under Dean Edwards' leadership, in conjunction with an enormous amount of hard and sensitive work by academic departments, faculty committees and Dr. Healy, substantial progress was made in the past year within the changing academic climate in the administration of these policies. Tough decisions were made, but they were made realistically and on the basis of educational values that are both humane and in the long-run best interest of the College. If we can make sound decisions now, as I am confident we can, we should be able to obviate the need to develop new faculty personnel policies in the future, and we shall have the flexibility to deal responsively with new demands which may be made upon us by the environment in which we are working.

Volumes have been written on the problems of administering change. It is not easy, especially in an academic institution whose important values and traditions must be protected. But good progress in adjusting to change has been made, and I hope that this fact will have a positive impact on faculty morale and a sense of optimism within the Faculty of Arts and Sciences and throughout the College.

I believe that the curriculum under the responsibility of the Faculty of Arts and Sciences is basically sound. Most of the changes which were made in 1970 following a major curriculum study have served the College and its students very well. The only changes made during the past year were relatively minor in nature, such as approval of double concentrations and a modification in the examination schedule to accommodate the new academic calendar. By this I do not mean to suggest that the Faculty of Arts and Sciences as a corporate body and through its many committees did not work long and hard and accomplish a great deal by way of both important discussions and decisions. But significant changes in curricula and educational policies were not made.

Despite what I believe is general satisfaction with the existing curriculum in Arts and Sciences, the fact that it has remained relatively unchanged for over five years suggests that we might wish to be considering soon undertaking another major review and re-examination of the undergraduate curriculum, perhaps to start during the 1976-77 academic session.

III

The quality and performance of students whose studies fall under the purview of the Faculty of Arts and Sciences continue to be generally high. This is due in large part to the very substantial number of unusually well qualified applicants to the undergraduate program, which allows William and Mary, with a limited enrollment, to be among the most selective colleges in the country.

National trends across the country affect William and Mary, and certainly there are some morale problems among many students in higher education. These probably reflect a combination of factors, including apparently overwhelming world problems the students will be facing, the inability of students to be quickly and markedly effective in influencing the finding of solutions for these problems, and often unsatisfactory job possibilities. It can also be discouraging for students, over time, when their involvement in affairs that affect their lives, even when it is actively encouraged as it is at William and Mary, does not seem to them to produce results as rapidly or as fully as they would wish.

"William and Mary is and will remain a unique state university that is highly selective, coeducational, full-time, residential and holding generally to its present size and character, with primary emphasis on a liberal education, in depth and in breadth, at the undergraduate level."

William and Mary, because it is fortunate to attract many outstanding and highly motivated students, has, I believe, a much smaller morale problem among its students than in many other colleges. Nevertheless, this is an area that merits continuing and careful attention. Within the office of the Dean of the Faculty of Arts and Sciences and through the closely related office of the Dean of the Undergraduate Program, important and demonstrable progress is being made to foster student involvement positively in the educational program and to provide opportunities for students to have a thoroughly satisfying experience at the College. Significant steps were taken in the past year to improve the academic advising system, especially among freshmen where so much sensitive and informed advising is essential if incoming students are to become truly a part of the College. For example, faculty freshman advisors were increased from 66 in 1973-74, to 97 this past year, to 109 for 1975-76. Advising has also been strengthened systematically and creatively for the increasing number of undergraduate students interested in medicine and law.

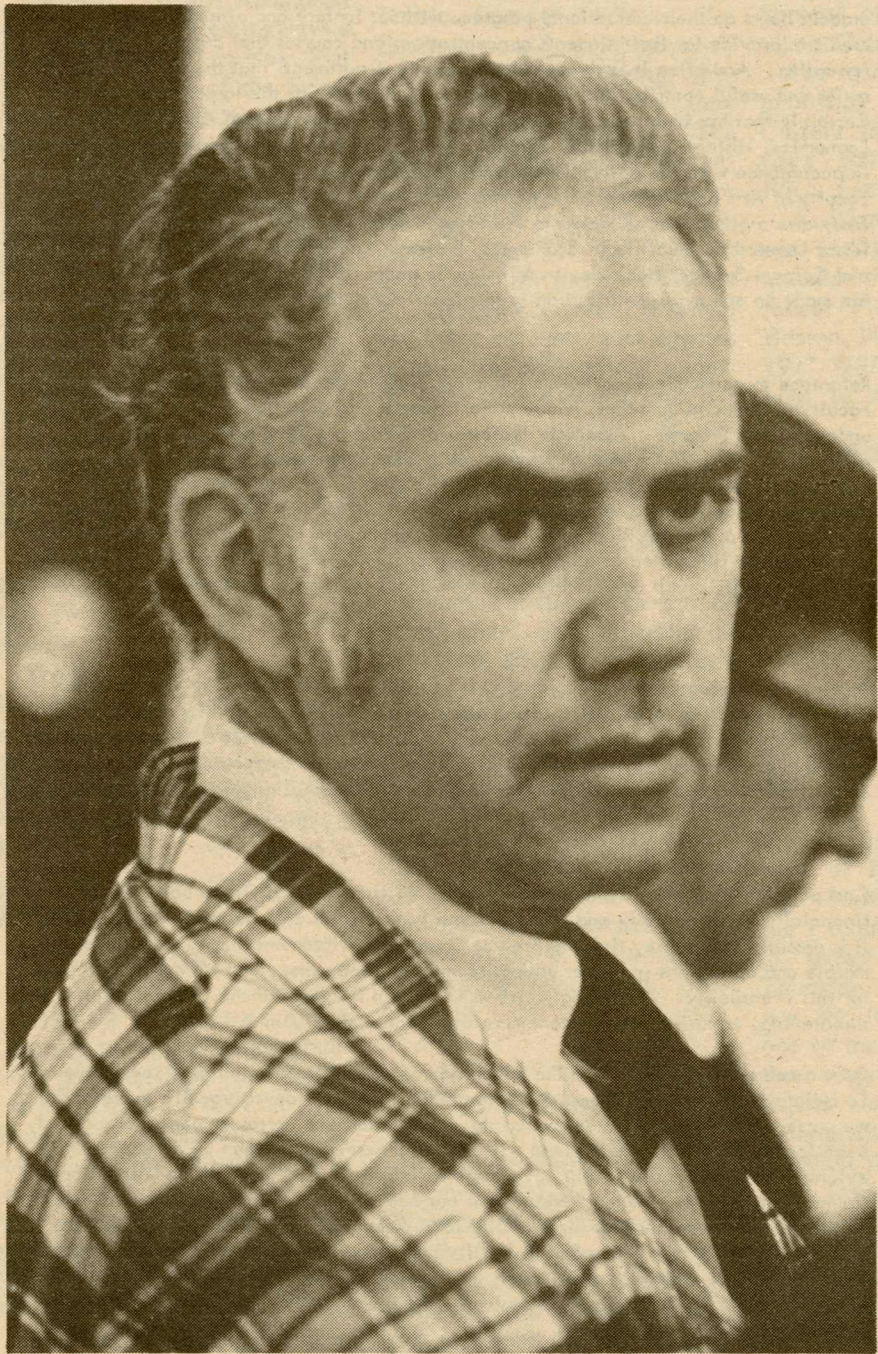


Dean Edwards

In a college that emphasizes the development of the whole student at the undergraduate level in a residential environment and where both academic affairs and student affairs fall within the purview of the Vice President for Academic Affairs, the accomplishments and progress being made through the office of the Dean of the Undergraduate Program are of particular relevance in a report that focuses on the Faculty of Arts and Sciences, where the great bulk of the undergraduate students are enrolled. Significant steps were made during this past year in the development of programs (156 in all) in the residence

halls, many of which had to do with educational and cultural interests. Related programs, that included a mid-mester involving a total of 17 short-term, non-credit courses and an imaginative spring program ("Humanities Week") were also developed successfully; and efforts to expand study opportunities overseas for all our students met with increasing success. Dean Livingston expects to foster the expansion of these opportunities in the 1975-76 session, with special attention to educational programs of interest to freshmen, seniors and those students who are especially gifted, in the hope of encouraging each of our students to his or her greatest educational potential. He will be working closely with Dean Edwards and several faculty committees within Arts and Sciences toward this end. I am hopeful that in a steady state situation these efforts will prove to be catalytic agents for creativity and change in the academic programs.

Freshmen, minority students, and students from overseas merit special attention if they are to become quickly, and on a continuing basis, a part of the total educational experience at the College. Important steps were taken in 1974-75 on all three fronts through the office of the Dean of the Undergraduate Program, working closely with the office of the Dean of the Faculty of Arts and Sciences. Much still remains to be done, especially for minority students and students from overseas, if William and Mary is to provide a comfortable and compatible environment for them, but the year just past was encouraging. I want to pay special tribute to the efforts of the newly established Office of Minority Student Affairs. We are limited only by the extremely stringent budget constraints that preclude many developments that are demonstrably of critical importance. In like manner, Dean Livingston's staff, especially through the Office of the Dean of Students, cooperated in many ways with Dean Edwards' staff in the significant improvements made in the area of academic advising.



Dean Selby,

Closely related to a first-rate education in the liberal arts and sciences in a residential college like William and Mary are the cultural opportunities provided for students and members of the broader community through lectures, theatre, concerts and related offerings of high quality and national reputation. It is remarkable how well we do with very limited funds, thanks to the devoted efforts of many individuals and organizations. We must find ways to provide more funding for this part of a college experience that contributes so importantly to a liberal education.

There are many other facets of the Office of the Dean of the Undergraduate Program that relate closely to the Faculty of Arts and Sciences in the total education of students at the College. The Center for Psychological Services performs an enormously heavy work load with sensitivity and skill. Project Plus and the special interest houses continue to offer increasingly creative educational programs of value to individual students.

I believe that we may be encouraged by how much progress was made in the 1974-75 academic session toward providing an environment that fosters and enhances the development of the whole individual among the students enrolled within Arts and Sciences. Dean Edwards, Dean Livingston, Dean Kranbuehl, and Dean Sadler, working with their administrative colleagues under the leadership of Dr. Healy, and in close cooperation with several hundred faculty members in Arts and Sciences, deserve great credit for this forward movement.

-IV-

There are a number of other areas closely related to and relevant to the interests of the Faculty of Arts and Sciences that merit mention. The College's efforts in affirmative action led to a number of accomplishments during the past year and in one area primarily within the Faculty of Arts and Sciences. A major study initiated by Dr. Healy in close cooperation with Dean Edwards and others of the salaries of women faculty members led to revisions of a number of faculty contracts and the satisfactory resolution, from the point of view of both the College and the several individuals concerned, of a potentially difficult problem. Dean Edwards is prepared to act decisively on any other similar matters which come to his attention, for the College is committed to an affirmative action program that works. This is not always easy, especially in terms of demonstrable results in areas like faculty recruitment and Title IX, in a steady state situation with little turnover and few discretionary funds.

The College also made some progress in the past year in the development, through the matching program of the Commonwealth, of an eminent scholars program. I hope that we can take full advantage of these opportunities in the coming year, under Dr. Healy's leadership, for these faculty appointments can be of special value to a faculty such as Arts and Sciences, that is in an essentially steady state situation.

The Honor System of the College has been of critical importance for many generations to the way in which both faculty members and students go about their tasks of teaching and learning. Honor codes are threatened on many campuses today, and in several colleges and universities they are being abolished or are in such disarray as to be ineffective. The way in which the Honor System works within the educational purview of the Faculty of Arts and Sciences is of course highly relevant to its integrity and viability at William and Mary. The new student chairperson of the Honor System for 1975-76, Miss Gayle Yamada, has asked that the College undertake a major study of this tremendously important facet of college life this year, and we shall be cooperating fully with her and her colleagues in this effort. I am optimistic that through this study, in which both faculty members and students will play leading roles, a resolution of the problems which confront us will be found and the Honor System at this College will continue to be a viable part of the William and Mary experience.

Significant changes were made in the past year in the organization of the Registrar's Office, an office that impacts on the Faculty of Arts and Sciences and its students in many ways. The problems of information flow and data management and communication are complicated, and there is a major task ahead to bring our collegewide records into focus, while at the same time providing individual and personalized attention to faculty members and students alike. This is the task that lies before Mr. Henry C. Johnson, the new Registrar and Director of Administrative Information Services, and Dr. Charles R. Toomajian, Jr., the Director of Registration and Student Records. I am confident that they, working in close cooperation with the Dean of the Faculty of Arts and Sciences, the Dean of the Undergraduate Program, and many others, will move William and Mary toward an administrative system that will be of greater and more effective support to the educational mainstream of the College.

Athletic programs and policies at both the intercollegiate and intramural levels are of course of essential interest to the faculty and students within Arts and Sciences in a residential university such as William and Mary. Indeed this interest was made well known and was carefully taken into account, as it should have been, during and after the study and decision on athletic policies this past year. I believe that we now have a sound approach to athletics for a primarily undergraduate, residential state institution of high quality, given the College's long-standing relationships, traditions and interests. The success of the policy in the long run will depend on the strong interest and willingness of those alumni and friends of the College who are in a position to do so to support financially and through their participation as spectators the revenue producing intercollegiate sports at a high and sustained level. Progress since the policy was affirmed last November has been encouraging. It is essential that it continue, for the policy position is clear that funds provided for the primary educational role of the College may not and will not be used for any other purpose.

There are of course many other activities and purposes of the College which have a close and essential relationship to the Faculty of Arts and Sciences and the students for which that faculty is responsible. Admissions, student financial aid, Swem Library, the Evening College and Summer Session, the Campus Center, the Student Health Service, Career Counselling, and Placement are but a few. Many of these administrative and student services and facilities, such as the Campus Center, are financed at an unconscionably low level due to shortages of funds, but all of them are being operated at a high level of effectiveness in support of the academic programs. To deal further with them in this report would broaden it too much beyond its intended focus of the Faculty of Arts and Sciences. Let me simply here acknowledge the fact that at William and Mary its major academic faculty and program touches and is touched by in important ways virtually everything else in which the College concerns itself.

-V-

Let me turn now to two major areas that are an integral part of the Faculty of Arts and Sciences. These are graduate work in arts and sciences and faculty research.

"I believe that we may be encouraged by how much progress was made in the 1974-75 academic session toward providing an environment that fosters and enhances the development of the whole individual among the students enrolled within Arts and Sciences."

The great bulk of this report so far has focused on the work of the Faculty of Arts and Sciences and related activities as they pertain to undergraduate students. But a substantial portion of this faculty devotes its energies and skills as well to master's programs in twelve academic disciplines and to doctoral programs in History, Marine Science and Physics. As I stated in my report to you last year, I personally believe strongly in the importance of high quality graduate work in arts and sciences in a university such as William and Mary. I had hoped we might have conducted this past year a review of graduate work in Arts and Sciences, within the context of a definitive statement of institutional priorities. Although our priorities seem to most of us to be now clearly defined, the general financial stringency under which we currently must operate, which precludes our moving into areas beyond our absolutely minimum requirements, has made it difficult, if not impossible, to discuss realistically the major dimensions and parameters which may be expected and anticipated at the graduate level.

Thanks to the conscientious and careful leadership of Professor John E. Selby, the Graduate Dean of Arts and Sciences, with the support of many of his colleagues, I feel encouraged by the developments of this past year. The problems of space that we faced a year ago have been fairly well assimilated; there has been some more graduate housing made available; and the proposed Ph.D. programs in psychology and computer science continue to appear to be viable approaches, when sufficient funding becomes available.

Critical of course to almost any graduate program of lasting quality in arts and sciences are graduate assistantships and/or fellowships. In a period of extremely tight money, Dean Selby has come up with several approaches which may be responsive at least in part to this need. We must search for new financial resources toward this end, in order to ensure that we attract and retain the best graduate students for the College. The entire College benefits from their being here.

William and Mary has a sound policy of providing campus housing on a priority basis to undergraduate students. But in a community such as Williamsburg everything must be done to offer some housing assistance and encouragement to graduate students as well. Otherwise, graduate student morale is in serious jeopardy. Progress in attacking this problem has been very small indeed compared to the magnitude of the shortage. Nevertheless, some more graduate students will be housed by the College this year than last.

The future of the proposed Ph.D programs in psychology and computer science, as well as possibly master's and doctoral programs in other disciplines, will depend in important ways on general economic financial conditions over which the College has no control. But assuming prospects of a continuing and steady student demand for such programs, enthusiastic faculty support, and a demonstrable compatibility with the undergraduate program and primary mission of the College, I believe that such programs should be encouraged. Their future development will be dependent on their ability to thrive without reducing the already scarce resources being allocated to the undergraduate programs and to those existing graduate and professional programs which are already hard-pressed for adequate financing and faculty.

Opportunities for faculty members to undertake research related to their disciplines and teaching are of crucial importance to the long-run and continuing vitality and effectiveness of a university such as William and Mary. Research is of value to those engaged in undergraduate teaching just as it is to those who work primarily at the graduate level, if the academic program is to remain at the forward cutting edge of education in a period of changing needs and values.

The Committee for Faculty Research administers with discretion and care the very modest private funds of the College which can be allocated to faculty research in order to encourage and provide support to the maximum number of faculty members whose research plans merit support. It is gratifying that about \$40,000 was of benefit to twenty-five faculty members who undertook summer research projects in the past year, many of whom are members of the Faculty of Arts and Sciences; and five of these were recipients of Alumni Research Grants. In addition, over \$59,000 helped eight faculty members take research leaves for a semester to undertake major research projects.

This level of funding and this number of faculty members whose research interests are thereby supported are not nearly adequate for an institution of the stature and quality of William and Mary. Nevertheless, this support is substantially better than in past years, and the trend is encouraging. We are very grateful indeed to the donors of private funds to the College which make these activities possible.

Every effort must be made to attract new and additional sources of private funds to assist faculty members in their professional development, despite the critical financial situation. Faculty research becomes particularly important in a faculty that is in a relatively steady state, as it is in Arts and Sciences.

The Committee for Faculty Research merits special commendation for the way it went about its task this past year and the way in which it is addressing some important questions related to further support for faculty development, the level of individual funding and equity.

VI

Much, perhaps too much, of this report has dwelt upon the conditions of financial stress under which the College has operated in the past year. But it is a fact that after the imposition of tight and effective controls to keep unnecessary costs down and after strenuous and effective individual and departmental efforts to spread scarce financial resources as far as possible, the quality of the educational program for which the Faculty of Arts and Sciences is responsible is dependent inevitably on the total funds that can be made available. The continuing and drastic budget cuts and appropriation reductions and reversions at the state level have cut these funds to an absolute minimum and below. Given inadequate financing, it will require great skill and imagination on the part of the Faculty of Arts and Sciences and elsewhere if the educational quality of the College is to be maintained. It is only due to the dedication and loyalty of the faculty that the impact of below minimum financing on the academic program, as it affects the student and his or her education, is not seriously deleterious.

At this writing the financial outlook for the 1975-76 fiscal and academic year, the last year of the 1974-76 biennium, looks bleak indeed, as a result of the financial situation within the Commonwealth and in the broader environment. The prospects for the 1976-78 biennium, according to current budget preparatory meetings in the state capital, appear to be equally if not more pessimistic. So it seems likely that in the years immediately ahead we shall continue to have to do our jobs of education well with substantially less financial resources than we desire and should have.

This situation affects the entire College of course. But the major impact falls on the educational activities that are under the responsibility of the Faculty of Arts and Sciences for this is where the great bulk of the faculty and students is and where therefore the lack of sufficient funding will influence the most people and programs.

Major progress has been made in the past year in attracting new and larger private funding to the College. This has alleviated to some small degree the difficult situation described above. My hope and expectation are that our efforts in the coming year in private annual giving and especially in private capital enhancement will continue and will start to be of truly substantial benefit to the faculty and students.

VII

The educational mission of the College is carried out at many different levels. Perhaps the one that is most crucial to its success is that of the academic departments within Arts and Sciences. Departmental chairmen and their faculty colleagues work long and arduous hours on their educational programs without fanfare and often without official credit to provide for their students concentrations and courses that are satisfying and rewarding. And often it is through the academic departments that the College makes major and useful contributions beyond their own curricula to the larger community. Certainly that has been true, at both levels, in the Departments of Anthropology, Economics, History and Military Science, whose chairmen stepped down this past summer in accordance with the policy on chairmanship rotation or through retirement. The Faculty of Arts and Sciences, the College as a whole, and many outside of William and Mary owe a great debt of thanks to Professor Nathan Altshuler in Anthropology, Professor Leonard G. Schifrin in Economics, Professor Ludwell H. Johnson III in History, and Colonel Spencer Hockaday in Military Science. Each of these faculty members has made an enormous contribution to his department, his faculty and the College.

Reference to academic departments brings me back to the focus of this report--the Faculty of Arts and Sciences, whose major strength and attention is teaching in the undergraduate program. Associate Professor of Geology, Gerald H. Johnson, the recipient at the 1975 Charter Day exercises of the collegewide Thomas Jefferson Teaching Award, symbolizes through personal example and classroom teaching the dedication to excellence in education for which William and Mary stands. Professor Johnson and each of the five earlier recipients of the annual Thomas Jefferson Teaching Award will be illustrated in a printed version of this Report, in recognition of the role that this Faculty, both corporately and individually, plays in the College.

VIII

As always, the Board of Visitors has provided this unique College consistent and unwavering leadership in its difficult and often time consuming governing role. It is a Board that understands and supports the values and the substance of a liberal education, even though the road may not seem to be always clear. This capacity and posture will be of increasing importance to William and Mary in the challenging years that lie ahead.

IX

I am personally optimistic about these years. William and Mary is in better shape financially, academically and organizationally than most colleges and universities. It is possible, of course, that the present financial environment affecting confidence, morale and operations in higher education may become worse, and we must be prepared for this eventuality. Accordingly, we must tighten the ship for the ill weather that is threatening, consolidate and economize while there is still time.

Such a course is, I believe, to the advantage of the College in the next several years. To maintain present educational programs decently will evidently require every dollar we can scrape together. Even though this is a limited and certainly unglamorous goal, even for the short run, the College will be better served by it than by an energetic extension of services that might have to be withdrawn later, with all the institutional trauma that implies. We must ensure that our educational programs will continue to be sought by enough students of high quality to keep the College full and dynamic; and that we remain attractive enough to faculty and support personnel so that they will want to come and stay, despite salary levels that are not nearly as high as we would like. This we can accomplish, I believe, even in depression years, provided we do not get seriously over-extended.

We must search for realistic ways to improve the quality of the entire educational enterprise at William and Mary, even without more constant dollars. If this is done, it is reasonable to believe that the College will eventually emerge from this recession in a stronger relative position than ever. This is a conservative, some will say, overly cautious approach to educational management. Certainly we are being cautious these days in granting the budgets and personnel that are desired, and often needed, to do a good or better educational job.

"In looking toward the next several years, I do not see a paradox between conservatism and optimism. Conservatism does not mean doing nothing, but rather moving ahead creatively and vigorously, but also with caution and care. . . We are going to have our ups and downs, but we cannot sit back and wait for the good times."

If we are to protect the present integrity and strength of the College and feel confident, as I do, about its future as a leader in liberal education, no matter how difficult and harassing the years immediately ahead may become, we must be prepared now to be conservative in our educational, administrative and financial decisions and actions.

The Vice President for Academic Affairs watches over this whole area, which is the heart of the College. He does it with an enormous amount of support and help from all sides; but both the Faculty and I look to Dr. Healy for that fine touch that keeps an academic institution in tune with itself, despite continuing and continual pushing and shoving. At William and Mary the role he plays is particularly complicated, with Arts and Sciences representing three-fourths of the enterprise, and Business, Education and Law together representing one-quarter. He is a man thoroughly and fundamentally grounded in the liberal arts and sciences, and he still must be sympathetic toward and supportive of the professional schools. Dr. Healy carries out his responsibilities with care, courage, judgment and the instincts of a thoroughly academic man. If he is over-worked, his sense of humor does not allow it to show. I am very grateful to him, for his efforts on behalf of all faculty members and students help us to pursue our institutional goals with confidence.

In looking toward the next several years, I do not see a paradox between conservatism and optimism. Conservatism does not mean doing nothing, but rather moving ahead creatively and vigorously, but also with caution and care. If we do so, I am optimistic, for I believe in the strength of a liberal education, of this Commonwealth and of this country. We are going to have our ups and downs, but we cannot sit back and wait for the good times. Art Buchwald, speaking at commencement exercises at Vassar College last spring, said, "I don't know if this is the best of times or the worst of times; but I can assure you of this: this is the only time you've got."

FACULTY/STAFF NEWS

Continued from Page 2

ENGLISH

Professor Scott Donaldson read a paper, "Hemingway's Pursuit of Fame," on Nov. 8 at the joint meeting of the South Atlantic Modern Language Association/Southeastern American Studies Association, in Atlanta, Ga. In somewhat amended form, the paper will be published in the forthcoming issue of the Fitzgerald/Hemingway Annual and as part of Professor Donaldson's book on Hemingway, contracted for by Viking Press.

While in Atlanta, he spoke to the William and Mary alumni chapter on "Hemingway and the American Dream."

His essay, "The New Yorker, Old and New," appears in the Fall 1975 issue of the Sewanee Review.

Trudier Harris, assistant professor, recently had an article accepted for publication in the Mississippi Folklore Register. The article, "Ellison's 'Peter Wheatstraw': His Basis in Black Folk Tradition," will appear in the Fall 1975 issue of the journal.

HISTORY

Assistant Professor Craig Canning served as chairperson for a panel on Japanese bureaucracy before 1945 at the Western Conference of the Association for Asian Studies in Denver, Oct. 10-11. He also read a paper entitled "Civil-Military Conflict in Japan's Occupation of Shantung, 1914-1919."

Maurice Beresford, Harrison Visiting Professor, will be giving public lectures this semester by invitation at the University of Pennsylvania, Northwestern University, and Roosevelt University, Chicago. He has been invited to give lectures next semester at the University of South Carolina and the University of Wisconsin, Madison.

MARSHALL-WYTHE SCHOOL OF LAW

Doug Rendleman, associate professor, is the author of an exhaustive study, "The New Due Process: Rights and Remedies," in the current issue of the Kentucky Law Journal.

John Donaldson, professor, led a seminar on "Estate Planning for Owners of an Interest in Closely Held Businesses," for the Richmond chapter of the Virginia Society of Certified Public Accountants, Oct. 15. On Oct. 17 he addressed the Richmond chapter of the American Right of Way Association on "The Takings Issue."

The current issue of the William and Mary Law Review features a symposium on the subject of "Implementation of the Coastal Zone Management Act of 1972," consisting of five articles by authorities in the environmental law field. The concluding article is by Scott C. Whitney, professor, on "Siting

of Energy Facilities in the Coastal Zone -- A Critical Regulatory Hiatus."

Elmer J. Schaeffer, assistant professor, is the author of "Passing-on Theory in Antitrust Treble Damage Actions: An Economic and Legal Analysis," and William B. Spong, Jr., Cutler lecturer at the Law School, is the author of "The War Powers Resolution Revisited: Historic Accomplishment or Surrender?" -- both in the current issue of the William and Mary Law Review. William F. Swindler, John Marshall Professor of Law, also appears in this issue with a book review of Mr. Justice Black and His Books, an analysis of the lifelong accumulation of a library by the former Supreme Court Justice prepared by Professor Daniel J. Meador of the University of Virginia.

Emeric Fischer, professor and acting dean, was a member of the state delegation appointed by the governor's office to attend the annual meeting of the National Tax Association in Houston, Nov. 2-5.

William F. Swindler, John Marshall Professor of Law, will make a consultant's report to the bicentennial committee of the Judicial Conference of the United States at its bi-monthly meeting in Charleston, S.C., Nov. 24.

MATHEMATICS

A paper entitled "System Balance Analysis for Vector Computers" by Adjunct Assistant Professor John C. Knight, Assistant Professor William G. Poole Jr., and Robert G. Voigt was presented by Poole at the Oct. 22 ACM National Conference in Minneapolis, Minn. The paper also appears in the Conference Proceedings.

MODERN LANGUAGES AND LITERATURES

Several members of the department attended the meeting of the Modern Foreign Language Association of Virginia on Oct. 17 at the University of Richmond. They were Professor Luke Martel, Associate Professors Elizabeth Backhaus and Elsa Diduk, and Assistant Professors Joanne Funigiello, Ron Hallett, Denyse Marchesseau, Franco Triolo, and Robert Welch.

Mr. Hallett led the Comparative Literature session of the meeting.

PHYSICS

Professor Arden Sher presented a colloquium to the physics department at Washington University in St. Louis Mo., on Oct. 28. He spoke on the "Bond Orbital Model of Tetrahedrally Coordinated Solids."

Assistant Professor John B. Delos has received a Cottrell Research Grant in the amount of \$4800 for "Theoretical Studies of Chemical Reactions Involving Negative Ions." The funding period is Oct. 31, 1975, through Oct. 31, 1977.

Professor R.E. Welsh spoke

at Virginia State College, Petersburg, Va., on Oct. 9. He gave a physics colloquium entitled "Hadronic Atoms" and a general interest talk sponsored by the physics department and the Society of the Sigma Xi on "The Colonization of Space."

The following paper has been published: "Electromagnetic Current Instabilities," by S.P. Gary and D.W. Forslund in Phys. Letters 54A, 347 (1975).

Assistant Professor Carl Carlson and Hans C. von Baeyer attended the 14th Eastern Theoretical Physics Conference in Boston, Nov. 7-8. In the fall of 1977 William and Mary will be host to this annual meeting.

PSYCHOLOGY

Professor Peter L. Derks gave an invited talk to the psychology department colloquium at the University of Kansas, Nov. 5.

RELIGION

James C. Livingston, dean of the undergraduate program, and Jack D. Van Horn, assistant professor, attended the annual meeting of the American Academy of Religion in Chicago, Oct. 30-Nov. 2. Mr. Livingston's monograph of The Ethics of Belief: An Essay on the Victorian Religious Conscience was the topic of discussion at one of the sessions. Among the three respondents who presented papers on Mr. Livingston's monograph was Frank Turner, assistant professor of history at Yale University. Mr. Turner is a 1966 graduate of the College and author of Between Science and Religion: The Reaction to Scientific Naturalism in Late Victorian England.

SCHOOL OF BUSINESS ADMINISTRATION

Dean Charles L. Quittmeyer, Professor Marvin M. Stanley and Assistant Professor Donald J. Messmer attended the sixth annual award dinner of the Packaging Education Foundation Inc. as guests of Daniel C. Lewis, vice president of the Chesapeake Corporation of Virginia.

The dinner was held at the Americana Hotel in New York City on Oct. 29 and honored August A. Busch III as "Packaging Man of the Year." Mr. Busch is the president and chief executive officer of Anheuser Busch Inc. Both Mr. Busch and Mr. Lewis are members of the Business School's Sponsors' Board.

Faculty members flew to New York on a Chesapeake Corporation aircraft.

Associate Professor James E. Smith presented a paper entitled "An Evaluation of the FASB Interpretations" at the fifth annual Virginia Accounting and Auditing Conference in Blacksburg, Oct. 20.

On Oct. 30 he presented "Current Developments in Financial Reporting" at the joint conference of the Accountants Society of Virginia and the Maryland Society of Accountants. The conference was held in Washington, D.C.

SCHOOL OF EDUCATION

An article by Associate Professors S. Stuart Flanagan and Roger R. Ries entitled "Know Your Testing Program" was published in the October 1975 issue of The Virginia Mathematics Teacher. The article describes statewide testing programs and suggests guidelines for teachers when using test results.

Flanagan attended the Supplemental Skill Development Program Conference in Richmond, Nov. 14 and 15, and spoke on the topic; "What is a Skills Program in Mathematics?"

Some 500 teachers from across the state attended. The SSPD project is funded through the State Department of Education in the amount of \$15,000,000 to aid 5th and 6th graders with basic difficulties in mathematics and reading.

Donald Lashinger, associate professor, will speak on "Reading Success—the Principal's Responsibility" at the annual statewide Conference of Elementary principals to be held Dec. 2-3 at the Hotel Roanoke in Roanoke.

William E. Garland, assistant professor, has received a one thousand dollar grant to direct a team of Virginia Beach educators in preparing a series of workshops on "Exploring Human Nature," an interdisciplinary social studies curriculum for secondary schools.

Under the terms of the National Science Foundation grant, the team will present two awareness conferences and two in-service workshops during the school year, for social studies teachers, supervisors and coordinators from Virginia Beach, the Peninsula area, and other areas of Virginia in general.

"Exploring Human Nature" draws upon several natural and social sciences including biology, anthropology, psychology and sociology to help students understand the relationships among the social sciences, the psychological uniqueness of mankind, the inter-relationships within cultures and between different human cultures, and the behavioral characteristics that typify mankind as a species.

Because of the success of the first secondary reading conference jointly sponsored by the College and VCU which was held earlier this month at Hermitage High School in Henrico, plans are being made for next year's conference to be held here on campus.

Approximately 140 secondary classroom teachers, supervisors and reading teachers attended the conference conducted by Associate Professor Donald R. Lashinger, and Joseph Mahony, professor of education at VCU. Guest speaker was H. Alan Robinson, professor of education at Hofstra University who discussed reading in content areas. In the conference sessions Lashinger spoke on "Exemplary Secondary Reading Programs: Characteristics and Organization." Mahony discussed "The Rationale for Secondary Reading."

SOCIOLOGY

Lawrence S. Beckhouse, associate professor, has been accepted to participate in the National Science Foundation Chautaugua Short Course on Social Impact Assessment. Held at the University of Maryland, the first session was in October and the next is in March, 1976.

Gary A. Kreps, assistant professor, and Robert Mattson-Croninger, a graduate student in sociology, attended the 1975 meetings of the American Society of Criminology in Toronto, Canada, Oct. 31-Nov. 2.

Mr. Kreps was a designated presenter in a workshop entitled "Research on Delinquency Deterrence and Prevention", discussing data from his recent study on the urban ecology of delinquency.

Mr. Mattson-Croninger participated in a workshop entitled "Causes of Criminality", presenting conclusions from his research on labeling theory.

Professor Vernon H. Edmonds, spent Oct. 22-25 in Atlanta participating in the first part of a NSF short course in cliometrics.

STUDENT AFFAIRS

Jack Morgan, associate dean of students for Residence Hall Life, twice presented a research paper entitled "The Impact of Positive Pre-Information About Student's Resident Assistants on Student's Maturity and Other Behavioral Entices" at the Southern College Personnel Association Annual Conference held in Richmond, Nov. 5-7. Dean Carolyn L. Moseley served as a recorder for a program entitled "Conducting Seminars for Value Development." Other members of the Student Affairs staff attending this conference were: Harriet Reid, director of Career Counseling, Ken Smith, director of Student Activities, and area coordinators Mary Elizabeth Jackson, Irene Slagle, Tom Nanzig, and Steven Dewey.

SWEM LIBRARY

A review by Robert L. Burr, circulation librarian, of Book Availability and the Library User (Pergamon, 1975) by Michael K. Buckland appears in the September, 1975 issue of College and Research Libraries. In addition to reviewing professional literature for CRL, Mr. Burr regularly reviews publications in librarianship, history, and fiction for Library Journal.

Several members of the Swem Library staff attended the annual meeting of the Potomac Technical Processing Librarians at Hagerstown, Md., on Nov. 1. Those who attended were Mary Lou Cobb, Kathryn Blue, Sue Welch, Nancy Harris, Merle Kimball, and Mary Jane Conger from the Cataloging Department, and Ailene Zirkle, Marcia Bush, and Adrienne Bodie from the Acquisitions Department. Ms. Cobb is a member of the Advisory Council of this organization.

NOV CALENDAR

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WEDNESDAY

U.S. Marine Corps, CC Lobby, 9 a.m.-3 p.m.
 Residence Hall Life Advisors Luncheon, CC Gold Room, 12 noon.
 Wednesday Lunch Group, CC Room C, 12 noon.
 Tertulia (Coffee Hour) with Prof. Jose Peman, "The Political Situation in Spain," (talk will be in Spanish), Spanish House Lobby, 3:30 p.m.
 Graduate Studies Mtg., Swem Conference Room, 4 p.m.
 W&M Bridge Club, CC Rooms A and B, 7 p.m.
 Circle K, Circle K Cottage, 7 p.m.
 Spanish Free Class, International Cottage, 7 p.m.
 Phi Delta Phi (French) Film, CC Theatre, 7:30 p.m.
 Project PLUS Forum, Millington Auditorium, 7:30 p.m.
 Judicial Systems Committee Mtg., Swem Conference Room, 7:30 p.m.
 A.A.U.P. Mtg., Alumni House, sherry at 7:30 p.m.; meeting at 8 p.m.
 Panhel Rush Workshop, Botetourt Theatre, 8 p.m.
 Andrew Lewis Band, Hoi Polloi, 8 p.m.
 W&M Theatre Performance: "Hot L Baltimore," PBK, 8:15 p.m.
 Jamestown Road Residence Hall Council Mtg., CC Room C, 10 p.m.

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THURSDAY

Teacher Placement Interviews: Chesapeake City Public Schools, Morton 104, 9 a.m.-4:30 p.m.
 U.S. Marine Corps, CC Lobby, 9 a.m.-3 p.m.
 Foreign Study Committee, Swem Conference Room, 3:30 p.m.
 Christian Science Organization, CC Green Room, 4:30 p.m.
 Episcopal Holy Communion, Wren Chapel, 5 p.m.
 Portuguese Free Class, International Cottage, 6 p.m.
 SA Free University: Bartending, CC Rooms A and B, 7 p.m.
 Fellowship of Christian Athletes, CC Gold Room, 7:30 p.m.
 German Cultural Films, German House, 8 p.m.
 Fine Arts dept. Lecture/Concert: "The Ars Nova: Music and Painting in Flanders in the 15th Century," comment by Prof. Chappell; music by the Thursday Consort, Andrews 101, 8 p.m.
 SA Presents David Toma, W&M Hall, 8 p.m. (25¢-students; \$1-general admission)
 W&M Theatre Performance: "Hot L Baltimore," PBK, 8:15 p.m.

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FRIDAY

Teacher Placement Interview: Virginia Beach City Schools.
 Board of Visitors meeting, Swem Library.
 Placement Office Interviews: Univ. of North Carolina Grad. School of Business Admin. (Chapel Hill); Washington Univ. Grad. School of Business Admin. (St. Louis, Mo.); Columbia Univ. Grad. School of Business; New York Univ. Grad. School of Business; Univ. of Pennsylvania-Wharton Grad. School of Business; Case Western Reserve Univ. School of Law, Morton 104.
 Minority Affairs Committee Mtg., Sit 'n Bull Room, 1 p.m.
 Concert Committee, CC Gold Room, 2 p.m.
 WMCF, CC Theatre, 6 p.m.
 Hillel, Temple Beth El, 7:30 p.m.
 SA Films: "Conversation," W&M Hall, 7:30 p.m.; "Bank Dick," 9:30 p.m.
 Visiting Scholar: Richard Scheckner, CC Theatre, 8 p.m.
 W&M Theatre Performance: "Hot L Baltimore," PBK, 8:15 p.m.
 Sigma Chi Indoctrination for Initiation, Matoaka Shelter, 8:30 p.m.
 BSO Dance, Blow Gym, 9 p.m.

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SATURDAY

Circle K Tutoring Program, Washington Hall, 9 a.m.
 College Women's Club Swim Lessons, Adair Pool, 9:30 a.m.
 Circle K Swim Program, Blow Pool, 10 a.m.
 Organ Recital, Wren Chapel, 11 a.m.
 School of Business Admin. Sponsors Day Luncheon, CC Ballroom, 11:30 a.m.
 Football: W&M vs. Richmond, Cary Field, 1:30 p.m.
 Circle K Saturday Recreation Program, CC Rooms A & B, 2:15 p.m.
 Westminster Fellowship Supper, Wesley Foundation, 6 p.m.
 Phi Mu Alpha (Music) Initiation, Wren Great Hall, 6:30 p.m.; Wren Chapel, 7:30 p.m.
 Language Houses Film Series: "Shoot the Piano Player" (French, Truffaut, 1960), German House Lobby, 8 p.m.
 Delta Theta Phi (Law) Speaker: Mr. Joseph DePaul, CC Theatre, 8 p.m.
 W&M Theatre Performance: "Hot L Baltimore," PBK, 8:15 p.m.
 Monmouth Duo Dance (Kappa Kappa Gamma-Pi Beta Phi), CC Ballroom, 9 p.m. (by invitation only)

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SUNDAY

Science Fiction Convention with Guest Kelly Freas, W&M Hall, 9 a.m.-4 p.m. (admission-25¢)
 Phi Eta Sigma/Alpha Lambda Delta Initiation, Wren Great Hall & Chapel, 1:30 p.m.
 Waylor Jennings and Jesse Colter in concert at W&M Hall, 2 p.m.
 SA Films, Millington Auditorium, 3 and 8 p.m.
 W&M Sunday Series: Francis Perry, Guitar, CC Ballroom, 4 p.m.
 Coffee Hour, German House, 4:30 p.m.
 Baptist Student Union Dinner and Program, 244 S. Boundary, 5 p.m.
 Wesley Foundation Dinner and Program, 526 Jamestown Rd., 5:30 p.m.
 Backdrop Variety Show, CC Ballroom, 7 p.m.
 SA Senate Committee Mtg., Swem G-1, 7 p.m.
 SA Free University: Basic Photography, Bryan Basement, 7 p.m.
 An Evening of Music Interpreted and Composed by Helen Mead and Bob Siegel, CC Theatre, 7:30 p.m. (Tickets: \$1-door; 75¢-desk), refreshments following.
 Wednesday Morning Music Club Concert, PBK, 8:15 p.m.

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MONDAY

Honors & Experimental Programs Mtg., Swem Conference Room, 3:30 p.m.
 Catholic Students Assoc. Mass, Andrews 101, 4 p.m.
 Chemistry Dept. Exams, Small 109, 113, 6:30 p.m.
 Yoruba Free Class, International Cottage, 7 p.m.
 Phi Mu Initiation, Wren Great Hall, 7 p.m.
 18th Century Dance Instruction, CC Ballroom, 8 p.m.
 Phi Delta Phi (Law) Talent Show, CC Theatre, 8:15 p.m.

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TUESDAY

Residence Hall Life Mtg. with Area Coordinators, CC Gold Room, 9:30 a.m.
 Interhall, CC Theatre, 4 p.m.
 Physics Dept. Ascent of Man Film Series: "Generation upon Generation," Millington Auditorium, 5 and 8 p.m.
 SA Senate, CC Theatre, 7 p.m.
 Science Fiction Club, CC Rooms A and B, 7 p.m.
 Catholic Mass, Wren Chapel, 7 p.m.
 Chinese Free Class, International Cottage, 7 p.m.
 Collegiate Civitans, CC Green Room, 7:30 p.m.
 German Folkdancing, German House, 7:30 p.m.
 "Sebastian," Hoi Polloi, 8 p.m.
 W&M Concert Series: Operatic Highlights, PBK, 8:15 p.m.

Advertisements

FOR SALE

Great deal for SKIERS: K2 Holiday skis (185 cm), mounted w/Cubco bindings; child's skis & bindings; child's kastinger boots (size 4); child's ski/snow pants (size 8-10); also 16" boys/girls convertible bicycle. Everything in good to excellent condition. Make an offer. Call 229-5229. (11/18)

1972 Yamaha, 250 cc, 8500 mi., exc. cond. \$500. Call 564-3812. (11/18)

Brand new king-sized water bed never taken out of box. Padded frame, liner and mattress included. King-size sheets. \$70. 220-1036. (11/18)

1972 Honda CB 350, exc. cond. \$850. Call 229-0924 after 5. (11/18)

Smithfield Va. 50 min. from campus. Brick rancher, 3 BR, 2 bath, eat-in-kitchen, \$35,000. Call 1-357-4026 (11/25)

BSR-310X turntable w/magnetic cartridge, Lafayette #25 amp. w/pre-amp and 2 Minuetta bookshelf speakers. All in excellent condition. \$125. Call 229-9319. (11/25)

Brand new EPI 90 speakers w/warranty; concert hall realism. \$140/pr. Call Stu at 229-3142. (11/25)

Royal Future 800 manual typewriter, pica type, excellent condition. \$50. 229-8764. (11/25)

Bolex Multimatic Super 8 Movie Projector—fully automatic. Forward, reverse, and single frame projection. Automatic threading & rewinding. With f 1.3 lens. Brand new in factory sealed box with guarantee cards (\$300. list) Only \$100. Call 229-7664 evenings. (12/2)

GE refrig., small (5 ft. tall)—great for dorm room. In perfect running condition. \$20. Call 564-9558 evenings. (12/2)

Refrigerator, 5 cu. ft. with large freezer space, excellent working condition, perfect dorm size. \$60. Call Lorna at 220-2112 or 229-7792. (12/2)

SONY TC-122 Tape Deck, very good condition, excellent sound. New-\$100, now-\$45; also cassette tapes: 28 C-90's, Realistic, Scotch, TDK and Memorex. New-\$90, now-\$45. Also 24 miscellaneous C-60's and C-120's for \$15. All the above tapes for \$55. Call Rich at Ext. 465, Room 202. (12/2)

FOR RENT

Master bedroom in fully furnished house. Room comes with double bed. Price includes all utilities (except phone) and all house and yard privileges. \$95.00 per month. Call Doug at 220-0226. (11/18)

Large furnished room in large house with living room, den, 2 fireplaces. Kitchen privileges and washing facilities included. \$125.00 per month. Two miles from College. Female only. Call Gloria at 229-3283. (11/25)

Unfurn. 4 BR brick rancher, wall-to-wall carpet, central air w/washer, refrig. and range, spacious yard. Ideal location 15 mi. east of Wmsbg. Couple preferred, but will accept singles. Call 877-3687 anytime between midnight and 6 a.m. or 220-2110. Ask for Mr. Lindsey or Mrs. Phillips. (11/25)

Completely furnished 1 BR apt. at Heritage Inn by Monticello Shopping Center (on JBT bus route). All utilities included. \$235/mo. for one or two individuals. Call 229-2327 afternoons and evenings. (12/2)

Skipwith Farms: 3 BR, 1 bath, with attached garage and large yard. \$255/mo. 229-3920 (Sat. and Sun.) (12/2)

WANTED

One or two female roommates wanted to share 2 BR apt. at Colonial Towne. Call 229-8292 after 6 p.m. (11/25)

Female Law or Grad. student wanted to share 3 BR apt. 5 miles from campus. \$88 per month. All utilities included. Call evenings 220-2588. (11/18)

Student with own transportation to babysit with kindergartener mornings the week of Dec. 1-5. Please call 229-0345 after 5. (12/2)

Nice home for all-black 8 month-old female (spayed) cat. Up-to-date on shots, complete with litter box. Friendly cat needs company. 229-0453 or 229-6094 after 5 p.m. (12/2)

Room within walking distance of campus for 2nd semester. Please contact John at ext. 207 or P.O. Box 7609 College Station. (12/2)

LOST

Lost since Oct. 19: 2 large red female Irish setters. May have been seen on campus. "Brandy" has choker chain collar and "Shannon" brown flea collar. Dogs are children's pets. High sentimental value. If seen, please call 564-3827 or 564-9717. \$50 reward. (11/25)

Navy blue, Busch Gardens jacket size small. Key chain with keys in pocket. Reward. Ext. 410. Ask for Nancy. (11/18)

Personnel Bulletin

The following positions at the College of William and Mary are or will be vacant. They are open to all qualified individuals; however, current employees of the college will receive first consideration. Those wishing to apply for these positions should make their application at the Personnel Office, James Blair Hall. 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 are qualified.

Inquiries about vacancies should be directed to the Personnel Office and not to the department where the opening exists.

Call 229-JOBS (229-5627) for an updated listing of job vacancies and 24-hour service.

ANIMAL CARE TECHNICIAN A - \$5880 per year

Qualifications: Completion of elementary school, certification by the American Association of Laboratory Animal Sciences, and one year of experience.

Psychology Department - deadline 11-29-75

CAMPUS POLICE OFFICER - \$8040 per year

Security Department - deadline 11-19-75

Changes in Amounts Taxable Under Social Security

Effective Jan. 1, 1976, the amount taxable under Social Security will change. Although employees will continue to contribute 5.85% of their gross annual salary to the Social Security Administration, this contribution will be based on the first \$15,300 of the employees salary instead of on the first \$14,100 as was done in 1975. This means that the maximum Social Security Tax a wage earner pays during 1976 will be \$895.05 as compared to \$824.85 during 1975. Pay checks distributed on and after Jan. 16, 1976, will be subject to this change.