

William and Mary News

VOLUME IV, NO. 17

TUESDAY, JANUARY 13, 1976

Alumnus Gives Sculpture To College

Joseph Henry Lonas '49, a major American artist who has made his home in Germany for the past twenty years, and his wife have made a gift of sculpture to the College valued at over \$150,000.

The collection of work by Lonas is comprised of 17 sculptures including several working models in bronze of large outdoor pieces, drawings and photographs. It will be on display for the first time on campus in Andrews Hall, Jan. 26-Feb. 16.

After receiving a bachelor of arts degree from William and Mary, Lonas completed work for an M.F.A. degree from the State University of Iowa and won a Fulbright scholarship to study in Germany. His grant was renewed for a second year and at the end of this extension, the German government offered him a five-year grant. Since 1963 Lonas has been a member of the teaching staff of the Institute of Fine Arts in Berlin.

In a publication entitled "Twenty Years in Berlin" prepared for an exhibit of his work in 1973, Lonas reflected on his education at William and Mary.

"In 1946 I enrolled in the College of William and Mary in Virginia where I had planned to devote myself to painting, but under the influence of C. (Carl) Roseberg I soon changed over to sculpture."

Roseberg remembers Joseph Lonas as one of his outstanding students in nearly 29 years of teaching sculpture at William and Mary.

"He had a natural talent and inclination," remembers Roseberg, "and once he got into sculpture, he really took hold. He approached his work with such a vigor—it was almost like a fever to him."

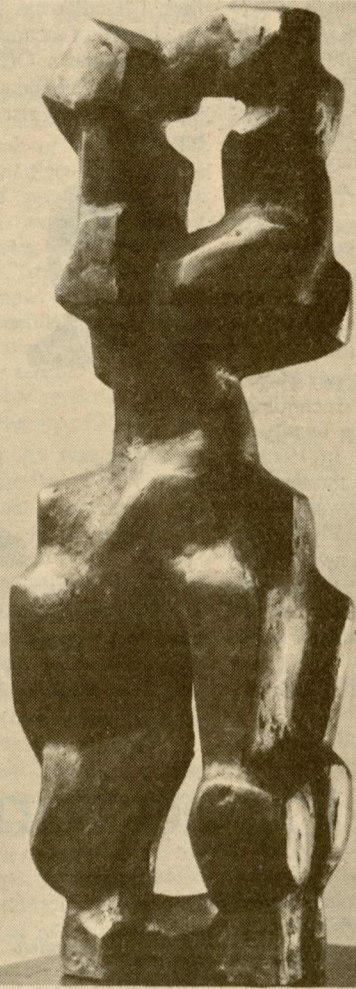
Major reconstruction in Europe following World War II and the inclusion of aesthetics in the rebuilding of German cities provided a striking stage for Lonas' work. In the city of Berlin, there are seven outdoor sculptures by Lonas, the largest representation by any one artist; an eighth one is in process and will be installed soon.

Lonas's style developed from the figurative, as evidenced in a large bronze nude he sculpted in 1955, through the abstract and into the highly exacting "engineering" designs in a multiplicity of materials that characterize his later works.

Fed. Income Tax Course Offered

The Office of Special Programs is now accepting registrations for its course Federal Income Tax for Individuals, which begins tonight. The eight-week course will meet Tuesdays at the Virginia Associated Research Campus in Newport News, from 7:30 to 9:30 p.m. The fee is \$45.

For information, telephone the office at 877-9231, Ext. 200.



A Lonas sculpture in bronze, executed in 1958, is entitled "Weibliche Figur."

Alan Fuchs Is Awarded Fellowship for Yale Study

Alan E. Fuchs, associate professor of philosophy, has been named a Fellow of the National Humanities Institute for 1976-77 to study ethics and the law at Yale University.

As an adjunct member of the Yale faculty he will explore such questions as the relationship between a legal system and underlying ethical concerns and what is a reasonable guiding principle for making a moral judgment.

The purpose of the grant to Fuchs is two-fold: to support his research project entitled "The Limits of Liberty: a Philosophical-Legal Study" and to enable him to develop a new interdisciplinary course on ethics and law. His research is aimed at formulating a standard to use in determining the proper extent of first amendment rights such as freedom of speech and freedom of the press. The new course will study the interrelationships between ethics and the law, as, for example, in the problem of the extent to which the law should legislate morality.

Fuchs will pursue his goals in both independent study and in informal seminars with various small groups of Fellows participating. The NHI is funded by the National Endowment for the Humanities, a Federal agency. Fuchs undertook preparatory work last summer under an NEH fellowship at the University of Michigan at Ann Arbor.

"My concern in the area of ethics and the law," explained Fuchs, "is based on the theoretical concern that everyone who studies philosophy and law is concerned

about, and that is: What is the relationship between a legal system and our underlying ethical concerns? Is the legal system merely a

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Duo-pianists Anthony and Joseph Paratore will give a Concert Series performance on Tuesday, Jan. 20, at 8:15 p.m. in Phi Beta Kappa Hall. Their program includes Mozart's "Sonata in D Major," Schumann's "Andante and Variations in B flat Major," Copland's "Danzon Cubano," and Brahms' "Sonata in F minor." Individual tickets will be available for \$4 general admission and \$3 students and employees at the PBK box office preceding the recital.

Law School to Honor Jaworski, Anderson

Leon Jaworski, former special Watergate prosecutor and past president of the American Bar Association, and Professor Sir Norman Anderson, director of the Institute of Advanced Legal Studies at the University of London, have been selected to receive the Marshall-Wythe Medallion.

The medallion is awarded periodically by the faculty of the law school to persons who have distinguished themselves in the field of law.

Jaworski will receive his award at the College's 283rd Charter Day program, Saturday, Feb. 7. Principal speaker at the ceremonies will be Sir Peter Ramsbotham, British Ambassador to the United States.

Anderson will be presented his medallion at the annual Law Day program, which the law school will sponsor in early May. The date has yet to be announced.

Jaworski was born in Waco, Texas, and holds law degrees from Baylor University and George Washington Universities. He is currently a senior partner with the Houston law firm of Fullbright, Crooker and Jaworski.

During his distinguished career in law he has been president of the Texas State Bar, the American Law Institute, the American College of Trial Lawyers, the American Bar and the Houston Bar. He has served on presidential commissions on law enforcement and administration of justice, and the causes and prevention of violence. He served as a colonel in the Army during World War II and was a trial judge for war crimes cases.

Jaworski was appointed as special prosecutor in the Watergate trials in November, 1973, succeeding Archibald Cox. His insistent efforts to gain access to tapes and documents led to a running legal battle with White House lawyers and culminated in arguments before the Supreme Court of the United States which were resolved in his favor. During his 11 months as a special prosecutor (he resigned Oct. 12, 1974), Jaworski and his aides produced indictments of, or guilty pleas from 14 major officials of the Nixon administration and the Committee to Re-elect the President.

He has also prosecuted a dozen corporations and 17 of their executives for illegal campaign contributions.

Professor Anderson, an authority on Islam and African Law, Arabic and Islamics, has published widely both in the fields of law and theology. He has been professor of Oriental laws from 1953 and director of the Institute of Advanced Legal Studies since 1959. He is a member of the Colonial Office Native Law Advisory Panel, the Council of Britain, and the Institute of International and Comparative Law and Justice. He is also vice president of the International African Law Association.

Professor Anderson received an honorary D.D. from St. Andrew's College in 1974 and was included on Queen Elizabeth's latest honors list for his work as chief legal advisor for the Church of England. He has been a visiting professor at several U.S. universities, including Princeton, New York Law School, and Harvard Law School.

He will be in the United States in May as a member of a British bar group here to attend bicentennial functions at the invitation of the American Bar Association.

Scientist To Be Project Plus Forum Topic

Physics Professor Hans C. Von Baeyer will speak on "Raleigh's Man Hariot: A Renaissance Scientist in England and America" at the Project Plus Forum Jan. 21 at 7:30 p.m. in Millington Auditorium.

The public is cordially invited to attend.

The Forum for the current academic year centers on the theme "Medieval and Renaissance Man."

In addition to his research activities in the field of theoretical nuclear and particle physics, Von Baeyer is interested in teaching science on all levels. At William and Mary he has taught physics courses for non-science students. He has also, with his wife, published an article on teaching science to pre-schoolers. In 1973 he received the College's Thomas Jefferson Teaching Award.

A member of the William and Mary faculty since 1968, Von Baeyer holds degrees from Columbia, Miami and Vanderbilt.

Fuchs Receives NEH Fellowship

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formalized codification of morality? Should the laws be written in the form of moral principles so that if a law is not moral it should automatically be changed, or are there different standards of practicality or prudential concern, or—as you hear a lot these days—you shouldn't legislate morality? Some people feel morality is in some sense so private and so personal and so subjective that laws should be based on good solid objective criteria and morality left to the individual."

"I think we see some of that thinking in such phenomena as Watergate, where morality was not considered that important. It is ultimately considered an irrational thing that is merely expressive of personal feelings and emotions and as such we are free to differ. Just as we have learned to tolerate different religions, we are supposed

College Women To Hear About Power Problems

The College Women's Club will sponsor a lecture by Leland E. Traywick, professor of business administration and director of the Bureau of Business Research at the College, on Thursday, Jan. 22.

Traywick, who was appointed to the Electricity Costs Commission last spring by Governor Godwin and who serves as the commission's vice chairman, will discuss "Electricity Problems and Projections in Virginia." His lecture will be held at 8p.m. in Millington Auditorium and is open to the public.

The Oklahoma native holds B.A. and M.A. degrees from the University of Missouri and Ph.D. from the University of Illinois.

Policy Statement

The Committee for Faculty Research has formulated a new policy regarding minor grants for research. In a recent memorandum committee chairman Jack D. Van Horn noted that the new elements include a policy statement (see below), an application form, a new method of reimbursement, and a change from three to two deadlines per year.

The next and last deadline for the current academic year is Jan. 30.

POLICY ON FUNDING MINOR COSTS FOR RESEARCH

Purpose of the program. To assist the researcher with necessary, unavoidable expenses directly related to research, the Committee for Faculty Research awards small grants twice a year.

Eligibility. Currently enrolled graduate and undergraduate students, faculty, and staff.

Restrictions. Only those expenses which cannot be met through the normal budgets of the College (departmental, library, operational, etc.) will be considered. The Committee will not fund (1) meals and lodging, (2) typing and duplication of dissertations, master's theses, undergraduate honors theses or course papers, (3) equipment or materials ordinarily supplied by department or the Audio Visual service, (4) books and other library materials, (5) computer time and expenses at the College, (6) transportation in a private car if public bus is available, (7) transportation to the vicinity of the applicant's permanent residence, (8) transportation to professional meetings to present research except under unusual circumstances, (9) expenses incurred before application to the Committee, (10) subsidy of the publication of articles, (11) expenses incurred by students not currently enrolled. Exceptions may be made to any of these if due cause is presented. If an applicant has had previous support, satisfactory reporting and accounting must be made before a subsequent application will be considered.

Limits on Funding. Normally under \$300.00 with exceptions considered. No more than 10¢ per mile where a private car is necessary

Application form and deadlines. September 30 (for October announcement), January 30 (for February announcement). Application forms are available from the offices of the Dean of the Faculty of Arts and Sciences and the Deans of the Schools of Education, Business, Law, and Marine Science.

Method of Reimbursement. Notification of awards will be given at the times cited above. Before May 15 following notice of award, grantee must present to the Office of the Vice President for Academic Affairs at one time appropriate proof (invoices, receipts, etc.) of all actual expenses which are consistent with the terms of the grant. Failure to file by May 15 will result in forfeiture of award. Authorization will be made by that office for reimbursement. An advance of funds will be considered only in exceptional circumstances.

Final Report. After completion of the research project a report including an account of the use of the award must be made to the Chairman of the Committee for Faculty Research. If a project is not complete by July 1, a progress report is expected at that time.

to tolerate people's different feelings on morality and that obviously loosens the whole thing up and you start getting justifications such as "everyone else does it, so don't get upset when I do it."

"Morality isn't only a series of 'thou shall nots,'" said Fuchs. "People who are careful not to participate in illicit sex, pornography, gambling, overdrinking or other sensual indulgences may be far more immoral than those who

GRA Selection Schedule Given

The Office of Residence Hall Life has announced the following schedule for 1976-77 staff selection (Graduate Resident Advisers and Resident Assistants).

Jan. 20, 1976--Required meeting for all candidates. General information materials will be distributed, and the dimensions and expectations of the various positions will be described. Meeting will be held at 7p.m. in the Campus Center Little Theatre.

Jan. 22--GRA and RA applications available in the Office of Residence Hall Life.

206B James Blair Hall.
Jan. 29--Deadline for GRA applications. Due by 5p.m. in the Office of Residence Hall Life.

Jan. 30-Feb. 6--GRA interviews.
Feb. 5--Deadline for RA applications. Due by 5p.m. in the Office of Residence Hall Life.

Feb. 9--GRA applicants notified of final status.

Feb. 9-March 2--RA interviews.
March 3-5--RA applicants notified of final status.

Job descriptions for the GRA and RA positions are available in the Office of Residence Hall Life, 206B James Blair Hall.

are guilty of these acts; for instance, when they violate constitutional rights by illegally tapping phones and attempting to subvert the elective process.

"Where people get into difficulty with moral decisions is when they don't want to do the thinking about a situation," asserts Fuchs.

"The First Amendment rights are important because they are purposely written to protect individuals against government. The government sometimes finds it inconvenient to recognize these rights but that's the reason they were put in the Constitution in the first place."

"I think it is important to see that rights, such as free speech or freedom of religion, necessarily limit each other. The problem is how do you set these limitations."

Fuchs, a graduate of Massachusetts Institute of Technology and Harvard, joined the faculty of the College in 1969. In 1973 he was selected to receive the Richard M. Griffith Memorial Award of the Southern Society for Philosophy and Psychology. His award winning paper, "Aristotle's Concept of Pleasure," was presented before the Society during its annual meeting in Knoxville, Tenn. The award is a citation for general excellence, awarded annually.

Employee Promotions and Reallocations are Noted

Three employees have received promotions in recent weeks.

Norma Chandler became Purchasing and Stores Supervisor A effective Dec. 16, replacing Malou Stark. For the past three years Mrs. Chandler has been a Clerk D in charge of accounts payable in the Treasurer's Office. She first joined the College staff in September 1970 as a typist in the Purchasing Office.



Chandler



Burr

Angela Burr has transferred from the law school library, where she has been a library assistant since February 1974, to replace Mrs. Chandler in the accounts payable office.



Robinson



Cowles

In the Buildings and Grounds Department, both **Eleanora Robinson** and **Lucile Cowles** have been promoted from Housekeeping Supervisor A to the B position. Mrs. Robinson joined the staff as a maid in 1958 and was promoted in September 1974 to Housekeeping Supervisor A.

Mrs. Cowles also joined the work force as a maid in 1958. In 1966 her position was reallocated to that of Housekeeping Supervisor A.

Several reallocations were recently approved by the State. They are **Christina Holden**, from Typist B to the C level in the School of Education; **Mary Anderson**, from Clerk Stenographer B to C in the Classical Studies department; **Denise Noisin**, from Typist B to C in the law school; and **Peggy Swope** and **Randall Lininger** from Stenographer B to Typist C positions in the law school.

College Given Japanese Publications

The College has received a number of literary and reference publications from the Japanese Foundation, an autonomous organization established to deepen mutual understanding and friendship between other peoples and Japan.

Included in the donation are several classic and modern Japanese literary works translated into English, as well as publications concerning Japanese architecture, history and economy.

The Japanese Foundation was created in 1972 for the purpose of carrying out activities for international cultural exchange. William and Mary was one of about 400 universities, national libraries and institutes throughout the world which received donations of publications from the foundation.

Grant Opportunities

U.S. Geological Survey

Guidelines for research proposals available.

National Science Foundation

U.S. - U.S.S.R. Program: Application of Computers to Management Fields: econometric modeling; management of large systems including large cities; theoretical foundations for software for applications in management and economics; computers and decision-making of high-level executives. Joint research projects; conferences; workshops; special studies.

Expressions of interest to: U.S.-U.S.S.R. Activities, Division of Mathematical and Computer Sciences, NSF, Washington, D.C. 20550.

Faculty Fellowships in Science Applied to Societal Problems

Deadline: Feb. 6

Ethical and Human Value Implications of Science and Technology

Deadline: Feb. 15

Restructuring the Undergraduate Learning Environment

Purpose is to encourage significant changes in undergraduate programs in science in existing courses or in creating new ones. Support of small faculty group for one or two summers.

Deadline for Faculty Oriented Projects: Jan. 26

Other Proposals: Any time.

Long-term Collaborative Research Visits to Australia

Six to twelve month visits beginning between 10/1/76 and 3/31/77.

Deadline: Feb. 1

NATO Advanced Study Institute - 1976

For approximately 90 young scientists to attend NATO institutes in Europe in summer 1976. Institutes provide advanced instruction on specific topics in physical, life and social sciences, and mathematics. Last from two to three weeks and are open to junior faculty and advanced graduate students. Nominations made by NATO institute director. List of institutes will be available in February 1976 by contacting: NATO Travel Grants, Division of Science Manpower Improvement, NSF, Washington, D. C. 20550.

National Endowment for the Humanities

Summer Seminars for College Teachers

Deadline: March 1

Education Programs

Project Grants - Deadline: March 15

Consultants Grants - Deadline: April 1 and July 1

Planning Grants - Deadline: April 1

Program Grants - Deadline: July 1

Youth Grants

Deadline: April 15

Research Tools and Editing

Deadline: May 3

Fellowships for Independent Study and Research, 1977-78

Deadline: June 1

Fellows-National Humanities Institute - Yale and Chicago

Deadline: Feb. 15

Exxon Foundation - IMPACT Program

Grants averaging \$6,000 for implementation of any of the following 4 programs, already operative on other campuses:

1. TIPS - diagnostic tool to individualize instruction in large classes.
2. STUDENT-TO-STUDENT COUNSELING - approach to training students as academic counselors.
3. GUIDED DESIGN - teaching method combining principles of programmed instruction with open-ended problem solving.

Deadline: Feb. 1

New York City Urban Fellowship Program - Undergraduate & Graduate Students

Full-time internships for 1976-77 academic year in New York City government; open to undergraduates who have completed the junior year and to graduate students. Applications must be endorsed by sponsoring college and academic credit given for internship year. Applications are available in Dean Selby's office.

W&M NEWS

Volume, No. 17
January 13, 1976

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.

Faculty/Staff News

ANTHROPOLOGY

Visiting Professor **Mario D. Zamora** attended the 74th annual meeting of the American Anthropological Association Dec. 2-6 in San Francisco, where he read an invited paper concerning "National Style and Cultural Anthropology in the Philippines: 1900-1986." T.L. Gage was co-author.

Zamora participated in the symposium on anthropological developments in the U.S., Philippines, Japan, Great Britain, Russia, Poland, Romania, the Netherlands, Brazil and South Africa.

ATHLETICS

A Program entitled, "Movement Education: Its Place in the Primary School" was presented at the December meeting of the Rawls Byrd PTA by gymnastics coach **Cliff Gauthier**. This program, which includes a demonstration using K-3 students, has now been presented at all of the primary schools in Williamsburg-James City County.

BUSINESS OFFICE

Vice President for Business Affairs **William J. Carter** was elected to the Executive Committee of the Eastern Association of College and University Business Officers (EACUBO) at the Association's annual meeting, held Nov. 30-Dec. 2nd in Williamsburg. Carter served as host program chairman for the meeting.

ENGLISH

Representing the department at the 90th annual convention of the Modern Language Association (MLA) in San Francisco, Dec. 26-29, were Professor **Carl Dolmetsch**, Associate Professor **John Conlee**, Assistant Professors **Carl Daw** and **Trudier Harris** and Instructor **Martha Reid**.

Daw chaired a seminar on "The Sermon in England and America: 1650-1750." Harris and Reid delivered papers on Zora Neale Hursten and Doris Lessing, respectively, and Dolmetsch attended sessions of the Executive Council of the American Literature Section, of the Executive Committee of Group I (Early American Literature) and of the MLA Bicentennial Commission.

MARSHALL-WYTHE SCHOOL OF LAW

In recent weeks Professor **John E. Donaldson** has given a lecture at George Mason College on "Comparative Wetlands Regulations of the United States," conducted a workshop on income tax law for the Maryland Society of Certified Public Accountants in Baltimore; and delivered a lecture on "The Legal Climate for Land Use Regulation" to planning officials at their Dec. 5 meeting in Williamsburg.

Professor **Richard A. Williamson** is the author of two memoranda on cases currently on the

Supreme Court docket, published in *Preview*, the newsletter of the Joint Committee on Continuing Professional Education of the American Bar Association and the American Law Institute. The memoranda are intended to help news media personnel prepare more accurate accounts of judicial opinions, as well as to keep practicing lawyers informed of current legal developments.

William F. Swindler, John Marshall Professor of Law, is the editor of the *Yearbook of the Supreme Court Historical Society*, which is due from the printers early in January. He is also the author of one of the articles, "Of Revolution, Law and Order," tracing the development of a new judicial system following independence. Another article, on Attorney General William Wirt, is written by Joseph Robert, professor emeritus of history at the University of Richmond.

Paul A. Roy Jr. was appointed last month by the Board of Visitors as a professional librarian at the Marshall-Wythe Law School library, effective Jan. 1.

The appointment was made to help correct one of the law school's deficiencies, cited by the American Bar Association in reviewing the school's accreditation. Roy is one of three librarians who will be added to the law library's staff.

He has been librarian at the Virginia Associated Research Campus since August 1974. That position is being terminated and the law librarian post is being created to allow for additional staffing at the law school at no extra expense to the College.

Roy holds a B.S. from the University of Virginia, M.S. from West Virginia University and an M.L.S. from the University of Pittsburgh Graduate School of Library and Information Science.

MATHEMATICS

Carl M. Andersen, senior research associate in mathematics and computer science, delivered a paper entitled "Evaluation of Integrals for a Ten-Node Isoparametric

Tetrahedral Finite Element" at the SIAM-SIGNUM fall meeting which took place Dec. 3-5 in San Francisco. SIAM is the Society for Industrial and Applied Mathematics, and SIGNUM is the Special Interest Group in Numerical Analysis, a subdivision of the Association for Computing Machinery. The paper was co-authored by G.C. Darden of Hampton Institute.

On the same trip Mr. Andersen gave talks on symbolic algebraic computation at the N.A.S.A. Ames Research Center in California and at the L.B. Johnson Space Flight Center in Texas. Last month Mr. Andersen gave a similar presentation at the N.A.S.A. Marshall Space Flight Center in Huntsville Ala.

MODERN LANGUAGES

Vickie Babenko, assistant professor, has had her article entitled "Fazil Iskander: An Examination Of His Satire," accepted for publication in *Russian Language Journal*. It will appear in the No. 5 issue of 1976.

PURCHASING OFFICE

Vicki Burcham has replaced Joyce Reid as Clerk-Typist C, warehouse manager. She first began for the College in the Buildings and Grounds Department as an hourly clerk in August 1974, transferred to the Purchasing Office in February 1975, and became a permanent classified employee in October.

RELIGION

Associate Professor **Hans O. Tiefel** attended an interdisciplinary conference on medical ethics at the School of Medicine Farmington, Conn. Dec. 10-13.

The topics discussed included euthanasia, consent, experimentation, and the rights and responsibilities of the patient.

Personnel Bulletin

- ACCOUNTANT B: \$10,032, Business Office, deadline 1-23-76.
- CLERK STENOGRAPHER C: \$6,144, Dean of Students Office, deadline 1-15-76.
- CLERK STENOGRAPHER C: \$6,144, Residence Hall Life Office, deadline 1-15-76
- CLERK STENOGRAPHER D: \$7,032, Business Office, deadline 1-23-76
- CLERK TYPIST C: \$5,880, Modern Languages, deadline 1-14-76.
- RESEARCH ADMINISTRATIVE OFFICER C: \$12,528, Development Office, deadline 1-15-76.

Statement of Benefits for Permanent Full-Time Employees

In January, 1974, more than 60,000 permanent full-time employees of the State were furnished a personalized statement of employee benefits. The employee response to the report was quite favorable and the conclusion was that the expenditure was well justified. As a result, the Governor authorized that the program be continued and statements were again furnished in January, 1975.

The Governor has again authorized the preparation and distribution of an employee benefits statement, and provided they are received in time, they will be distributed with employee paychecks on January 16, 1976. If not, they will be distributed on the next regular payday.

Projected retirement benefits are based on the creditable service the employee will have when he reaches age 65. Retirement data has been omitted on all employees for whom no membership data was furnished by VSRS. This would include, in addition to any employees who rejected membership when they had the option, employees who may have been hired after October 31, 1975, and for whom Retirement System records had not been established at the time the data was prepared.

Statements are not furnished for persons employed after they had reached age 60 because they do not participate in the State retirement or life insurance programs. Also, because all computations have been made on the basis of an employee's retiring at age 65, no statements will be furnished for persons 65 and older.



Sarah McCoy

Mc Coy Retires From Staff

Sarah McCoy is as familiar with the President's House as many of the families who have lived there.

Mrs. McCoy retired Dec. 31 after working as a housekeeper for 11 years in the President's House under three presidents.

She says she has enjoyed working at the House. There is always a great deal of activity, she has liked the families who have lived there, and, she added, "It's just like home to me now."

Prior to her assignment at the President's House, Mrs. McCoy worked as a maid in sorority court and cooked for residents of Taliaferro dormitory.

Mrs. McCoy is very active in the Gospel Spreading Church, where she has been a member for over 30 years. She sings in two choirs and serves as an usher.

In addition to performing in a radio broadcast each Sunday evening, the choir travels, visiting and singing at other churches. Mrs. McCoy's most recent trip with the choir was to Philadelphia during the New Year's holiday.

During her retirement, Mrs. McCoy hopes to take up knitting and sewing.

She plans to work through her church helping other people and to spend some time visiting her family.

A native of James City County, Mrs. McCoy has one sister, Mrs. Nannie Richardson of New York, and four brothers. One brother, John Rowe is currently employed in the plant department at the College; his wife Evelyn, has also been a staff member. Another brother, Lawrence, previously worked at the College, and his wife, Mary, is currently employed in the College plant department. Mrs. McCoy's other brothers are Marcellous and William.

Sale Notice

Over 200 miscellaneous equipment and vehicles are listed on the latest surplus property sale notice from the State Department of Purchases and Supply. The sale is "as is and where is" without warranty. Bids will be opened January 15 at 2p.m. Successful bidders will be required to remit within 10 calendar days and remove property within 20 calendar days from the day of notice of award.

The 1970 Virginia Conflict of Interest Act prohibits any employee spouse or relatives residing in the employee's household, to purchase property belonging to the agency by which that person is employed.

A schedule of items on sale, including several from the College, is available in the Purchasing Office, the College News Office, and the Plant Office.

Committee Reps Named at RBC

Representing Richard Bland on the student affairs committee will be James Walters, president of the Student Government Association, and Kathy Satterfield, campus representative to the Southside chapter of the American Red Cross.

Two faculty and two student representatives from Richard Bland College have been named to William and Mary committees. The action is seen by Richard Bland President Clarence Maze Jr. as a means of strengthening ties between Richard Bland and its parent institution.

Professor Elizabeth Weiland, chairman of the RBC chemistry department, and Professor William Henderson of the history department will represent the RBC faculty on the liaison committee to meet with the Committee on Academic Affairs of the Board of Visitors.

Carrie Jones Dies Dec. 27

Mrs. Carrie Lemon Jones of Charles City, a College employee for the past ten years, died Saturday, Dec. 27, at home.

Interment was in the cemetery of Liberty Baptist Church, Charles City.

Mrs. Jones joined the College staff as a custodial worker in February 1965. In July 1975 she was promoted to Housekeeping Supervisor.

Survivors include two daughters, Miss Shirley Jones and Mrs. Janet J. Moore of Charles City; two sons, Donald Jones of Richmond and Herbert Jones of Jersey City, N.J.; two sisters, Mrs. Minnie Cotman and Mrs. Edith Wallace, both of Charles City; two brothers Walter Lemon of Varina and Elwyn Lemon of Charles City, and five grandchildren.

MDTS Courses Available

A number of courses being offered under the State's Management Development and Training Service (MDTS) may be of interest to William and Mary personnel.

Among the scheduled and anticipated offerings for January-June 1976 are the following in management technologies:

Personnel Selection and Performance Appraisal, tuition \$80, dates to be scheduled; Managing Training and Development, tuition \$60, dates to be scheduled.

In the human skills area, offerings anticipated include Grievance Handling, tuition \$80, Feb. 4-6 and March 2-4, nomination deadlines Jan. 23 and Feb. 20 respectively; Styles of Managing With People I, tuition \$80, dates to be scheduled; and Styles of Managing With

People II, tuition \$60, dates to be scheduled.

All sessions will be held at locations in the Richmond area.

An employee may attend the sessions on State time and at no personal expense, where departmental funds are available and where employee attendance would directly benefit the department and/or College.

The MDTS is a cooperative activity of the State Division of State Planning and Community Affairs, and several State institutions of higher learning, including William and Mary.

Details on these and other programs are available in the AA/EEO Office, Ext. 651; the Personnel Office, Ext. 214; and the News Office, Ext. 331, 371.

January Calendar

14 WEDNESDAY

Panhellenic Formal Rush, Jan. 14-17
Arts and Sciences Deferred Exams, JB 302, 8 a.m.-5 p.m.
Panhel General Mtg., CC Ballroom, 1 p.m.
Tidewater Superintendents Mtg., CC Rooms A and B, 1:30 p.m.
Student Development Welcome, CC Ballroom, 7 p.m.; Honor Council Presentation, CC Ballroom, 7:30 p.m.; Honor Council Discussion Groups, CC, 8 p.m.; Social, CC Theatre, 9 p.m.

15 THURSDAY

Panhel Distribution of Invitations, CC Ballroom, 7-11:30 a.m.
General Advising Mtg. for Transfer Students, Small 113, 8 a.m.
Arts and Sciences Deferred Exams, JB 302, 8 a.m.-5 p.m.
Orientation Aides Mtg., CC Room D, 9 a.m.
Commuting Students Mtg., CC Theatre, 10:30 a.m.
Annual Marshall-Wythe Debate Tournament, PBK, 1 p.m.; Morton Hall, 1-9 p.m.
BSA, CC Room C, 4 p.m.
Scheduling Subcommittee Mtg., CC Gold Room, 4 p.m.
Episcopal Holy Communion, Wren Chapel, 5 p.m.
Marshall-Wythe Law School Reception for Sen. Spong, Wren Great Hall, 6 p.m. (by invitation only)
Marshall-Wythe Law Wives Mtg., CC Rooms A and B, 7 p.m.

16 FRIDAY

Arts and Sciences Deferred Exams, JB 302, 8 a.m.-5 p.m.
Annual Marshall-Wythe Debate Tournament, Morton Hall, 9 a.m.-6 p.m.
School of Education Faculty Mtg., CC Room C, 2 p.m.

17 SATURDAY

CPA Preparation Course, Jones 302, 8 a.m. - 5 p.m.
Annual Marshall-Wythe Debate Tournament, PBK, 8:30 a.m.; Morton Hall, 9 a.m.-5 p.m.
Organ Recital, Wren Chapel, 11 a.m.
Men's Swimming vs. U.Va., Adair Pool, 2 p.m.
Basketball: W&M vs. East Carolina, W&M Hall, 8 p.m.
Panhel Bid-Signing, Millington Auditorium, 8 p.m.

18 SUNDAY

Panhel Bid Distribution, CC Lobby, 11 a.m.-1 p.m.
Amateur Fencing League Individual Competition, Blow Gym, 12 noon - 7 p.m.
SA Senate Committee Mtg., Swem G-1, 7 p.m.

19 MONDAY

Beginning of Classes
English Exemption Test, Millington Auditorium, 4 p.m.
SA Book Fair: Bring Books, CC Ballroom, 5 p.m.
Phi Mu Alpha Stage Band Concert, PBK, 8:15 p.m.
"Harvest," Hoi Polloi, 8:30 p.m.

20 TUESDAY

Library Committee Mtg., Swem Conference Room, 3 p.m.
Women's Basketball vs. Mary Washington, Adair Gym, 5 p.m.
SA Book Fair Sale, CC Ballroom, 5-10 p.m.; CC Theatre, 10-11 p.m.
Kappa Delta Sorority Initiation, Wren Great Hall, 6:30 p.m.
Residence Hall Life Informational Session for RA and GA Candidates, CC Theatre, 7 p.m.
Catholic Mass, Wren Chapel, 7 p.m.
Collegiate Civitans, CC Green Room, 7:30 p.m.
Concert Series: Anthony and Joseph Paratore, pianists, PBK, 8:15 p.m.
James Bernstein and Gene Spencer, Hoi Polloi, 8:30 p.m.

Advertisements

FOR SALE

Fischer amplifier with turntable mounted on top and two large speakers (Fischer) in excellent condition, excellent sound. Original cost \$350, will sell for \$250 or best offer. Will sell components separately also. Call 229-9301 after 6 p.m. (1/16)

SKIERS: Pair of Lange Pro ski boots (high calf support), size 9-9½, \$55. Call Jeff at ext. 200. (1/16)

Great Books of the Western World with study books and bookcase, \$500 value for \$250. Stereo with Sansui 1000A multiplex AM/FM receiver and amp, Garrard turntable and 2 Wharfedale speakers, valued at \$800, will sell for \$275 or best offer. Call 220-0562 after 5 p.m. (1/16)

Maple Table (5' x 2½') and 4 chairs. Excellent condition. \$125.00. 229-3339 after 5 p.m. (1/16)

1964, ½ ton Chevy Truck, 8 ft. bed, Standard Shift, 6 Cyl., Radio and Heater. Good Running Condition. \$400. 564-3307 after 5:30 p.m. (1/27)

FOR RENT

Two BR apt. large with all modern conveniences; all util. incl.; available Feb. 1 to sublet to reliable tenants (2, 3, or 4 persons). \$210/month. Call 220-2840. (1/27)

Partially furnished 7 room house on waterfront in Gloucester Co. Central heat. \$200/mo. Call B.R. Powell at Ext. 305. (1/20)

WANTED

Student wants housing beginning second semester. Call collect 1-301-484-1327.

Boys 20" high-rise or Spyder bike in good condition. 229-5268. (1/20)

1 female roommate wanted to share 2 BR apt. at Woodshire. Call 220-1374 after 6 p.m. (1/16)

Student wants apartment to share for 2nd semester and summer. Call 229-8904. (1/16)

Garage wanted to rent, single or double if affordable; desperately needed. John Freeman, 229-7823 days, 229-7900 nights. (1/27)

Small apt. size, inexpensive refrigerator. Call 229-1204 between 5:30 and 8 p.m. (1/27)

FOUND

Caravelle gold watch, found in Millington Hall two months ago. Please claim in Biology Dept., Room 116, Millington. (1/27)

Woman's watch found on Nov. 23 at the Bruton Parish House after College Thanksgiving dinner. Call ext. 362 to identify. (1/16)

National Honor Society charm found in Sorority Court. Claim in Security Office. (1/20)

LOST

Boy's Sears coat, size 10, lost in Adair Gym locker room on a Saturday in Nov. May have "Thomas Valois" written on inside label. Please phone 229-7358 after 5 p.m. (1/20)

Education Amendment Title IX Grievance Procedure

Nondiscrimination On Basis of Sex

In June, 1972, the Congress passed Title IX of the Education Amendments.

In June, 1975, the Department of Health, Education and Welfare published the implementing Regulation for Title IX of the Education Amendments of 1972, which prohibits sex discrimination in Federally-assisted education programs. Specifically, Title IX states:

"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program receiving Federal financial assistance..."

In compliance with Section 86.8 of Title IX Rules and Regulations, the following complaint and/or grievance procedure is established for The College of William and Mary.

Objective

To provide for prompt and equitable resolution of student or employee complaints alleging any action which would be prohibited by Title IX of the Education Amendments of 1972.

Policy

A grievance shall be a complaint or allegation by a student or employee of The College of William and Mary, regarding the application, meaning, or interpretation of Title IX of the Education Amendments of 1972.

Any student or employee filing a grievance shall have at every level the right to be represented by legal counsel, present witnesses and evidence to support the grievance without fear of reprisal. This procedure does not confer the right upon anyone to make slanderous or libelous statements.

When the question of grievance validity cannot be satisfactorily resolved at either the departmental level or by the Dean of the School, a ruling will be made, in writing, by the William and Mary Office of AA/EEO within five (5) days.

Regardless of validity, all complaints should be given attention. This is in recognition of the philosophy that any matter of such concern as to affect the morale or effectiveness of the student or employee is of equal concern to the College of William and Mary.

Level One

A student or employee who has a grievance shall discuss the problem with the appropriate department chairman or immediate supervisor. The grievance need not be reduced to writing at this level.

Level Two:

If the grievance is not resolved within thirty working days after the first level meeting, the grievant should reduce the grievance to writing on a Grievance Form obtainable from the William and Mary AA/EEO Office (Brafferton 1). The fully completed Grievance Form shall be delivered by the grievant to the department chairperson or immediate supervisor. An information copy should be forwarded to the William and Mary Office of AA/EEO. The chairperson/supervisor and the next level of supervision or Dean of the School shall meet with the grievant within ten (10) working days of receipt of the Grievance Form. The grievant may have a representative of his choice present at this meeting.

A written reply to the grievance shall be made within thirty (30) working days following the meeting. An information copy of the reply should be forwarded to the William and Mary Office of AA/EEO.

Level Three

If the reply from the second level meeting is unacceptable to the grievant a request, in writing, may be made to the Vice President for Academic Affairs or the Vice President for Business Affairs, as appropriate. A grievance arising within the Office of College Development will follow the accepted chain of command of that office. The request for a meeting with the Vice President shall be made by the grievant within two working days of receipt of the Level Two reply. The Vice President shall meet with the grievant within ten working days of the grievant's request and reply in writing to the grievance within thirty working days following the meeting. An information copy of the request for meeting and the reply should be forwarded to the William and Mary Office of AA/EEO.

The Vice President may be accompanied by staff members as desired and the grievant may have a representative of her/his choice.

Level Four

If the reply from the Third Level meeting is unacceptable to the grievant, a request, in writing, may be made to the President. An acknowledgment of receipt of the request will be made within ten working days. An interim report will be made to the grievant within thirty working days. Included in this report will be a discussion of the development of the investigation, a timetable for future actions and an estimated date that a final reply can be expected.

The decision of the President shall be final in all determinations related to the William and Mary position on the grievance. Failure to comply with the decision of the President or reprisals taken as a result of the decision shall be grievable or cause for disciplinary action. *The decision of the President does not preclude the grievant from the right to pursue the grievance through the appropriate State, Federal or legal channels.*

Copies of the decision shall be transmitted to all parties related to the grievance.

Note 1

Grievance related specifically to athletics or sports conducted on an inter- or intracollegiate basis will be reviewed in the following manner:

- Levels 1 and 2 will be presented to the Director of Athletics or the Department Chairperson, as appropriate. Allowable processing time will remain the same.
- Level 3 will be presented to the Athletic Committee Chairperson. It will be at the discretion of the chair as to the need for a full committee review. Review time remains unchanged.
- Level 4 will be presented to the President as previously described.

Note 2

The parties to the grievance, by mutual agreement, may extend any or all of the time periods established in this procedure.

Note 3

Nothing in this procedure is intended to circumscribe or modify the existing right of any department to do the following, provided, however, that none of these rights may be exercised in an arbitrary or capricious manner:

- Supervise the education of students or the work of employees;
- maintain the efficiency of departmental operations;
- remove students from educational programs or employees from duties for legitimate reasons;
- take actions as necessary to carry out the duties of the department; and
- determine the methods, means and personnel by which departmental operations are to be carried on.

Points of Contact for Title IX Grievance

All Department Chairpersons or Supervisors.

Mr. Bernard Carnevale, Director of Athletics, Ext. 326, William and Mary Hall, Room 214.

Mr. Lawrence S. Beckhouse, Chairman of the Athletic Committee Ext. 320, Morton Hall, Room 217.

Mr. Wesley C. Wilson, Assistant to the President for Affirmative Action/Equal Employment, Ext. 651, Brafferton Hall, Room 1.