

# William and Mary News

VOL. IV, NO. 24

TUESDAY, MARCH 2, 1976

## Royal Winnipeg Ballet Performs

Canada's world-renowned Royal Winnipeg Ballet will perform in Phi Beta Kappa Memorial Hall on Tuesday, Mar. 16, at 8:15 p.m. The company, which has entertained audiences on four continents, will close the 1975-76 season of the William and Mary Concert Series.

"Grand Pas Espagnol," a dance in the 19th century Russian-Spanish style, will open the evening's program. With choreography by Benjamin Harkarvy and music by Moritz Moszkowski, the dance was given its premiere by the Netherlands Dance Theatre in October 1964.

It will be followed by "Adagietto," an abstract work chore-

### Program Today Honors Owen, Welsh Poet

Two special performances today will honor one of the College's 18th century professors, Goronwy Owen, a Welsh poet.

"Pryderi and his Pigs," a quartet of Welsh performers, will read from the poetry of Owen at 4:30 p.m. and will present a pair of sketches at 8 p.m. in the Botetourt Theatre in Swem Library. The performances are sponsored by the College-wide Lectures Committee and the Department of English, and are open to the public without charge.

The Pryderi Players are the first and only Welsh company of actors to visit America. Their performances include the poetry and music of traditional wandering minstrels blended with the sarcastic wit and humor of modern times.

The 8 p.m. performance will feature two of the company's road shows, "A Touch of Dylan Thomas" and "Independence--The Welsh-American Dream." The group is led by Ray Handy, who has written and produced programs for the BBC as well as for the Welsh and English stage.

The afternoon show will be dedicated to Owen, known to his Welsh countrymen as one of the foremost of 18th century poets. Although he was educated as a clergyman, the Welsh bard styled himself as the "Black Goronwy of Anglesea."

Owen served as master of the Grammar School and professor of humanities at the College from 1758-1760. He lost his wife and child in a torturous sea voyage from England, which he vividly describes in one of his letters from Spithead, written in 1759.

He is buried in Lawrenceville, Va., where a monument was placed in his memory in 1957 by the Poetry Society of Virginia.

ographed by Oscar Araiz to Gustav Mahler's Symphony No. 5.

"Rodeo," with choreography by Agnes de Mille and music by Aaron Copland, and "The Green Table--A Dance of Death," choreographed by Kurt Jooss to music by F.A. Cohen, will complete the performance.

Now in its 35th continuous season, the Royal Winnipeg claims the distinction of being North America's oldest ballet company. Founded as the Winnipeg Ballet Club in 1939 by English dancing teacher Gweneth Lloyd and her student, Betty Hey, the company turned professional ten years later. In 1953 Queen Elizabeth granted the troupe a royal charter, making the Winnipeg company the first "royal" company in the British Commonwealth.

Under the direction of Arnold Spohr, the Royal Winnipeg has been the recipient of an impressive number and variety of honors. It was chosen by the Stratford Theatre in Stratford, Ontario, as the only ballet company ever invited to perform in its Shakespearean Festival and has since been invited back. In 1968, as the first Canadian company ever invited to the Paris International Dance Festival, it received the "best company" medal.

The Winnipeg Ballet also participated in the two occasions for which all-Canadian ballets have been commissioned for Centennial celebrations. "Rose La Tulippe," the first full-length ballet based on a Canadian theme, was created in 1955 on request by the Canadian Centen-

nial Commission. In 1971, the Manitoba Indian Brotherhood commissioned the Company to produce "The Ecstasy of Rita Joe," celebrating the 100th Anniversary of the signing of two white-Indian treaties.

Director Spohr has been responsible for the development of the company's unique repertoire, which ranges from the traditional classics to the bold contemporary rock ballet. He has sought dances that would fully utilize the troupe's particular size and strengths. Today, the repertoires of eleven European and U.S. dance companies contain works originally choreographed for the Winnipeg Ballet.

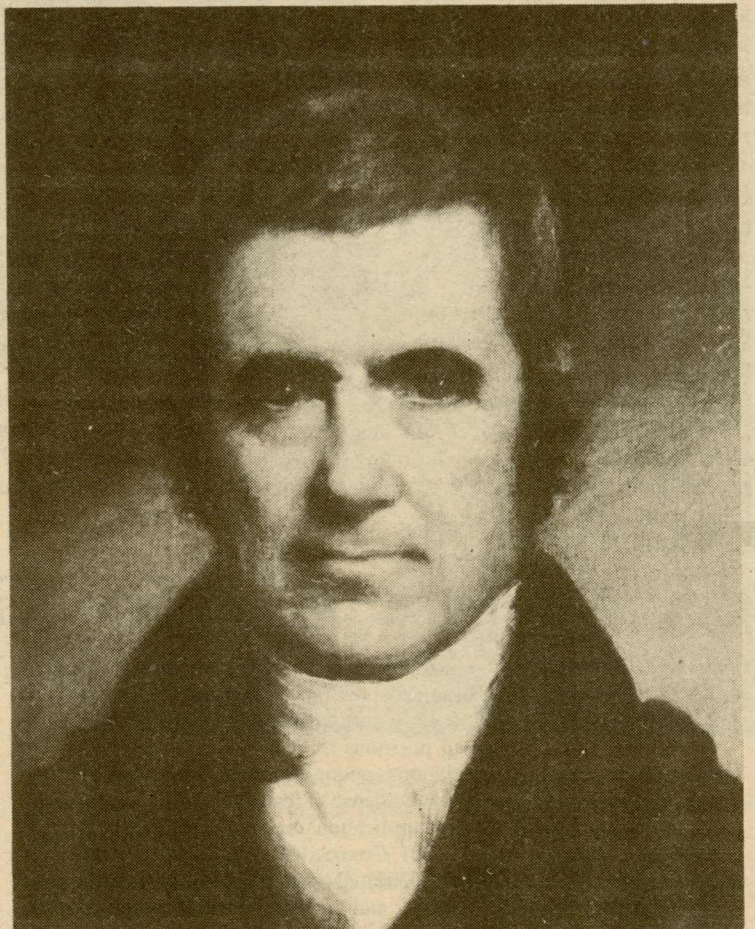
Individual tickets for the performance are \$3 for William and Mary students and employees and \$4 for the public. Available tickets can be purchased beginning Mar. 3 at the front desk of the Campus Center. Any remaining tickets will be sold at the PBK box office on the night of the performance.

### For Duration of Bicentennial

## Marshall Portrait On Loan Here

One of the best and most famous portraits of John Marshall has been loaned to the chief justice's alma mater for the duration of the Bicentennial.

The life portrait of Marshall, which was originally painted by John Wesley Jarvis for Marshall's youngest son, has been presented to the College by Richard Coke Marshall, Jr., of Virginia Beach, great-great-grandson of the chief



Portrait of John Marshall by John Wesley Jarvis

justice. The portrait has been passed down through six generations and has remained in good condition.

Jarvis, one of America's most celebrated artists in the early part of the 19th century, painted Marshall sometime around 1825 when the chief justice was 70 years old. The painting, currently on display in the President's House, is one of five similar portraits Jarvis created for each of Marshall's sons. It is not certain which of the five portraits was painted from life, and which were painted by Jarvis using the original as a guide.

All five of the Jarvis portraits are recognized as among the best likenesses of the father of our constitutional law system ever captured on canvas. Critics have praised Jarvis for maintaining the strength and firmness of the chief justice's facial expression.

In loaning the College the portrait for the duration of the Bicentennial celebration, the owner commented that it was appropriate for the life-like portrait of Marshall to be on display at his alma mater. Marshall was one of the first to attend William and Mary law school, the nation's oldest. He studied under George Wythe, known as one of the period's most brilliant teachers of law.

Marshall took leave from the army to attend the College in 1780 but his tenure at William and Mary was a brief one. He left the College several months later to pursue Mary Ambler, his

future wife.

Today the College's Marshall-Wythe School of Law bears the names of both the country's most revered chief justice and the professor who introduced him to law. When the law school celebrates its own Bicentennial in 1979-80, the portrait of Marshall will be moved to the new law school building, which is scheduled to be constructed next year.

Harold E. Dickson, who wrote a definitive volume on Jarvis and his portraits in 1949, claims that the Marshall portrait loaned to the College is the original life portrait. It was painted for Marshall's 20-year old son, Edward Carrington Marshall. Since then it has been passed on to Jacquelin Ambler

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### Historians To Lecture In Forums

History professors Lynn T. White Jr. of the University of California at Los Angeles and John Beeler of the University of North Carolina at Greensboro will lecture in the next two Project Plus Forums.

Tomorrow evening Professor White will discuss "India and Medieval Europe."

On Mar. 17, Professor Beeler will lecture on "The Castle in Medieval Europe."

Both lectures begin at 7:30 p.m. in Millington Hall.

## President Appoints Department Heads

The terms of a number of department heads expire in 1976. On the recommendation of Dean Edwards and Vice President Healy, President Graves has appointed the following chairmen, effective Sept. 1, 1976, with the terms running as indicated:

Biology	Stewart Ware	1979
Chemistry	Richard Kiefer	1979
Classical studies	Lewis Leadbeater	1979
English	LeRoy Smith	1979
Fine Arts	Miles Chappell	1979
Geology	Stephen Clement	1979
Government	Margaret Hamilton	1977
Mathematics	Peter O'Neil	1979
Modern Languages	Ronald Hallett	1979
Men's P.E.	Howard Smith	1977
Women's P.E.	Millie West	1977
Psychology	Rae Harcum	1979
Religion	Tom Finn	1979
Theatre & Speech	Roger Sherman	1977

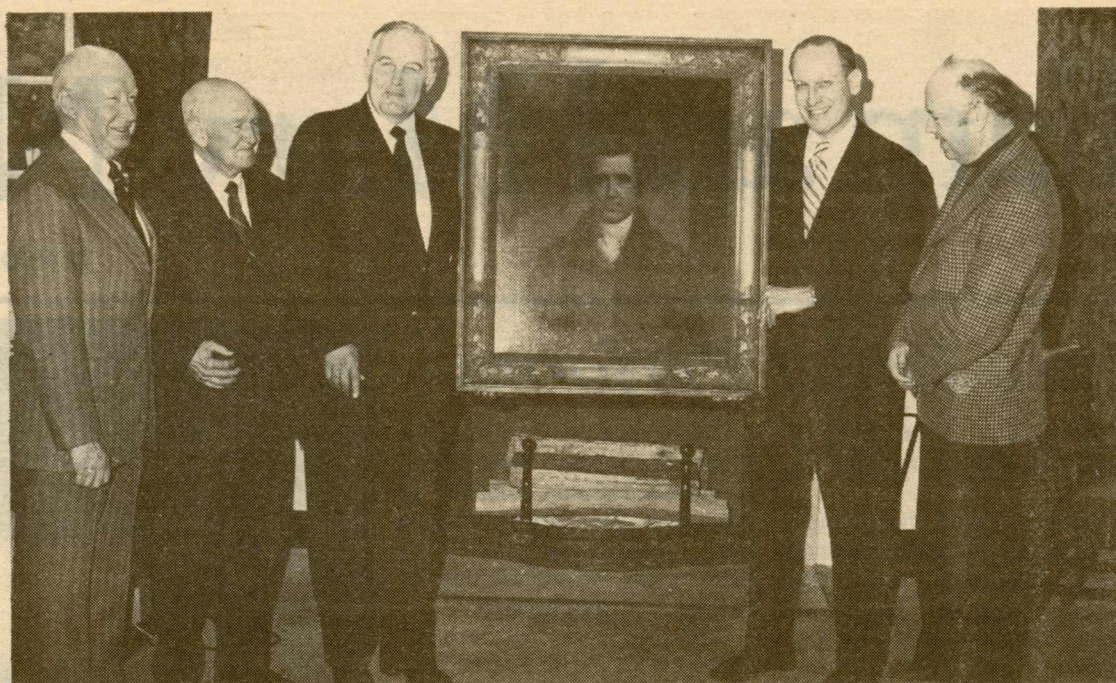
In making the announcement Dean Edwards noted that "the chairmen of departments occupy a vital position in our academic program. The quality of the chairman's leadership is an important element in the success of the department. The new chairmen have my support and appreciation for their willingness to take on this difficult and important job."

## Portrait May Be Life Original

Continued from First Page

Marshall of Markham, Va., Richard Stubling Marshall of Lexington, and Richard Coke Marshall Sr. of Alexandria. Richard C. Marshall Jr. has already designated that the portrait be handed down to his son, Richard C. Marshall III.

The portrait currently at the College and other Jarvis portraits of Marshall are also discussed in the forthcoming book "The Portraits of John Marshall" by Andrew Oliver. Oliver's book is scheduled to be published later this year by the University Press of Virginia for the Institute of Early American History and Culture, which is co-sponsored by William and Mary and Colonial Williamsburg.



The great-great grandson and the great-great-great grandson of John Marshall were on hand to present the College with one of the most celebrated portraits of the chief justice ever created. From left to right are John R. L. Johnson, Jr., vice rector of the board of visitors; Richard Coke Marshall of Alexandria; Richard Coke Marshall, Jr. of Virginia Beach; President Graves; and Richard K. Newman, Jr., professor of fine arts.

## Development Office Grant Opportunities

### Institute for Educational Leadership, George Washington University

Applications are now being accepted for Education Policy Fellowship Program. Approximately 50 early and mid-career individuals will serve in a variety of policy related positions in Federal and State government agencies, educational associations, advocacy groups and other organizations. Fellows must have given evidence of leadership and shown interest in improving education. For application materials, write Dr. Paul T. Schindler, Director EPEP, 1001 Connecticut Ave., N.W., Suite 310, Washington, D.C. 20036; tel: (202) 223-3415.

Candidates negotiate salary and fringe benefits with sponsor. Deadline: April 5, 1976

### Virginia Water Resources Research Center

Information on research program, 1975-76, is available.

### Society of Engineering Science, Inc.

13th Annual Meeting to be held in Hampton, Va., and Call for Papers: Deadline for receipt of abstracts: April 15, 1976.

### National Endowment for the Arts

*Work Experience Internship Program:* for faculty and students interested in arts administration. 13 week program. Applicants must be sponsored by institution. Stipend: \$1950 plus travel. Dates are as follows:

Internship	Deadline
June 7-Sept. 3, 1976	March 19, 1976
Sept. 20-Dec. 17, 1976	July 16, 1976
Feb. 7-May 9, 1976	November 19, 1976

For more information, contact Kathleen Bannon, Intern Program Officer, NEA, Washington, D.C. 20506. Tel: (202) 634-6380.

### National Endowment for the Humanities

President Ford's fiscal 1977 budget for NEH shows a \$7.5 million increase in direct funds and \$7.5 million in matching funds.

*Fellowships for Independent Study and Research - 1977-78:* Tenure, 6, or 12 months; Maximum stipend, \$20,000; Deadline: June 1, 1976.

### National Science Foundation

President Ford's fiscal 1977 budget requests funds 11% higher than fiscal 1976 levels. The largest increases, \$87.5 million go to basic research. NSF points out that its new research requests will benefit colleges and universities, where about 87% of the NSF program is performed. Congressional reaction is favorable. NSF's education programs will remain at about the same level as in fiscal 1976.

*Policy Related Research of the Social Effects of Broadcast Television - RANN program,* with closing date of April 15, 1976.

*Decision-Related Research in the Field of Urban Technology - RANN program,* with closing date of March 29, 1976.

### U.S. Office of Education - Women's Educational Equity Act Program

Priorities for grants under this program are: (1) Development of training modules or other packaged materials; (2) Support for restructuring programs of training for leadership in educational administration, vocational education, career education, guidance and counseling, adult education; (3) Design of model programs to provide special services to broaden career options for women; (4) Small grants of \$15,000 for innovative activities.

Single and multi-year grants are available ranging from \$50,000 to \$200,000.

Preapplication deadline: March 22, 1976. No preapplications are necessary for Small Grants.

### Faculty Interested in Teaching Abroad

Information is available from the Faculty Exchange Center; contact John Joseph, FEC, Box 1866, Lancaster, Pa., 17604.

### HEW Fellows Program

This program provides 10 individuals the opportunity to work as special assistants for a year to key officials in the office of the Secretary of HEW, the Office of Education, the Public Health Service, Social and Rehab Service, Human Development Office, and Social Security Administration.

Applicants must be at least 25 years old, have five years work experience, and be eligible for a Civil Service GS 11 to 15 rating. Women and minorities are especially urged to apply.

Deadline: April 30, 1976. For more information, contact Marguerite

Mazique, Director of HEW Fellows Program, 330 Independence Ave., SW, Washington, D.C. 20201; tel:(202) 245-6087.

### University Consortium for World Order Studies

Doctoral and postdoctoral fellowships are available in the areas of arms control, energy, environment, human rights, and problems of developing nations.

Deadline: March 15, 1976; for more information contact Stephen Paschke, The University Consortium for World Order Studies, 1855 Broadway, New York, N.Y. 10023; tel: (212) 765-7550.

For more information on the above programs, except those where agency names and addresses are given, call Stella Neiman, Ext. 518.

## Personnel Bulletin

### Job Openings

CLERK STENOGRAPHER C: \$6144, Security Office, deadline March 3. HOUSEKEEPING SUPERVISOR C: \$7344, Buildings and Grounds, deadline March 6.

LIBRARY AIDE (12 summer positions): \$2.20 per hour. Jobs will last 8-11 weeks. No summer school students may apply. Swem Library, deadline March 19.

PLUMBER STEAMFITTER FOREMAN: \$9168, Buildings and Grounds, deadline March 6.

COLLEGE HOSTESS C (Project PLUS Administrator): \$5640. High School graduate with experience working with young people; college education preferred. Must be able to live in residence hall. Project Plus, deadline March 23.

From I.H. Robitshek, Personnel Director  
To College Community

### Subject: Service Ratings for Permanent Classified Employees

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

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

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

- It should be noted that the following ratings constitute an unsatisfactory evaluation, and will cause the employee's merit increase to be denied:

- Any appraisal of "Poor" and/or
- More than two appraisals of "Fair."

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

- Employees may review at any time (by appointment) their service rating in the Personnel Office.

## Internship Applications Are Sought

William and Mary students are invited to apply for the Scholarship-Internship Program sponsored by the Rochester Personnel Women. The two-part program consists of a scholarship award to encourage and facilitate graduate studies in Personnel/Industrial Relations, or a scholarship/internship award involving a summer internship in a personnel department of a Rochester, N.Y., company.

The scholarship will be awarded based on scholastic achievement and on managerial potential as demonstrated through involvement in extra-curricular activities.

Applications which are available in the Placement Office, 104 Morton Hall, must be submitted by March 15.

### W&M REVIEW SEEKS ARTICLES

The William and Mary Review is currently accepting contributions for the spring issue. An award is offered for the best work published in each category: poetry, fiction, non-fiction, drama, and art. Manuscripts must be typewritten and submitted to the Campus Center office no later than Friday, Mar. 5. Both faculty and students are encouraged to contribute.

### VENEZUELA IS TALK TOPIC

Assistant Professor of History Judith Ewell will be guest speaker at the Spanish House Spring Coffee Hour, Wednesday, Mar. 3, at 7 p.m.

Ewell's talk on recent Venezuelan history will deal primarily with political and economic developments in the postwar period. Recent nationalizations and the government's leftist nationalistic policies have focused attention on Venezuela as one of the most interesting political studies in Latin America.

Refreshments will be served, and the public is invited to attend. The Spanish House is located in Unit 9 of Botetourt Complex, across from DuPont Hall.

### BOOKFAIR CHECKS TO BE PICKED UP

Bookfair checks may be picked up from 1-5 p.m. weekdays in the Student Association Office in the Campus Center. All checks that have not been picked up by March 5 will be voided, and no checks will be given out after that date.

## W&M NEWS

Vol. IV, No. 24  
March 2, 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, 308 Old Rogers Hall. 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 Awarded NSF Grant

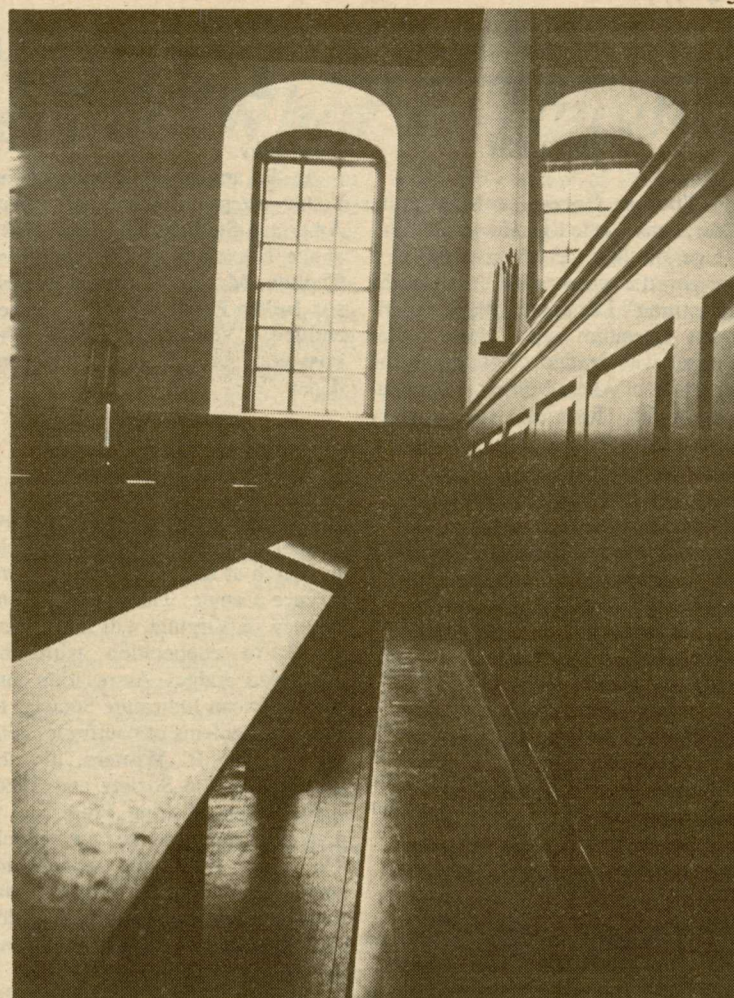
The College has been awarded a grant from the National Science Foundation (NSF) in the amount of \$160,000 for "Experiments on the Interactions of Muons, Kaons, Antiprotons and Sigma Hyperons."

Principal investigators are Professors Eckhause, Kane, Siegel and Welsh of the Physics Department. This award is a continuation of previous grants which now total \$511,700 for a period of four years. In addition to providing the salaries of two postdoctoral research

associates, A. Minick Rushton and Madhu S. Pandey, and an electronic engineer, and the stipends for several graduate students, the grant funds the purchase of equipment and pays for travel to nuclear accelerators at various national laboratories. It also provides summer support for the faculty members involved.

"Each year a detailed proposal for research is submitted to the NSF by the participants," explained department chairman Hans C. von Baeyer. "It is then referred for peer review to experts in the field who consider not only the care with which new experiments have been proposed but also the quality of completed work. Proposals from across the country compete for the limited federal funds and only the very best are funded."

Over the years the William and Mary group has become expert in the study of exotic atoms, said von Baeyer. These are atoms in which an electron is replaced by one of the many negative particles which have been discovered during the past thirty years. Among them are those listed in the title of the grant. X-rays from exotic atoms give clues about the nature of the negative particles themselves, about the central nucleus and about the way in which the two interact. Such studies contribute significantly to the unravelling of the difficult and ancient question: "What is matter?"



The solitude of the Grammar School classroom in the Sir Christopher Wren Building is captured in this photograph by Lyle Rosbotham.

## Resident Administrator Needed

Wanted--Resident Administrator for Project PLUS (an academic-residential program) as of August 25, 1976. A full time position carrying a variety of responsibilities including the counselling of students, carrying out administrative responsibilities in the residence hall, and helping facilitate the full development of residential aspects of the live-learn program. College degree or at least academic progress close to that of a degree is preferred. The Project PLUS theme for 1976-77 is "The City in History and Contemporary Life".

Any interested applicant should contact the College Personnel Office, Room 201, James Blair Hall. The Project PLUS Resident Administrator is required to live in residence. Married as well as single individuals are invited to apply as living arrangements will accommodate either. Applications must be made before March 23, 1976. The College of William and Mary is an Equal Opportunity Employer.

## Special Courses Offered

Courses in conversational Japanese, reading and study skills and counseling theories will begin soon as part of the course schedule offered by the Office of Special Programs.

Hiro Hamada, from Osaka, Japan, currently an instructor of self-defense for women and karate at the College, will teach the course in conversational Japanese, which will be held Monday evenings for ten weeks beginning Mar. 8.

A course entitled "Accelerated Reading and Study Skills" will be offered Tuesdays and Thursdays from 4:15 to 5:45 p.m. for nine weeks beginning Mar. 9. The instructor will be Katherine McHugh, a member of the faculty at Thomas Nelson Community College.

Counseling Theories will be taught by Peter Nickerson, director of the Williamsburg Social Services Bureau. The class will be held Wednesday evenings for eight weeks beginning Mar. 10.

All three courses will be offered at the Virginia Associated Research Campus in Newport News. Information regarding registration, scheduling and fees may be obtained from the Office of Special Programs, 877-9231, ext. 200.

## EPA Official Discusses Ocean Dumping Law

Robert J. McManus, director of the oceans division of the Environmental Protection Agency's office of international activities, addressed a joint seminar on international and environmental law at the Marshall-Wythe School of Law last week. His subject was "The Interaction of U.S. Domestic Law and International Law Concerning Regulation of Ocean Dumping of Pollutants."

A graduate of the Yale Law School, McManus has served as director of the oceans division since 1971. He is a delegate to the forthcoming New York conference on law of the sea, which will bring experts from a number of countries together to consider clarifying the law on ocean environmental safeguards. The talk was sponsored by Professors Scott Whitney and Walter Williams of the law faculty.

## News Publication

The *William and Mary News* will not be published on March 9, due to the Spring Vacation. Regular publication will resume on March 16.

## Spring Vacation Closing Hours

The schedule for various campus facilities during the Spring vacation is as follows:

### Campus Center

Friday, Mar. 5	Wigwam Closes at 2 p.m.
	Campus Center Closes at 11 p.m.
Sunday, Mar. 14	Campus Center Reopens at 4 p.m.
Monday, Mar. 15	Wigwam Reopens at 7 a.m.

### Swem Library

Friday, Mar. 5	8 a.m. - 5 p.m.
Saturday, Mar. 6	9 a.m. - 6 p.m.
Sunday, Mar. 7	1-5 p.m.
Monday-Friday, Mar. 8-12	8 a.m. - 5 p.m.
Saturday, Mar. 13	9 a.m. - 6 p.m.
Sunday, Mar. 14	Regular Hours resume

### Student Residences

Saturday, Mar. 6	Residences close at noon
Sunday, Mar. 14	Residences reopen at noon

Students who wish to remain on campus during the vacation should make arrangements with other students living in Bryan and Ludwell.

## School of Education Offers Three Workshops in Reading

The School of Education is offering three reading workshops for Tidewater educators March 20, April 10 and May 1.

Donald R. Lashinger, associate professor of education, is coordinator for the Saturday workshops which will take up "Cognitive Development and Reading," "The Language-Experience Approach - a New Perspective," and "The Willing Teacher and the Willing Reader."

Russell G. Stauffer, H. Rodney Sharp Professor of Education at the University of Delaware will conduct the April 10 workshop on the language-experience approach. This is a return engagement for Dr. Stauffer who directed a similar workshop for the initial series held last year. He is being invited back in response to participant requests. Stauffer is past president of the National Conference on Research in English and is the developer and senior author of two courses of study to promote efficiency and versatility in reading for senior and junior high school level students.

David Elkind, professor of psychology, psychiatry and education at the University of Rochester, N.Y., will conduct the first workshop, March 20 in "Cognitive Development and Reading." A noted researcher and writer in the area of cognitive and perceptual development, Dr. Elkind is the author of over 150 research reports, books, articles and chapters, including "A Sympathetic Understanding of the Child: Birth to Sixteen."

The final workshop in the series on "The Willing Teacher and the Willing Reader," will be conducted by Margaret J. Early, professor of education and co-director of the reading and language arts center at Syracuse University. She is past president of the National Council of

Teachers of English and the National Conference on Research in English. She is the author of numerous articles on reading instruction and research and is the senior author of "The Bookmark Reading Program."

The workshop series is being offered by the School of Education through the Office of Special Programs. All sessions will be held in the Campus Center ballroom and will be contained in morning sessions which open at 9:30 a.m.

Pre-registration is being handled by the Office of Special Programs,

877-9231. Participants may also register at the beginning of each workshop.

Dr. Lashinger, workshop coordinator, served for five years as visiting research professor at Syracuse University before coming to William and Mary and as a member of the graduate faculty of the State University of New York for four years. He has been an active member of the International Reading Association and has chaired many conference sessions for the association.

## Washington Letter Reveals Early Opinion of College

George Washington may have graciously accepted his first public office--a commission appointing him surveyor of Culpeper County--from the President and Masters of William and Mary in 1749, but his early opinion of the College was not at all favorable.

Swem Library recently acquired a letter reflecting Washington's early view of the College. On Jan. 7, 1773 he wrote to the Rev. Jonathan Boucher, tutor to Washington's step-son John Parke Custis, "... I cannot think William and Mary College a desirable place to send Jack Custis to--the in-attention of the Masters, added to the number of Hollidays is the subject of general complaint . . . These considerations, added to a desire of withdrawing the mind of my ward as much as possible from the objects which seem at present to have engrossed too much of his attention . . . I have, I think, determined to send him to the Philadelphia College, which from the best information I have been able to get . . . stands equally fair with any other, and being near is more agreeable to his mother. . . ." Philadelphia College merged with the University of Pennsylvania in 1792.

Associate Librarian Alva W. Stewart terms the letter "an important addition to the College Archives," since it is one of the few documents available which shows Washington's early attitudes towards William and Mary.

Washington also held his last public office under the auspices of William and Mary, serving as its first American Chancellor from 1788 until his death in 1799.

# Faculty/Staff News

## ENGLISH

**Trudier Harris**, assistant professor, was invited to Haverford College on Feb. 23 to give the first paper in a series called "'Star of the Morning': Lectures in Black American Literature and Culture." Her paper was entitled "Folklore in the Fiction of Alice Walker: A Perpetuation of Historical and Literary Traditions."

## FINE ARTS

An article co-authored by Assistant Professor **Miles Chappell** and a colleague at Amherst College, "A Petrine Triumph: The Decoration of the Navi Piccole in San Pietro Under Clement VIII," was published recently in *Storia Dell'Arte* in Rome. Based on extensive research in the Vatican archives, the article is concerned with the decoration of the central area of St. Peter's under Pope Clement VIII.

## HISTORY

Professor **Thad Tate's** review of John C. Rainbolt, *From Prescription to Persuasion: Manipulation of the Eighteenth Century Virginia Economy*, appeared in the February issue of the *American Historical Review*; his review of W.P. Cumming and H.F. Rankin, *The Fate of a Nation: The American Revolution through Contemporary Eyes*, appeared in the January issue of the *Virginia Magazine of History and*

## Biography.

At the annual conference of the Southwestern Council of Latin American Studies, held Feb. 19-23 at the University of the Americas, Cholula, Mexico. Assistant Professor **Judith Ewell** delivered a paper entitled, "Venezuela 1948-58: The Post-War Accentuation of Dependency."

## MARSHALL-WYTHE SCHOOL OF LAW

The conferences involving Law School representatives will be held in March at the Williamsburg Conference Center. The Judicial Conference of Virginia will meet Mar. 11-13 in cooperation with the American Judges Association and the American Judicature Society, to discuss problems of courtroom conduct. **Glenn R. Winters**, director emeritus of the Society and Tazewell Taylor Visiting Professor of Law, will represent the Law School. On Mar. 19-20 the seventeenth annual seminar of the Virginia Trial Lawyers Association will be held, with Dean-elect **William B. Spong** giving a welcoming address.

Among bicentennial writing by **William F. Swindler**, John Marshall Professor of Law, are the following: An essay, "The Rights of Man -- A Bicentennial Perspective," will appear in a collection to be published by the University of Oklahoma Press under the title, *Evolution of Issues and Ideas in America, 1776-1976*. Swindler is also the author of

"Rights of Englishmen, 1776-1976: Some Anglo-American Notes," which will appear in the March issue of the *University of Pennsylvania Law Review*, and a contribution to a symposium to be published by the *William and Mary Law Review*.

**Harvey Frank**, professor, is the author of "The Future of Corporate Democracy," which is the lead article in the February issue of the *Baylor Law Review*.

**Dennis Brion**, visiting assistant professor, has been elected chairman of the Virginia State Water Control Board, the regulatory agency concerned with water pollution and resources. He was originally appointed to the board by the Governor in 1972.

## MATHEMATICS

**Richard H. Prosl**, associate professor, spoke to the Peninsula Council of Mathematics of Virginia at Thomas Nelson Community College on Feb. 12.

## MINORITY AFFAIRS

Feb. 8-11 **Leroy Moore**, director, attended a conference sponsored by the National Scholarship Service and Fund for Negro Students held in Houston, Texas. The topic of the conference was "The Minorities Right to Post-secondary Education."

Some of the seminars and workshops dealt with administrative sur-

vival skills, counseling minority students, influencing policies locally and nationally, and legislative policies affecting minority education.

## MODERN LANGUAGES

Visiting Assistant Professor **Martin Sorrell** was invited to the University of West Virginia Feb. 16-17 to give two lectures entitled "Verlaine and Literary Impressionism" and "Four Poets of the Modern City."

Assistant Professors **Ron Hallett** and **Franco Triolo** attended the 1976 Conference of the Southern Comparative Literature Association, hosted by the University of Tennessee, in Knoxville, Feb. 12-14.

## PHILOSOPHY

Associate Professor **Alan E. Fuchs** moderated the second in a discussion series on philosophy and public policy, Feb. 27, on campus. James C. Edwards of Furman University and Janice Moulton of Duke University discussed "Issues in Sexual Equality: The Equal Rights Amendment and Preferential Hiring." The series is sponsored by Old Dominion University Research Foundation in cooperation with William and Mary and is supported by the Virginia Foundation for the Humanities and Public Policy.

## PHYSICS

Gaurang Yodh of the University of Maryland was guest speaker in the physics colloquium Feb. 27, where he discussed "High Energy Cross-Sections Above 400 GeV Using Cosmic Rays."

## SCHOOL OF BUSINESS ADMINISTRATION

Associate Professor **James E. Smith**, presented the following paper Feb. 24 to the Tidewater chapter of the Institute of Internal Auditors: "The Behavioral Impact of Internal Auditing Terminology."

## SCHOOL OF EDUCATION

Professor **Ruth K. Mulliken** will address a general meeting of the Virginia Education Association's instructional conference on "Clarification of Selected Values--The School and the Community," March 12, in Natural Bridge. Her topic will be "Services to All Children."

**Ronald Wheeler**, assistant professor, presided at a session entitled, "Innovative Social Studies Teaching Strategies for Elementary/Middle-Schools" at the annual Conference for Teachers of History and Social Science held at Roanoke, Feb. 21.

**Frances Nelson**, assistant professor, was the featured speaker at the induction ceremony of the National Honor Society at Walsingham Academy in Williamsburg on Feb. 19.

Associate Professor **John Sykes** participated in a Virginia Elementary Committee workshop, Feb. 11-13, in Roanoke for persons having responsibility for the Southern Association's program of elementary school accreditation. Sykes is chairing a visiting committee in Northampton County this spring.

**Robert J. Hanny**, associate professor, published an article, "A Process for Deciding How to Teach" in the February 1976 issue of *The Clearing House*, a journal for junior and senior high school teachers and administrators. His article focuses on the problems of style and form in presenting classroom material, and it advances an orderly process for teachers to follow in making decisions that will lead to the desired instructional outcome.

## SOCIOLOGY

Assistant Professor **Gary A. Kreps** has published a paper with Charles W. Thomas and Robin Cage, entitled "Application of Compliance Theory to the Study of Delinquency" in *Proceedings: The 20th Annual Southern Conference on Corrections*, 1975.

Two articles by Associate Professor **Michael A. Faia** have been accepted for publication. "How (and Why) to Cheat on Student Course Evaluations" will be published in *Liberal Education*, and "Discrimination and Exchange: The Double Burden of the Female Academic" in *Pacific Sociological Review*.

## SWEM LIBRARY

Associate Librarian **Alva W. Stewart's** article on "A Man who 'Made Democracy Work'--Profile on Richard Spencer Childs" was published in the January/February issue of *Municipal South*. Childs is often called the father of the council-manager plan of government.

## Botanist Is Plant Rescue Consultant

A family ready to build its first home often pays attention to every detail but one--the natural setting in which the home will rest.

It's the usual procedure for a contractor to offer customers a choice of floor coverings, wall-papers and paint colors. But how many builders offer their customers an opportunity to choose which trees will stay and which will yield to the bulldozer when construction

begins?

Not many, says Donna Ware, caretaker of the College herbarium. Yet it's not necessarily the contractor's fault. Most people don't know how to selectively pick and choose which trees and shrubs must go, and which are worth saving.

As a result, Ware says a number of relatively rare species of flowers, shrubs and trees are being destroyed by bulldozers each year.

Ware admits that it's "more expensive and more time-consuming" to construct a home in the midst of natural trees and shrubs, but she says the results are well worth the trouble.

That's why she's offered to serve as a "plant rescue consultant" to future homeowners. By touring the property before the bulldozers arrive, Ware can help the homeowner select which trees and shrubs are worth keeping in order to create the best natural setting for a particular home and family.

### Campus refuge

Ware and other William and Mary biologists plan to expand the "plant rescue" program to offer one more alternative to destroying unusual species of plants. Several acres of campus land have been set aside as a haven for all types of greenery, from delicate ferns to 150 year-old birch trees.

Located across from Millington Hall on the banks of a stream leading from Crim Dell Pond to Lake Matoaka, the plant refuge will surround one of the most traveled paths on campus. "We'll have all types of plants that are rare in this area, but we'll also include plants that are pleasant to look at--like wildflowers and dogwoods."

Currently the project is still in the planning stage. Student geologists under the direction of Professor Gerald Johnson have surveyed the site and handed over the maps to a local landscape architect, Ralph E. Griswold. Together they will decide which plants currently on the property should be thinned or transplanted to make room for new arrivals.

Once the refuge is open, Ware will make her plant consulting services readily available to contractors and highway crews in the Williamsburg area. If she finds

plants of rare distribution, she'll send a crew of student biologists to the site to carefully transplant the species to an appropriate place at the refuge.

### Natural variety

Ware says that most people would be amazed at the variety of plant life that exists in a "natural" setting. When she and her husband Stewart, associate professor of biology at the College, built their present home in a Williamsburg sub-division, they were careful to leave the plants on their property as unharmed as possible.

"It fascinates me how diversified plant life is on an ordinary half-acre lot," said Ware. She recently counted 22 varieties of trees, 11 kinds of shrubs, four types of vines and four species of orchids in her own yard. The list doesn't include the grasses and weeds, which would be almost too numerous to count. All are native to the property, and most are not available at the typical nursery or greenhouse.

Of course Ware is not the typical home gardener. She studies and categorizes plants for a living, and admits that she is one of only a few avid botanists who enjoy venturing through the underbrush in search of a rare find. She also knows the exact location of almost all the nearly 20,000 samples of plants shelved away in the William and Mary herbarium. She could talk for hours about the dangleberries, pink lady-slippers and paw-paw plants that grow wild in her yard.

She's always searching for buried treasure--that rare plant that's been lost in the underbrush since the beginning of time. It's not surprising that she believes "that you make your best find when you least expect it."

"And you never know--it just could be in your own back yard."



## Faculty Club Sets Party

The Faculty Club will hold its fourth cocktail party of the year on Friday, Mar. 19. The event will take place from 5:30 to 7:30 p.m. at the Alumni House, and guests will be the administrative officials of Anheuser Busch, Busch Properties and Busch Gardens.

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-drinker). Set aside March 19 on your calendar and plan to attend.

## Newcomen Event Is March 5

Over 250 persons have responded to the invitation to attend the Newcomen dinner Mar. 5 honoring the College and President Graves.

Members of the college community are invited to the dinner and the reception that precedes it. Reservations must be made before Mar. 3 with Stanley E. Brown, Office of Corporate Relations and Placement. The price of the dinner is \$15 per person. Dinner jackets will be worn, although dress is optional.

The Newcomen Society in North America will host the dinner in the Virginia Room of the Williamsburg Lodge. Governor Mills E. Godwin Jr., will introduce President Graves, who will make the principal address of the evening. W. Brooks George, chairman of the board, Larus & Brother Co., Inc., of Richmond, and a former rector of the Board of Visitors, will preside.

A reception prior to the dinner will be sponsored by Frederick Deane Jr., a member of the Board of Visitors and chairman of the board and chief executive office of the Bank of Virginia Company.

The Newcomen Society in North

America was founded in 1923 by L.F. Foree of New York (1858-1940), then president of the Delaware and Hudson Railroad and dean of American railroad presidents. The name perpetuates the life and work of Thomas Newcomen, the British pioneer whose invention in 1712 of the first practical atmospheric steam engine brought him lasting fame in the field of the mechanic arts.

The Society is a publicly supported, tax-exempt, educational membership corporation chartered for the study and publication of business, industrial and institutional history and achievement.

### UNDERGRADUATE REGISTRATION FOR NEXT FALL

Pick up materials Tuesday, Mar. 16, between 8:30 a.m. and 4:30 p.m. - Andrews Hall.

# Educator Asks: Does Teacher Or Text Decide What's Taught?

The textbook, which has had an undisputed reign as a classroom fixture, has a challenger.

Associate Professor of Education Mark Gulesian contends that the textbook is a "tyrant" which may restrict curriculum content and inhibit teacher creativity.

Writing in the winter issue of *The Virginia English Bulletin*, Gulesian calls the textbook a "poor man's curriculum" for high school English courses.

Asserting that the content of English and literature courses often mirrors only what is in the textbook, he calls for innovative planning and use of the textbook as resource material rather than a curriculum regulator.

"Ask one hundred English teachers the question 'What are you teaching' and listen to the replies," suggests Gulesian.

"I am teaching 'Macbeth.' I'm teaching Frost or Lowell, Vonnegut or Shelley, Haiku or 'A Man called Horse.' Instinctively the teacher will answer in terms of the content they are teaching. Ask them why they are teaching that content and chances are the answer will be because, like Everest, it is there — in the textbook — in the anthology thirty-five deep in the bookroom.

"How many of us, wondering what we ought to teach next, haven't stood in that stuffy overheated bookroom making curriculum decisions based upon what Mrs. Smith left us, what Mr. Jones didn't take, the books all the old boys didn't corner in September," asks Gulesian.

In many schools, Gulesian

asserts, the textbook represents the total effort expended on curriculum development. It is a "mute curriculum coordinator" he maintains. He feels that the weight of the textbook is so great in some school systems that it defines goals, selects objectives, dictates strategies and prescribes evaluation.

Why is it, asks Gulesian, that no black American authors are studied in eleventh grade American literature courses, with the possible exception of James Weldon Johnson? "Because," he explains, "anthologies contain only Johnson's 'Creation' and the anthology defined the students' literary experience. There are two generations of children who probably think that the only black poet America had was named James Weldon Johnson and the only thing he ever wrote was 'Creation.'"

Although he admits to some exaggeration, Gulesian says little has been done beyond a few "cosmetic changes" in the late sixties and early seventies with mini-courses, to break the grip of the textbook.

Gulesian suggests several alternate approaches to curriculum planning aimed at easing the grip of the textbook. He says that teachers should be concerned with what they want their students to learn about language and literature, not about what they or the students are going to "do" in class. If for example, he explained, it is decided that students should

learn the concept of the sonnet, and the decision is based on the perceived needs, interests and abilities of the students, then a judgment worthy of the term professional has been made. If on the other hand, says Gulesian, a teacher "does" Shakespeare's sonnet 73 simply because it is the next piece in the textbook, "then far from making a professional judgment, the teacher has made no decision at all, and his salary ought to be sent to the textbook editors who are making the decisions."

Gulesian lists as his credentials for his study of the textbook and curriculum, nine years of high school English teaching and six years of teaching prospective high school English teachers in college.

"My observation is that the textbook has been and continues to be, the dominant force in most English teachers' lives," he says.

Gulesian feels school administrators and boards must begin to allow teachers the latitude and the time to make professional decisions about curriculum.

Gulesian suggests summer sessions at which teachers would be paid to develop courses. He also suggests teachers should investigate alternatives to the textbooks, including library materials, field trips, films and paperback books. Only when the course has been charted with alternatives, Gulesian suggests, should teachers seek out the textbook as another resource material.

## Center Studies Self-Actualizing Students

Last year the Center for Psychological Services conducted a research project to study the personality and motivation of self-actualizing students. "We feel the results will be helpful to us in our efforts to help other students better understand their own needs and the needs of others and to discover better ways to satisfy these needs," said Jay Chambers, director of the Center. The following is a preliminary report of the findings of the study.

We defined self-actualizing people as "... those who are best able to satisfy their own needs and the needs of others. Such people are self-actualizing in the sense that they are able to develop and effectively use their resources, though they are not always the most talented or brilliant. They are generally warm and friendly but not always the most sociable. They are both realistic and idealistic and are usually happy and confident. They have courage and conviction but they are not arrogant or dogmatic."

The self-actualizing description was sent by mail to all 735 graduating seniors who had been William and Mary students for all four years of their college work. Each of these seniors was also sent a list of their four-year William and Mary classmates along with instructions to circle the names of up to 10 students who best fitted the self-actualizing description in their judgment. They were also asked to check all students they recognized by name and to double check those they knew more closely. Three hundred and three or 41% of the seniors filled out and returned the survey. Of the 303 returned surveys, approximately 55% were from women and 45% from men.

A tally of the data showed that 48 men were chosen by seven or more of their classmates (both male and female) as self-actualizing people and 46 women were chosen by ten or more classmates as self-actualizing people. These 94 people were classified as the most self-actualizing of the seniors, according to the results of our survey. The number of times individuals were selected as self-actualizing varied from 76 to 0. The average rate of selection for the 735 seniors was approximately one per student. The results showed that the self-actualizers were, on the average, better known among their classmates than other students. It should be recognized that there may have been students who would have been selected as self-actualizing had they been more widely known so selection of our self-actualizers was limited to those seniors who were both well known and perceived as fitting the description. There were, however, many cases where a student was widely known but was not selected as self-actualizing.

The 94 "self-actualizers" were sent letters notifying each of his or her selection and requesting that they stop by the Center for Psychological Services to take a psychological test so we might gain some information about their personality characteristics. Twenty-four men (50%) and 31 women (67%) came in and completed the test. Unfortunately, by the time we had received the surveys, tabulated the results, and mailed out the requests it was getting close to graduation and several students expressed regrets that they did not have time to take the test.

The test administered to the self-actualizers was the Picture Identification Test (PIT). The PIT is a computer scored and interpreted semi-projective test which provides measures of judgment, attitude, and associations for 22 needs of the Murray need system.

For a comparison or control group, we had PIT results for 34 male and 42 female senior William and Mary students who were not included in the self-actualizer group. The control group data was obtained by asking senior students to volunteer their time to take the test and the group was selected to form a representative sample from the Arts, Sciences, and Business schools of the college.

The self-actualizers and the control group were compared on the various measures from the PIT data. Some of the results are summarized below. It is well to consider these results as tentative and suggestive rather than conclusive because people are complex and our ability to measure personality characteristics is still in a primitive stage.

**Results for the Self-Actualizing Women.** The self-actualizing women differed most from their control group on measures of the deference need. The deference need, as defined by the PIT, is the desire to follow the advice and guidance of those with experience and authority. The women self-actualizers had a more positive attitude toward deference than did the controls. However, their concepts or beliefs (as indicated by the way they associated deference with other needs) showed that they believe that deference is not as inhibitive or opposed to self-assertion as the control group. For example, they did not feel that deference was as closely associated with succorance (the need for help and support) and desires to avoid harm and blame as did the controls. They also felt that deference was not quite as incompatible with defending oneself, seeking attention, or working and achieving as did the control group.

Perhaps the self-actualizing woman at William and Mary is more liberated than the norm in the sense that she is not

intimidated by authority and can thus express deference with less shyness or awe than is traditional. On the other hand, she also sees deference as a positive motive which is desirable and appropriate in many relationships with people.

**Results for the Self-Actualizing Men.** The male self-actualizers showed more attitudinal differences than did the female self-actualizers from their respective control groups. Male self-actualizers were more positive than their control group in their evaluation of the nurturance, gratitude, deference, play, sentience, affiliation, achievement, and counteraction needs. Translated into more common terms, this means they placed more positive value on being helpful to others, being thankful and appreciative, being respectful toward others, having fun and enjoying life, appreciating esthetic beauty, being friendly and sociable, working hard to attain goals, and trying to improve themselves. They were more negative or disapproving in their attitude toward the aggression need (the need to criticize, attack, or use force) than the control group.

In their concepts of needs, the male self-actualizers differed most from their control group in their beliefs about the achievement need. The achievement need is defined by the PIT as the desire to work hard to attain goals. Students in general tend to closely associate achievement with desires to learn or understand, to organize or order things, and to attain status, power, or dominance. The self-actualizers were in agreement with these beliefs but their positive regard for achievement also tended to move it closer in their thinking to other positively valued needs such as gratitude, sentience, nurturance, counteraction, and affiliation. This suggests that achievement goals, in addition to their usual intellectual and competitive aspects, have acquired stronger qualities of benevolence, esthetic sensitivity, and self-improvement for the male self-actualizers than for the typical male student.

Needs which are generally associated with love and happiness by students (i.e., nurturance, gratitude, sentience, play, and affiliation) were more closely integrated in the associations of the self-actualizing males who apparently see these needs as forming a highly interrelated subsystem in the motivational system. In other words, kindness, appreciation, sensitivity, enjoyment, and friendliness are perceived by the self-actualizing males to a greater than average extent as mutually enhancing motives. These particular needs are apt to be involved in the "peak experiences" described by humanistic psychologists such as Maslow.

# Personnel Office Outlines Fringe Benefits For Full-time Classified State Employees

Many full-time classified State employees are not fully aware of the benefits offered to them. For their information, the Personnel Office has detailed these benefits below. Further information is contained in the Employee Handbook. Contact the Personnel Office, Ext. 214, for any questions not answered here about employment benefits.

**Annual Leave.** Annual leave may be used for vacations, for other personal reasons, and for absences in excess of the credits authorized for other types of leave. It is earned on the following basis: 1 day per month (12 days per year) for employees who have less than five years of service; 1½ days per month (15 days per year) for employees who have five to 10 years of service; and 1½ days per month (18 days per year) for employees who have 10 or more years of service. The maximum numbers of unused days that may be carried forward from one calendar year to the next by each of these three employee groups are 24, 30, and 36, respectively. The same maximums apply to the number of unused days for which an employee is compensated at the time of separation from State service.

**Compensatory Leave.** Employees may earn compensatory leave on an hour-for-hour basis for authorized work that does not qualify for overtime pay. Such compensatory leave must be used within a year from the time it is earned. At the time of separation from the State service, the employee is paid for any unused compensatory leave earned within the last year.

**Holidays.** Employees have the benefit of 11 paid holidays per year. The Commonwealth also observes any other day so appointed by the Governor or the President. A holiday that falls on Saturday is observed on Friday, and one that falls on Sunday is observed on Monday. An employee who is required to work on a holiday earns compensatory leave for the day, and such leave is also earned when a holiday falls on a rest day other than Saturday or Sunday.

**Sick Leave.** Sick leave may be used in connection with an illness or injury; an employee's exposure to a contagious disease; medical and dental appointments that cannot reasonably be scheduled during non-work hours; absence required by illness or death in the employee's immediate family, and disabilities related to pregnancy, miscarriage, abortion, or childbirth. Absence due to illness or death in a family is limited to a maximum of three days for any such incident and to a total of six days in any calendar year. Physician's certificate may be required when sick leave is used, and such certificate must be provided for absences exceeding 60 working days. Employees earn 1¼ days of sick leave per month (15 days per year) regardless of length of service, and the number of days that may be accumulated is unlimited. No payment is made for unused sick leave when an employee is separated from State service.

**Workmen's Compensation Leave.** An employee who suffers a job-related accident may qualify for benefits under the Virginia Workmen's Compensation Act. The employee's medical expenses are paid, and the State grants the employee leave with full pay for the first seven calendar days of necessary absence. The State grants paid leave as a supplement to compensation paid under the Act to the extent required to provide the equivalent of full salary. In certain situations, the supplement may be extended up to a maximum of 60 additional working days, if it is requested by the appointing authority and approved by the State Director of Personnel. None of the Workmen's Compensation leave is charged against the employee's other leave balances.

**Civil Leave.** An employee may be granted leave with full pay for serving on a jury, for attending court as a witness under subpoena, or for taking state employment examinations. An employee who receives a jury or witness fee is paid only the difference between the fee and his regular salary, unless the absence is charged to annual or compensatory leave.

**Military Leave.** An employee may be granted a maximum of 15 calendar days of leave with full pay per calendar year for reserve training. Leave with full pay for the required period of absence is also granted to an employee who is ordered by the Governor to duty with the National Guard or Naval Militia. A maximum of one day of leave with full pay may likewise be granted to an employee who is ordered to report for a Selective Service physical examination. None of this military leave is charged against the employee's other leave balances. An employee who enters the United States Armed Services for extended active duty is entitled to military leave without pay. Such an employee is also entitled to reinstatement in the same or a similar position upon return from active duty, provided that basic legal requirements are met.

**Educational Leave.** Educational leave may be granted to an employee for an absence authorized for specific courses of study related to the work of the agency. Depending on the circumstances involved in a given case, such leave may be granted with full pay, with partial pay, or without pay. In certain situations, an employee may also be reimbursed for the tuition costs of job-related courses which he completes satisfactorily.

**Leave Without Pay.** As already indicated, this type of leave may be granted in connection with extended military service and with certain educational opportunities. It may also be granted for the purposes of annual and sick leave when such leave is exhausted. The leave must be approved in advance, and the failure of the employee to return to employment at the end of the approved period of absence shall be treated as a resignation.

**Health Insurance.** The State pays the full cost of basic Blue Cross-Blue Shield hospitalization and medical care insurance plus major medical coverage for each employee. The State plan provides hospital care and medical, surgical, orthopedic, obstetrical, and X-Ray care while the employee is in the hospital, as well as many medically necessary services outside the hospital. Although the State-paid insurance

is applicable only to basic coverage for the employee, the employee may purchase family and-or high option coverage through payroll deductions. When an employee begins work, he is allowed 31 days to join one of the health insurance plans provided. Thereafter, joining a plan or changing the type of coverage is limited to the month of May each year.

**Life Insurance.** Persons who enter the State service prior to age 60 and are employed on a permanent, full-time basis are automatically covered by the State's life insurance program. While the employee is in service and under age 65, the amount of the employee's insurance is equal to the amount of the employee's annual salary rounded up to the next highest thousand and then doubled. The program also provided double indemnity for accidental death and dismemberment payment for accidental loss of one or more limbs, or of eyesight. The maximum amounts payable are \$60,000 for natural death and \$120,000 for accidental death. The cost to the employee is 60 cents per \$1,000 of coverage per month. When the employee retires or reaches age 65, whichever is earlier, he is no longer required to pay premiums. By the same token, when he retires from service or reaches age 65, the amount of his coverage reduces at the rate of 2 per cent per month until it reaches one-fourth its value. However, if an employee retires for disability prior to age 65, the reduction does not begin until he reaches that age.

**Virginia Supplemental Retirement System.** This system covers persons who enter the State service prior to age 60 who are employed in full-time, permanent positions, and who are paid at semi-monthly or longer intervals.

Covered employees must retire at age 65 on full annuity, or at age 60 with at least 30 years of service. The annuity is based on the average of the highest 36 consecutive months' salary and is determined by using one of two formulae. For persons whose average final salary is less than \$13,200, the formula is 1½ per cent of that average, multiplied by the number of years of service. For persons whose average final salary is \$13,200 or greater, the formula involves subtracting \$1,200 from the final average, multiplying the remainder by 1.65 per cent, and multiplying that product by the number of years of service.

An employee may also retire from the service between the ages of 60 and 65 with less than 30 years of service, but in that event the annuity is reduced by ½ per cent for each month between the early retirement date and the employee's 65th birthday. Moreover, an employee who has a total of at least five years of covered service may leave State employment and draw an annuity based on that service when he reaches retirement age, provided that he had left his contributions in the system.

The system also provides two Survivor Options and one Social Security Option. Under one of the Survivor Options, the employee's monthly benefit is reduced somewhat so that his beneficiary may receive one-half of that monthly benefit after the employee's death. The other Survivor Option reduces the employee's monthly benefit considerably in order that the same amount may be continued to the beneficiary. The Social Security Option provides a more level income for employees who retire prior to age 65, because it pays an increased benefit until the employee reaches that age, at which point it is reduced by the amount of the estimated Social Security benefit.

If an employee dies while still in service, his beneficiary qualifies for a monthly benefit if one of three conditions is met: the employee was at least 65 years of age; the employee was at least 60 years of age with at least 30 years of service; or the employee's death resulted from an injury in the line of duty. In other instances where the employee dies while still in service, the beneficiary's receipts from the system are limited to the employee's contributions and credited interest. The same limitation applies to the beneficiary of an employee who dies after leaving the service before age 60 with less than 30 years of service.

The system also provides a disability retirement allowance for employees with five years of covered service who become mentally or physically incapacitated for further performance of duty, if such incapacity is likely to be permanent. This determination is made by the system's medical board.

Another significant feature of the system concerns cost of living adjustments. It specifies that the U.S. Consumer Price Index is to be reviewed in each even-numbered year and that retirees are to receive an adjustment based on the change in the cost of living. This provision has been in effect since July 1, 1970.

An employee who did not participate in the system when he first had an opportunity to do so may re-purchase all or part of that prior service credit based on his current annual salary and contribution rate, plus 2 per cent interest compounded annually. The same re-purchase option is available to an employee who has received a refund of contributions.

An employee who terminates employment other than by retirement may elect to receive a cash refund of his accumulated contributions and interest. Once an employee has retired, he may accept any employment which is not covered by the system without affecting his retirement benefit. If, however, a retiree should accept employment that is covered by the system, his retirement allowance normally would be temporarily discontinued during the period of that employment.

The employee's contribution to the retirement system is 5 per cent of his current annual salary. At the beginning of each fiscal year, 4 per cent interest is credited to the employee's account.

**Miscellaneous.** Employees are automatically covered by Social Security and they may buy U.S. Savings Bonds through payroll deductions. They may also join the State Employees Credit Union after 90 days of service.

# Adult Skills Reports Progress

In operation less than a year, the Adult Skills program is reporting its first major success.

In January William and Mary electrician John W. Settle took and passed the General Educational Development (GED) tests, earning the equivalent of a high school diploma. Settle, who dropped out of school after completing the ninth grade, has been studying in the program since last July. (See related story elsewhere on this page.)

Program coordinator Rita Welsh also reports that many of the other 30 Adult Skills students are progressing rapidly toward their goals.

Coordinated jointly by the Community Action Agency and William and Mary's School of Education and Affirmative Action Office, the program is designed to improve the reading and learning skills of area residents who do not have a high school diploma or the GED equivalency. Donald Lashinger, associate professor of education, is project director.

Students attend hour-long classes twice each week during working hours. About three-fourths are William and Mary employees. The program is completely voluntary.

Mrs. Welsh sees two main areas where participants have really made progress. "The students' academic skills--their reading, writing and mathematical abilities--have improved considerably," she says, "and that is the thing we see most clearly. But students' sense of self-esteem has also improved markedly," she adds. "Their supervisors on the job mention it and say it contributes in turn to their job performance. William and Mary employees get time off from work to attend classes.

"The students' motivation level is fantastic. They come when they're on vacation, when they're sick, and they ask for homework. They also enjoy it. The need to know and the joy of learning are there."

Persistent efforts by the students have been enhanced, she feels, by

the cooperation and support given by the supervisors, the Community Action Agency, College administrators, Mr. Lashinger and Dean Yanovich of the School of Education.

Flexibility is the key to the study program. "There are no limits on the length of study," explained Mrs. Welsh. "People come with a variety of goals and a broad range of skills. The length of study depends upon where a student is starting and how far he or she wants to go.

"One student came to improve his handwriting so that he can write his own letters and work orders and can advance in his job. Others want to improve their math or grammar skills.

"The program is totally individualized and students work at their own pace."

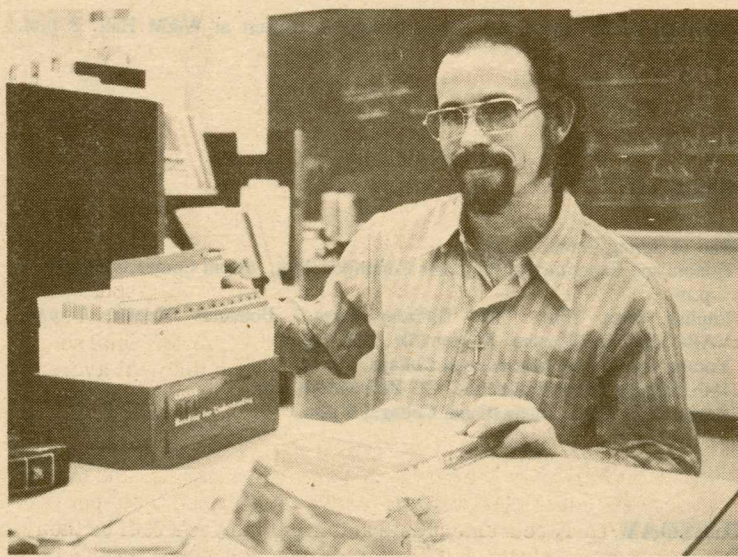
Mrs. Welsh, who holds an M.Ed. degree from the College, receives part-time teaching assistance from Mary Beth Ryan and Ann Desaulniers. Miss Ryan is a William and Mary student who has had three years of teaching experience, and Mrs. Desaulniers is a graduate student here in education.

Another graduate student in education, Mike Traver, works part-time in the program as a career counselor. Traver, who holds an M.Ed. in guidance and counseling from Virginia Commonwealth University, is currently studying for his advance certificate from William and Mary's School of Education. He works with individual students to determine their career interests based on their background and to investigate possibilities for advancement.

On occasion outside speakers have been invited to supplement class study. Irving Robitshek, personnel director, and Wesley C. Wilson, Affirmative Action coordinator, spoke on employment practices, job opportunities and Affirmative Action at the College. In December a VEPCO employee discussed how to save on electricity costs.

This month William and Mary law students will conduct a tax workshop for Adult Skills students.

The future of the program depends upon finding grants to continue funding it, she says. "You can't measure academic skills as easily as bricklaying and carpentry skills," she points out, "and it's hard to get federal funds without tangible measurements."



John W. Settle, College Electrician

## Settle Passes GED Exams

Determination and an eagerness to learn have paid off for William and Mary electrician John W. Settle.

On January 27, ten years after dropping out of James Blair High School, Settle received a General Educational Development certificate, the equivalent of a high school diploma, from the State Department of Education.

"I started working at the College as an electrician's helper the summer after I finished ninth grade," Settle explained, "and I never went back to school."

Last year, however, Settle decided he wanted to finish. Taking night classes at Lafayette High School to complete his remaining three years would take too long, Settle decided. Working through the Reading Center didn't seem to be the solution either, he thought after making a few inquiries.

Discouraged, Settle dropped the matter temporarily. Then, one day early last summer while working in Morton Hall, he noticed signs for the Adult Skills Program. After checking with Rita Welsh, program coordinator, he learned he could not participate in the program on a time-release basis, as the other students were doing. His income exceeded the limits set by the federal government for the program.

Nonetheless, Mrs. Welsh agreed to let him use the Adult Skills center's learning materials on his own time and to assist him in his efforts.

Settle officially began on July 14. Since then he has been going to the

center for an hour of study each day after work.

He and Mrs. Welsh set up a flexible study program, concentrating mainly on English grammar and composition, and Settle began working towards his goal--passing the GED tests.

"Getting into a regular program of study really helped," he said. After being out of school for ten years, he found he had to make some adjustments to his new routine. The program allowed him to work at his own pace, however, and in less than six months he felt he was ready for the tests.

The examinations are long and difficult, he explained. Two hour tests are administered in each of the five areas--English, mathematics (including algebra and geometry), science, social studies and literature.

A devout man, Settle says, "I give all the credit to my Lord."

Passing the GED tests creates a wealth of opportunities for Settle, and he is not yet certain which direction he will follow. He plans to stay with the College and to continue in the Adult Skills program to improve his reading comprehension.

Engineering is one of his interests, and he had considered enrolling in some classes at Thomas Nelson Community College.

A Williamsburg native, Settle lives at the Faith House on Neck O' Land Road. In his free time he enjoys reading the Bible and pursuing his favorite sports--hunting waterfowl and fishing on the James River.

## Service Anniversaries

During the month of February Dorothy L. Van Denburgh and Freddie Jackson noted five years of service to the Commonwealth and to William and Mary. Van Denburgh, who joined the College staff Feb. 1, 1971, is a Clerk Stenographer C in the Development Office. Jackson became a permanent classified employee on Feb. 16, 1971, as a Clerk Typist B in the History Department. In September 1972 her position was reallocated to the C level, and in January last year she transferred from the History to the Sociology Department, where she is currently located.

On Mar. 1 Lyle O. Wiggins marked five years of service. He is an electrical foreman in the Plant and Maintenance Department. Margaret L. Edmunds, a general duty nurse in the Student Health Center, will note her ten year anniversary with the College on Mar. 10.

## TV Appearances Slated

Representatives from the College community will give television audiences a glimpse of life in the 18th century during the week of March 15.

Lisa Offley, who coordinates the College Information Room in the Wren Building, will join senior Tom David in performing an 18th century minuet on "Good Morning" at 9 a.m. Monday, Mar. 15.

The WWBT-TV interview show is hosted by Anne-Marie Hancock and Ed McLaughlin on channel 12 in Richmond. Shirley Roby, associate professor of dance, choreographed the dance and advised the dancers on the background of 18th century dancing.

At the same time in Norfolk, Carolyn Holmes, resident manager at Ash Lawn, will be the special guest on "The Dick Lamb Show." Mrs. Holmes will bring several items of interest from the former home of James Monroe and will discuss future plans for the home. "The Dick Lamb Show" is seen at 9 a.m. on WTAR-TV, channel 3.

On Tuesday, March 16, Norman Barka, associate professor of anthropology, will talk about the varied activities at Flowerdew Hundred and show several artifacts uncovered at the site. Barka will be Dick Lamb's guest at 9 a.m.

## Surplus Sale Bids Open March 12

Over 100 vehicles and miscellaneous equipment items 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 Mar. 12 at 2 p.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.

## New Staff

The following people have been appointed to full-time classified positions at the College:

**Brian Ashby** and **Elizabeth Campbell**, Clerk Messengers in the Campus Post Office; **Shirley Blatzheim**, Clerk Typist in the Modern Languages Department; **Diana Tennis**, Clerk Typist in the Center for Psychological Services; **Rebecca Covey**, Accountant in the Business Office; and **Kevin Bennett**, Campus Police Officer in the Security Office.

## CLASSIFIED ADVERTISEMENTS

### FOR SALE

'70 Mercedes 220. AM/FM. A/C. Excellent throughout. Call 623-6442 after 9 p.m. (3/2)

Lot-residential 1 acre. Kingswood priced to sell. Low-\$16,000. Call 229-5736. (3/2)

2 story frame house, 4 BR, 2 baths, 2 porches, garage. 200 ft. from James River at Scotland Wharf in Surry County. VA approved \$21,000. Owner must sell. Call 272-2022 Richmond. (3/2)

EWELL HALL: 3 BR house with 1 bath and walk-in closet, in excellent condition with garage and large fenced-in yard; freshly painted inside and out; A/C; located at 107 Queen Mary Court. Assumable 5 1/2 percent loan with large down-payment. \$32,900. Call Professor Madison at Ext. 541 days or call collect 1-353-2609 nights and weekends. (3/9)

3-piece antique Victorian living-room suite. Solid mahogany with tufted back. Wood in good condition, but in need of reupholstering. \$495 or make an offer. 229-7222. (3/9)

1975 VW Convertible, yellow, under warranty, only 7,000 miles. Mileage average per gallon about 28. Can offer help to finance. Telephone 229-7373 after 4 p.m. (3/9)

1974 Kawasaki 90 cc motorcycle.

Good bike, 176 mpg, best offer over \$200. Also for sale: one-carat diamond ring, lovely cut. Call 229-5361. (3/16)

MGB '64. Very good condition. \$995. 220-0312. (3/16)

### FOR RENT

House: Sycamore Landing, on York. 5 BR, 2 baths, fireplace, sand beach, 2 1/2 acres. \$250/month. Call 716-381-7308 collect. (3/2)

Room: 1 BR w/bath 1 block from college in private home. \$70 for one or \$100 for two. Call 229-9589 after 7 p.m. Available March 1. (3/2)

1 BR w/bath or 2 BR (one small) 1/2 hour from campus. Prefer one or two female grads or upper class; couple considered. Work scholarship possibility. Call Cole, 229-7883. (3/9)

### WANTED

Recent graduate, now employed by College foundation, seeks small comfortable house, relatively private, \$80-\$120 per month; would like to move in May or anytime thereafter. Desperate! If you're leaving a place, please call Ruth Anne at 229-6398 after 5. (3/16)

Professional couple needs summer residence (June-Aug.) while you vaca-

tion or take sabbatical. Call Mr./Mrs. John G. Brokaw, 229-7347 or call collect, 1-642-2834 after 6 p.m. References available. (3/16)

### FOUND

The following items were found following the Cat Stevens Concert Feb. 22: one pair of brown wool gloves; one navy blue jacket. Please claim at William and Mary Hall. (3/16)

### LOST

"Keats' Odes - A Case Study," between Swem Library and the Brafferton. If found please return to circulation desk of the library.

In PBK or vicinity the night of Eugene Fodor concert, Feb. 12: gold Omega woman's watch with brown leather band. Reward offered. Call collect 693-4568 anytime. (3/16)

Copy of Mannheim's "Ideology and Utopia," lost 2 weeks ago. Filled with yellow markings. Call Bill McClusky at Ext. 237. (3/16)

Blue plastic brief case lost by visitor to campus on Richmond Road in vicinity of Sorority Court, Feb. 6. If found, please return to President's House or call 229-3030. (3/23)

# MARCH CALENDAR

Events of interest to the College community are listed as scheduled on the Campus Calendar, Campus Center, Ext. 557.

## 3 WEDNESDAY

Teacher Placement Interviews: Fairfax County Public Schools, Jones 210, 9 a.m. - 4:30 p.m.  
 Placement Office Interviews: Blue Bell Inc.; First National Bank of Maryland, Morton 104.  
 Presidents Advisory Council, Swem G-2, 10:30 a.m.  
 Wednesday Lunch Group, CC Room D, 12 noon.  
 Residence Hall Life Advisors Lunch, CC Gold Room, 12 noon.  
 Tidewater Superintendents Mtg., CC Rooms A and B, 1:30 p.m.  
 Coffee Hour, French House, 3:30 p.m.  
 Modern Languages Dept. Film: "Romantic Rebellion," Andrews 101, 4 and 8 p.m.  
 Career Counseling Seminar, Swem G-2, 6:30 p.m.  
 Sigma Nu, CC Room C, 7 p.m.  
 Circle K, Circle K Cottage, 7 p.m.  
 Spanish Free Class, International Cottage, 7 p.m.  
 Coffee Hour, Spanish House Lobby, 7 p.m.  
 Project Plus Forum: UCLA's Dr. Lynn T. White, "India and Medieval Europe," Millington Auditorium, 7:30 p.m.  
 Environmental Law Group speaker Sam Brown (Veeco), CC Rooms A and B, 8 p.m.  
 English for Foreigners, Morton 101, 8 p.m.  
 "Harvest," Hoi Polloi, 8:30 p.m.  
 Jamestown Road Hall Council Mtg., CC Room C, 10 p.m.

## 4 THURSDAY

Teacher Placement Interviews: Fairfax Co. Public Schools, Morton 104, 9 a.m. - 4:30 p.m.  
 Placement Office: U.S. Navy Testing, CC Gold Room, 1-4 p.m.  
 BSA, CC Room C, 4 p.m.  
 Christian Science Organization, CC Green Room, 4:30 p.m.  
 Episcopal Holy Communion, Wren Chapel, 5:30 p.m.  
 Panhel Council Mtg., CC Room C, 6:45 p.m.  
 Marshall-Wythe Law Wives, CC Rooms A and B, 7 p.m.  
 Portuguese Free Class, International Cottage, 7 p.m.  
 French Dept./Audio Visual Film: "Romantic Rebellion," Botetourt Theatre, 7 p.m.  
 Women's Equality Group, CC Sit 'n Bull Room, 7:30 p.m.  
 Fellowship of Christian Athletes, CC Gold Room, 7:30 p.m.  
 Catholic Students Assoc. Prayer Mtg., St. Bede's Rectory, 7:45 p.m.  
 Sigma Gamma Epsilon party, CC Theatre, 8 p.m.  
 German Cultural Films, German House, 8 p.m.  
 "Andrew Lewis Band," Hoi Polloi, 8:30 p.m.

## 5 FRIDAY

Beginning of Spring Break.

## 6 SATURDAY

Military Drill School, Classroom #5 Blow Gym, 7:30 a.m.-4 p.m.  
 CPA Preparation Course, Jones 302, 8 a.m.-5 p.m.  
 Wmsbg. Youth Soccer League, Intramural Field, 8:30 a.m.-12:30 p.m.

## 7 SUNDAY

Military Drill School, Classroom #5 Blow Gym, 7:30 a.m.-4 p.m.

## 8 MONDAY

VARC: Bagpipe Lessons, Morton 201, 202, 7 p.m.  
 18th Century Dance Instruction, CC Ballroom, 8 p.m.

## 10 WEDNESDAY

Lenten Service, Wren Chapel, 5 p.m.

## 11 THURSDAY

Episcopal Holy Communion, Wren Chapel, 5:30 p.m.

## 13 SATURDAY

CPA Preparation Course, Jones 302, 8 a.m.-5 p.m.  
 Wmsbg. Youth Soccer League, Intramural Field, 8:30 a.m.-12:30 p.m.  
 Common Glory auditions, Adair Gym, Matoaka Amphitheatre, PBK auditorium and T.V. studio, 9 a.m.-5 p.m.

## 14 SUNDAY

Marshall-Tucker Band with Elvin Bishop in concert at W&M Hall, 8 p.m.

## 15 MONDAY

End of Spring Break, 8 a.m.  
 Honors and Experimental Programs Committee Mtg., Swem Conference Room, 4 p.m.  
 English Dept. film: "The Birthday Party," Botetourt Theatre, 7 p.m.  
 VARC: Bagpipe Lessons, Morton 201, 202, 7 p.m.  
 Yoruba Free Class, International Cottage, 7 p.m.  
 18th Century Dance Instruction, CC Ballroom, 8 p.m.  
 Korean Free Class, International Cottage, 9 p.m.

## 16 TUESDAY

Teacher Placement Interviews: Hampton City Public Schools, Morton 104, 9 a.m.-4:30 p.m.; Alexandria City Public Schools, Jones 210, 9:30 a.m.-4 p.m.  
 Area Coordinators Staff Mtg., CC Gold Room, 12 noon.  
 Filipino Free Class, International Cottage, 3 p.m.  
 Coffee Hour, French House Lobby, 3:30 p.m.  
 Interhall, CC Theatre, 4 p.m.  
 SA Free University: Transactional Analysis, CC Gold Room, 7 p.m.  
 SA Senate, CC Theatre, 7 p.m.  
 Catholic Mass, Wren Chapel, 7 p.m.  
 Kappa Delta Pi (Education) Initiation, Wren Great Hall, 7 p.m.; reception, CC Sit 'n Bull Room, 7:30 p.m.  
 Chinese Free Class, International Cottage, 7 p.m.  
 Young Democrats, CC Rooms A and B, 7:30 p.m.  
 Collegiate Civitans, CC Green Room, 7:30 p.m.  
 Thomas Sheppard, History Dept., "An Aspect of French History," French House Lobby, 7:30 p.m.  
 German Folkdancing, German House Lobby, 7:30 p.m.  
 Phi Eta Sigma/Alpha Lambda Delta Mtg., Small 109, 8 p.m.  
 Concert Series: Royal Winnipeg Ballet, PBK, 8:15 p.m.

## 17 WEDNESDAY

Teacher Placement Interviews: Gloucester County Public Schools, Morton 104, 9 a.m. - 3 p.m.  
 U.S. Marine Corps, CC Lobby, 9 a.m. - 4 p.m.  
 Wednesday Lunch Group, CC Room D, 12 noon.  
 Residence Hall Life Advisors Lunch, CC Gold Room, 12 noon.  
 SA Free University: Sign Language, Morton 2, 1 p.m.  
 Women's Lacrosse vs. Westhampton, Barksdale Field, 3:30 p.m.  
 Commencement Committee Meeting, CC Gold Room, 4 p.m.  
 Graduate Studies Program, Swem Conference Room, 4 p.m.  
 Modern Languages Dept. film: "Romantic Rebellion," Andrews 101, 4 p.m.; Washington 100, 8 p.m.  
 Lenten Service, Wren Chapel, 5 p.m.  
 Career Counseling Seminar, Swem G-2, 6:30 p.m.  
 Circle K, Circle K Cottage, 7 p.m.  
 Sigma Nu, CC Room C, 7 p.m.  
 Coffee Hour, Spanish House Lobby, 7 p.m.  
 Spanish Free Class, International Cottage, 7 p.m.  
 Project Plus Forum: John Beeler, UNC, "The Castle in Medieval Europe," Millington Auditorium, 7:30 p.m.  
 SA Free University: Backpacking, CC Room D, 7:30 p.m.  
 SA Free University: Sailing, Morton 341, 7:30 p.m.  
 Audubon Wildlife Film: "Papua New Guinea: Twilight of Eden," CC Ballroom, 7:45 p.m.  
 Science Fiction Club, CC Rooms A and B, 8 p.m.  
 Student Bar Association "Libel Nite," PBK, 8 p.m.  
 College Women's Club speaker Harold Fowler, "Henry VIII," Andrews 101, 8 p.m.  
 English for Foreigners, Morton 101, 8 p.m.  
 Jamestown Road Hall Council Mtg., CC Room C, 10 p.m.