

W&M News

VOLUME IV, NUMBER 36

TUESDAY, JUNE 29, 1976

To Develop Administrative Data Information System

New Task Force Established

Following recommendations of studies in the past four years, the College will establish a task force to develop an integrated administrative data information system on campus.

Henry C. Johnson, registrar and director of administrative information services, has been named by President Thomas A. Graves, Jr., to head the new administrative unit. It will begin work on July 1.

The task force will incorporate within its program many of the duties formerly assigned to the Office of Institutional Research, including the required periodic reports to state and federal agencies.

D. J. Herrmann, who has served as Director of the Office of Institutional Research, since it was established in 1972, has requested a return to a full-time assignment in the School of Education, effective July 1. The College will leave his current position vacant at least until the

Chemistry Receives \$23,000 NASA Grant

The Chemistry Department has been awarded a \$23,000 grant by the National Aeronautics and Space Administration (NASA).

The grant, which has been awarded for a one year period, is a continuation of previous funding by NASA, bringing NASA support for the project to \$46,000. It supports research studying the action of hydrochloric acid upon alumina. Principal investigator for the project is Professor S.Y. Tyree Jr.

task force has formulated its recommendations on the role of such an office in a complete data management system.

Herrmann is a long-time member of the faculty who has served in various teaching and administrative posts for the past 25 years. He plans to teach in the graduate programs in higher education and will be involved in a number of special assignments within the School of Education.

Johnson joined the William and Mary staff in 1975. He was formerly associate registrar at Duke University.

Alumni Return For "College"

There are a number of new students on campus this week, but most of them don't fit into the usual age 18-22 category. They are participants in William and Mary's first Alumni College, which opened Sunday.

Some 76 alumni and their children have returned to campus for the week-long program, which will explore aspects of the theme "Colonial America."

Sponsored by the Society of the Alumni, the program offers lectures and tours by CW staff; seminars in a variety of topics, ranging from political cartoons of the Revolution to science in the 18th century and archaeological investigations of the colonial period, presented by William and Mary faculty members; and evening concerts, lectures, films and a Colonial style feast.

Johnson will be assisted by Mrs. Nell R. Jones, Office of the Vice President for Academic Affairs; Mrs. Jean C. Keating, and Mrs. Willa B. Chambers, both from the Office of Institutional Research. Two computer systems analysts, yet to be appointed, will be added to the task force staff.

The Administrative Data Processing group in the Computer Center will also be placed under the supervision of Johnson, and individual members of that unit may be assigned to work with the task force from time to time.

The need for a better integrated information processing system at the College has been noted for several years. The President's Report of 1972-73, the Self Study Report of 1974 and last fall's Information Resources Study.

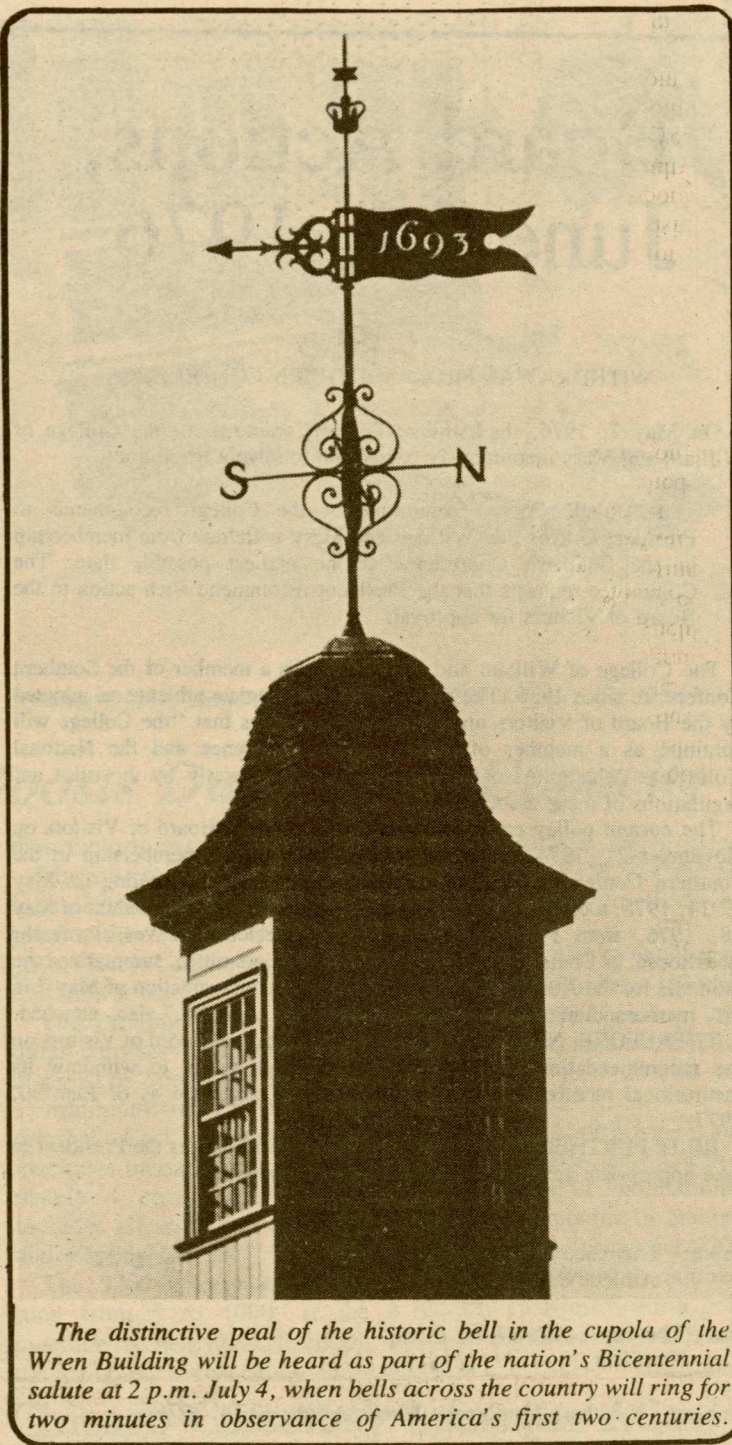
Johnson estimates it will require two to three years for the task force to complete its essential work.

College Opts To Pull Out of SC

William and Mary will withdraw from the Southern Conference next year, it was announced following the June 17 meeting of the executive committee of the Board of Visitors.

See Board resolution, Page 2. The executive committee concurred unanimously in the President's recommendation that the College withdraw as of June 30, 1977.

Supporting the decision to



The distinctive peal of the historic bell in the cupola of the Wren Building will be heard as part of the nation's Bicentennial salute at 2 p.m. July 4, when bells across the country will ring for two minutes in observance of America's first two centuries.

withdraw were all the major constituent bodies of the College which are interested in the intercollegiate athletic programs. The groups include the Athletic Policy Committee, the Athletic Educational Foundation Board of Directors and the Board of Directors of the Society of the Alumni.

In the months ahead, the President, the director of athletics and the athletic staffs will

explore possibilities for other affiliations and relationships which could be advantageous to the College and its intercollegiate athletic programs. Possible options would include affiliation with an existing conference, support for creating a new conference, or no formal conference affiliation at all.

There is no deadline implied for making a final decision on the possibilities.

Faculty Appointments Include Four In Business

Four faculty appointments in the School of Business Administration are among several for the 1976-77 academic year.

Robert Bloom, Richard G. Flood and William H. Hawthorne have been named assistant professors of business administration. The three positions were recently established by the Board of Visitors due to the large increase in student enrollment in both the undergraduate and graduate business programs.

A Ph.D. candidate at the New York University Graduate School of Business Administration, Bloom has taught at Rutgers University for the past two years. He holds a B.A. from Queens College of the City University of New York and an M.B.A. from Columbia University.

Flood is a doctoral candidate at the University of Florida, where he has also taught this year. He holds an undergraduate degree from Indiana University.

Hawthorne has been a member of the faculty at the University of Tennessee, Knoxville, since 1971. He holds a B.S. from Virginia Polytechnic Institute and graduate degrees in management science from the University of Tennessee.

Joe Ben Hoyle has also been appointed an assistant

professor of Business Administration, filling an existing vacancy. A Certified Public Accountant, Hoyle received a bachelor's degree in accounting from Duke University and a master's degree in business and economics from Appalachian State University. Since 1972, he has been assistant professor of accounting at Gardner-Webb College, Boiling Springs, N.C.

Caroline Chandler Heriot, law librarian and professor of law at Loyola University School of Law, New Orleans, La., has been appointed librarian and professor of law at the Marshall-Wythe School of Law, effective July 19.

Heriot received a bachelor's degree in history from Lander College, Greenwood, S.C. She also holds a B.S. in library science and a J.D. degree, both from the University of North Carolina.

In the economics department, Jonathan G. Strauss has been named assistant professor. A native of Great Britain, Strauss received his B.Sc. from the University of Bradford and his masters degree from the University of East Anglia. He recently completed his Ph.D. at Iowa State University, where he has been assistant professor during the past year.

Three appointments have been announced for the English department. Karl Keller will be visiting professor during the first semester under a temporary, restricted appointment. A member of the faculty at San Diego State University for the past ten years, Keller holds bachelor's and master's degrees from the University of Utah and a doctoral degree from the University of Minnesota.

Ann M. Reed will be an instructor in the department next year, under a temporary, restricted appointment. She received a B.A. from Swarthmore College, Ms.Ed. from the University of Pennsylvania and Ph.D. from Brandeis University.

During the first semester, Sherry G. Southard will be a part-time acting instructor. She received her B.S., M.A. and Ph.D. degrees from Purdue University, and has taught several courses previously at William and Mary.

Don A. Monson will join the modern languages department this fall as assistant professor. Monson, who has taught French at the University of Michigan and the University of Utah, received his undergraduate degree from the University of Utah and his graduate degrees from the University of Chicago.

Board Actions, June 14, 1976

WITHDRAWAL FROM SOUTHERN CONFERENCE

On May 7, 1976, the Athletic Policy Committee of the College of William and Mary unanimously passed the following resolution:

The Athletic Policy Committee of the College recommends to President Graves that William and Mary withdraw from membership in the Southern Conference at the earliest possible date. The Committee requests that the President recommend such action to the Board of Visitors for approval.

The College of William and Mary has been a member of the Southern Conference since 1936. The policy for intercollegiate athletics as adopted by the Board of Visitors on June 10, 1961, states that "the College will continue as a member of the Southern Conference and the National Collegiate Athletic Association and will abide strictly by the rules and regulations of these associations."

The current policy on athletics as adopted by the Board of Visitors on November 21, 1974, made no specific reference to membership in the Southern Conference. The Southern Conference at its meeting on May 12-14, 1976, took action as described in the attached memorandum of May 18, 1976, from Professor Beckhouse to President Graves. Professor Beckhouse, as Chairman of the Athletic Policy Committee, summarized the rationale for the Athletic Policy Committee's recommendation of May 7 in his memorandum to President Graves of May 26, also attached.

THEREFORE, NOW BE IT RESOLVED, That the Board of Visitors on the recommendation of President Graves takes action to withdraw its institutional membership from the Southern Conference as of June 30, 1977.

BE IT FURTHER RESOLVED, That the Board directs the President to take appropriate action to implement this decision.

From: Lawrence S. Beckhouse, Chairman
Athletic Policy Committee 5-18-76

To: Thomas A. Graves, Jr.
President

Subject: Southern Conference Meeting, May 12-14, 1976

Major items of business at the Spring Meeting of the Southern Conference at East Carolina University focused on the future of the Conference and expansion. The following action was taken:

- A. Western Carolina University was voted into the Conference by a vote of 4-1. Appalachian State, ECU, The Citadel, and Furman voted for. VMI voted against. Davidson, Richmond, and William and Mary abstained.
- B. Marshall University was voted into the Conference by a vote of 5-0. Davidson, Richmond, and William and Mary abstained.
- C. The University of Tennessee- Chattanooga was voted into the Conference by a vote of 4-1. Appalachian State, ECU, The Citadel, and Furman voted for. VMI voted against. Davidson, Richmond, and William and Mary abstained.

East Carolina University formally informed the Conference of their intent to withdraw, effective, July 1, 1977.

Davidson reported on their athletic situation. Davidson has no intention of playing Division I (or I-A if that comes about) football again. They hope to develop a nationally-ranked basketball program. They would like to join a basketball (only) conference if possible. Davidson representatives asked that the Conference take a position on their situation. The Conference voted to permit Davidson to continue in the Conference even though it was not competing in Division I football with other members.

The position of William and Mary's Athletic Policy Committee was presented. The news was not accepted very warmly, but most representatives at the meeting understood our position. With this discussion of our position, there was the feeling that the Conference must take in new members if it is to "survive". It was agreed that no official statement about the W&M situation would be released until the Board of Visitors had taken action on the Athletic Policy Committee's recommendation.

From: Lawrence S. Beckhouse, Chairman
Athletic Policy Committee 5-26-76
To: Thomas A. Graves, Jr.
President
Subject: Athletic Policy Committee Recommendation re Southern
Conference Membership

As a followup to the Athletic Policy Committee's recommendation to you on May 7th, I have listed below the major factors that were considered in reaching our unanimous decision. As with any decision like this, there were pros and cons to be weighed. We feel strongly, however, that the reasons for leaving the Southern Conference outweigh those for remaining. Several of the arguments for remaining in the Southern are arguments for being a conference member as opposed to being an independent. As a consequence, we are hopeful that William and Mary can become a member of an athletic conference in the near future, one that is stronger than the Southern, and one that is more compatible with our current athletic policy.

Arguments for Withdrawing from the Southern Conference:

1. The Southern Conference continues to expand into geographical areas and attract institutions that are relatively unappealing to us. The Conference has changed considerably in nature from the one we joined in 1936. Member institutions are spread out across five states, making travel difficult, time consuming, and costly. Students must spend a good deal of time away from classes if they are to compete with teams from other member institutions.
2. There appears to be less and less comparability between William and Mary and other conference members. We feel that we have little in common, either academically or athletically, with such institutions as Appalachian State, Western Carolina, Marshall University, and Tennessee- Chattanooga to name just a few. Some of our closest athletic rivals have withdrawn from the Conference (Richmond, VPI, West Virginia) or have announced that they plan to withdraw (East Carolina University - July, 1977).
3. It is likely to become increasingly costly from an economic standpoint to continue as a member of the Southern Conference. Travel costs, room and board, relatively small financial guarantees, and relatively small gate attractions are just some of the economic factors that have been considered. Withdrawal from the Conference would give the College more flexibility in scheduling, a greater opportunity to cut down on travel expenses and related costs, and an opportunity to compete with institutions that could enhance our image both athletically and academically.
4. Withdrawal from the Southern Conference would seem to be consistent with the feelings of both students and faculty alike, although no formal poll was taken. The report of the Ad Hoc Athletic Committee indicated that students, faculty, and alumni were mainly interested in seeing William and Mary compete with State institutions, the service academies, and other strong institutions. There was little interest in the Southern Conference per se. With many alumni concentrated to the north (Washington, D.C., Maryland, New Jersey, Ohio, Pennsylvania, New York, etc.) we could perhaps profit financially and otherwise by extending our efforts into those areas.
5. Remaining in the Southern Conference can only be harmful to the athletic image of the College. As the Conference becomes weaker (and few would argue that Southern has a healthy image at the present time), William and Mary moves farther away from its newly adopted athletic policy. If our new policy is to be given a fair chance of working, a change is necessary at this time. The NCAA is in the process of working on a re-classification of Division I institutions into two divisions, I and IA. Although institutions are to be considered individually, the probability of William and Mary being classified IA increases as long as we are a member of the Southern Conference. IA would be comparable to being a "second class citizen" as far as intercollegiate athletics are concerned. Any appeals of such a classification will have more validity if we are not a member of the Southern Conference. This is a crucial issue, one that can affect the College financially in its attempts to raise funds for the athletic program.

Arguments for Remaining in the Southern Conference:

1. Conference membership itself can be most beneficial to the athletic program of an academic institution. The Southern Conference provides a number of services to member institutions which could be expensive to replace. For example; providing officials for athletic contests, serving as a public relations outlet (press releases, interviews, sports brochures and bulletins), conducting conference meets and tournaments, interpreting NCAA legislation dealing with eligibility requirements, etc.
2. The Conference currently has a guarantee for television appearances in football (two appearances in two years by a Conference member). Revenue from these appearances is distributed to all football playing institutions who qualify for the Conference championship. At the present time, the Southern Conference has marginal qualification for regional NCAA football telecast exposure. With the probable re-classification to Division IA, the situation beyond the present two-year television contract does not appear bright. We feel that the revenue that we would lose by leaving the Conference can be more than offset by scheduling more attractive teams and drawing more fans to home games. It should also be noted, that withdrawal from the Conference would not eliminate our financial obligation to Conference members for sharing television revenues during the time of the present contract. Likewise, we would continue to share in the revenues from other members television appearances.
3. Conferences championships and tournaments can be the highlight of an athletic season. Withdrawal from the Southern Conference would force William and Mary to place more emphasis on State and Regional tournaments and meets as long as we remained an independent. With the exception of only one coach, this did not appear to present a major problem. Such tournaments and meets themselves are not justification enough for remaining in the Conference.
4. The Conference basketball champion automatically qualifies for the NCAA tournament. If William and Mary withdraws from the Conference, as recommended, we still have an avenue to the NCAA tournament available. William and Mary is currently a member of the ECAC. The winner of the Southern Division of the ECAC qualifies for the NCAA playoffs. Granted, one needs a good record to qualify; however, if our record is not a good one, we have no business being in a playoff for the national championship.

Doctoral Defense In History Slated

Timothy Everett Morgan will defend his doctoral dissertation in history in the Blue Room of the Wren Building at 3 p.m. on Monday, July 12. The title of his dissertation is "Turmoil in an

Orderly Society: Colonial Virginia, 1607-1754; A History and Analysis."

Members of the College community are invited to attend.

Vending Services To Be Interrupted

If your vending machine runs out this week and no one appears to fill it, there is a reason for it.

On July 1 the College will enter into a new vending agreement with Ogden Food Services Corporation, explained David Healy, director of auxiliary enterprises, and the changeover from the present company to the new one will cause a temporary breakdown in service.

By mid-July new machines will be installed and vending services should be fully operational, he said.

The new company will provide additional vending services and a wider variety of product choice, particularly in the selection of colas and soft drinks.

As they have been for the past year, profits from the vending operation will continue to be returned to residence hall councils for improving their programs or the quality of the hall.

Hershner Named Grants Assistant

Susan Hershner has been named Assistant Director of Grants and Research Contracts in the Development Office.

Hershner will assist Dennis G. Waller in the fiscal administration of all federal grant and contract accounts for the College. The federal support awarded to the College for research, instructional programs, teaching and research equipment, library acquisitions and student aid currently amounts to approximately \$1.4 million annually and involves some 120 operating federal grants and contract accounts.

Hershner replaces Olga Sue Rodriguez, who resigned from the College in April. She may be reached at 315 Old Rogers Hall, Ext. 563.

Hershner worked in general college and grant accounting at the College of the Virgin Islands and has for the past several years been a grants administrator for the Virginia Institute of Marine Science (VIMS) at Gloucester Point.

The Corning, N.Y., native holds a B.A. in accounting from William and Mary.

Her husband, Carl, is a doctoral candidate at VIMS.

W&M NEWS

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June 29, 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
Karen G. Detwiler, 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.

Crump Retires Tomorrow

"My Mother always told me that, as you move up that ladder in life, you should shake the hands of the man you leave behind you. He might be the one who decides to reach out and catch you when you slip and fall," says George Preston Crump.

His wide circle of friends among faculty, staff and students alike, attests to the success he has had in following that philosophy. **Crump retires from the College tomorrow after working as a custodian in the Campus Center for more than fifteen years.** Regular visitors to the Campus Center will miss his sense of humor and ready laugh, while the Campus Center director will especially miss the fine work Crump has done and the responsibility he has taken in keeping up the Center.

Crump has a reputation for working hard. Those who know he is retiring have teased him, asking how many men are being

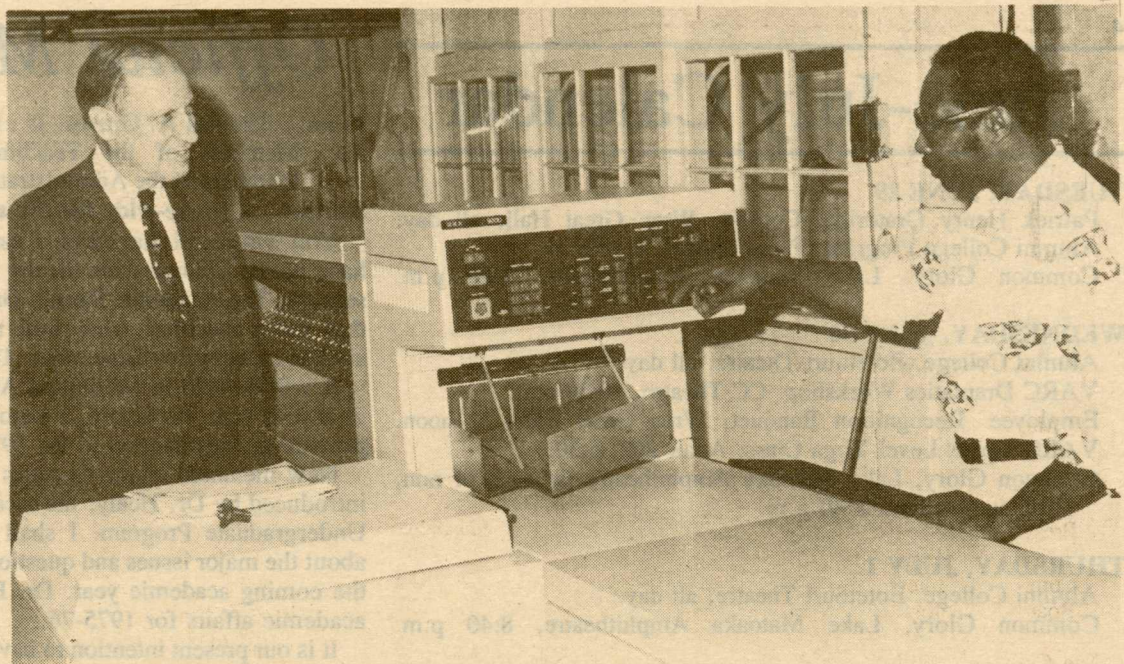
hired to replace him. "I love to work," he says, and he takes pride in a job well done. "When someone comes in to the Campus Center and says 'That's some kind of job you did,' that makes me feel good."

Before coming to work for the College, Crump was employed by Colonial Williamsburg for some fifteen years. Prior to that, he served several years in the Marines. For three years he was stationed overseas, where he fought at Okinawa.

He enjoys baseball and says he has played with nearly every team in Tidewater. Now he is not so much interested in actually playing the game as in being a spectator and in showing his grandchildren how to play.

He also likes to fish and to work on his yard, and is looking forward to spending more time on these activities during his retirement.

The Williamsburg native is a member of the Union Baptist congregation at Highland Park. His wife, Betty, also works for the College in the Student Health Service.



Fred Wallace, supervisor of the Printing Office, demonstrates the new 9200 Duplicating System to President Graves.

New System Boosts Duplicating Capacity

The newest breakthrough in duplicating technology has come to William and Mary in the form of the new high-speed Xerox 9200 Duplicating system.

The system has the capability of reproducing 7500 fully-collated copies per hour in quality that is as good and often better

than the original.

The system has been installed in the Printing Office on a rental plan under which the College pays Xerox approximately a half-cent a copy.

The Printing Office provides quick copy service to the campus at a cost of 2 cents per copy with a minimum of 25 cents per original. Cost on other Xerox machines on campus is approximately 4 cents. The 2 cents includes all collating, stitching, and stapling charges.

The 9200 is economical for runs from 5 to 1000. If the machine is heavily utilized by the campus, a cost study indi-

cates it can save the College approximately \$315 per month over the previous methods of duplicating.

As part of a plan to encourage utilization, the Printing Office in July will establish pickup and delivery stations around campus, with one-day turn around on most jobs.

David Healy, director of auxiliary enterprises, and S. Dean Olson, director of publications, spent several months in making arrangements to bring the 9200 to William and Mary. It required a lengthy cost-justification proposal to the State before it was approved.

Faculty/Staff News

IEAHC

For the past two weeks Dorothy H. Cappel, assistant editor at the Institute, has been one of 19 interns participating in the Fifth Institute for the Editing of Historical Documents at the University of South Carolina.

Leading historical editors from across the country who have been involved in publishing the papers of major American figures made up the faculty of the Institute, which was sponsored by the National Historical Publications and Records Commission and the USC History Department. Cappel is now preparing Noble E. Cunningham's "Circular Letters of Congressmen to their Constituents, 1789-1829," for publication.

MARSHALL-WYTHE SCHOOL OF LAW

Glenn R. Winters, who has been Tazewell Taylor Visiting Professor of Law this past

semester, is the editor of a new book, "The Courts and Justice, '76." The volume was published by the American Judicature Society as background reading for a national conference on citizens' roles in improving the judicial process, to be held July 4-6 in Philadelphia.

Winters has also written a chapter in the book surveying 200 years of American judicial development. Another chapter was written by William F. Swindler, John Marshall Professor of Law, on "Seedtime of a National Judiciary, 1775-1781," which will also appear as an article in the Bicentennial Symposium of the William and Mary Law Review.

Two faculty members on the program of the Virginia State Bar meeting at Virginia Beach earlier this month were Dennis Brion, president of the State Water Resources Control Board, and Richard Williamson, who discussed recent developments in criminal law.

MINORITY STUDENT AFFAIRS OFFICE

Leroy O. Moore, director, moderated a panel discussion on cooperative action for achieving affirmative results at a conference for minority affairs staff and administrators in Virginia colleges and universities, held at George Mason University in April. Discussion centered on defining ways in which college minority affairs staff can assist each other in achieving local and statewide goals, and on determining how college programs related to affirmative action on the local and state levels.

PRESIDENT'S OFFICE

Wesley C. Wilson, assistant to the president and the College's affirmative action officer, has been appointed chairman of the Governor's Equal Employment Opportunity Committee. Wilson was named to the 16-member advisory committee a year ago.

The committee monitors and reviews the state's affirmative action plan and equal employment responsibilities; provides information to various state agencies and the personnel director; and acts as a communications channel for groups within the state government.

SCHOOL OF BUSINESS ADMINISTRATION

At a recent meeting of the Virginia Academy of Science--Statistics Section, Leland E. Traywick was elected 1976-77 chairman of the section. Traywick presented a paper at the meeting on "The Economic Outlook" and moderated a panel discussion on "Education and Career Opportunities for BS and MS Statisticians in Industry and government."

Chicago Ceremony Launches Atlas

Representatives from the College and Colonial Williamsburg were in Chicago June 14 for the launching of a major new book, "The Atlas of Early American History." The Atlas is being published by the Princeton University Press for the Newberry Library and the Institute of Early American History and Culture (IEAHC) as a special Bicentennial project.

James R. Short, director of

Preservation and Research for the Colonial Williamsburg Foundation; Thad Tate, director of the IEAHC and George R. Healy, vice president for academic affairs, represented the sponsoring institutions at ceremonies at the Newberry Library.

More than fifteen years in the making, the Atlas was conceived at the Institute in 1960 by Lester J. Cappon, then director of the IEAHC.



Award Winners

Students who have completed at least 50 hours in the Adult Skills Program were recognized for their achievements in a special ceremony last Friday. Affirmative Action Coordinator Wesley Wilson (left) and Donald Lashinger, associate professor of education and project director (right), presented certificates of achievement to some 26 students, 19 of whom are William and Mary employees. Clarice Jones, John Settle and Clara Harris (center) each received certificates

for completing at least 100 hours in the program. Not pictured is Lucille Jones, who has also completed more than 100 hours. Other College employees who received certificates include Leonard Ashby, Ethel Baker, Delores Bly, Virginia Dobie, Harvey Green, Joan Jackson, Edith Johnson, Lura Johnson, Shirley Moore, Jude Parmele, Earl Randall, Herman Rosser, Pearl Shaw, Rosetta Tabb, Elizabeth Turner, and Sarah Wynn.

Official Memorandum

From: W.T. Allen, Transportation Officer
To: Deans, Department Heads and Supervisors
Subject: **Increased Mileage Rates for Official Vehicle Use**

Effective July 1, 1976, the user rate for State-owned pool vehicles will increase from ten (10) cents to thirteen (13) cents per mile. Simultaneously, the range of rates for the use of personal vehicles will increase from the present scale of ten (10) to twelve (12) cents per mile to a new scale of from thirteen (13) to fifteen (15) cents per mile.

This increased rate for State-owned vehicles was directed by Mr. Douglas B. Fugate, chairman of the Central Garage Car Pool Committee, by letter dated April 16, 1976. He cited Executive Order Number Thirty-One--Regulations governing certain State-owned vehicles -- as the authority for the above rate increases. This change is necessary to fully recover the costs of operation, depreciation and additions to the fleet of State-owned pool vehicles.

The increased rate for personal-owned vehicles used for official business was authorized by the Appropriation Act, Chapter 779 approved April 12, 1976.

Please revise your Administrative Procedure No. 1, Pages 1-2, by inserting the above changes where applicable.

June-July Calendar

TUESDAY, JUNE 29

Patrick Henry Oratorical Contest, Wren Great Hall, all day.
Alumni College Program, Wren Chapel, 8:30 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

WEDNESDAY, JUNE 30

Alumni College, Botetourt Theatre, all day.
VARC Dramatics Workshop, CC Theatre, 10:30 a.m.
Employee Recognition Banquet, Wren Great Hall, 12 noon.
VARC Upper Level Yoga Class, Adair 202, 5:30.
Common Glory, Lake Matoaka Amphitheatre (in case of rain, PBK auditorium), 8:40 p.m.

THURSDAY, JULY 1

Alumni College, Botetourt Theatre, all day.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

FRIDAY, JULY 2

Alumni College, Botetourt Theatre, all day.
Summer Band Concert (Senior Division), Wren Yard (Blow Gym in case of rain), 6:30 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

SATURDAY, JULY 3

Organ Recital, Wren Chapel, 11 a.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

SUNDAY, JULY 4

Williamsburg Jaycees Free Concert: U.S. Air Force Tactical Air Command Band and the New Kent County Chorus, William and Mary Hall, 3:30 p.m.
Williamsburg Jaycees pre-show at "The Common Glory," followed by Common Glory performance, Lake Matoaka Amphitheatre, 8 p.m.

MONDAY, JULY 5

Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

TUESDAY, JULY 6

Faculty Meeting, Millington Auditorium, 3:30 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

WEDNESDAY, JULY 7

VARC Dramatics Workshop, CC Theatre, 10:30 a.m.
VARC Upper Level Yoga Class, Adair 202, 5:30 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

THURSDAY, JULY 8

History Dissertation Defense, Frederick Schmidt, Wren Blue Room, 3 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

FRIDAY, JULY 9

Summer Band Concert (Junior Division), Wren Yard, 6:30 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

SATURDAY, JULY 10

GMAT Test, Millington Auditorium, 8 a.m.
CPA Exam, Jones 302, 8 a.m.
Organ Recital, Wren Chapel, 11 a.m.
Karate Tournament, Blow Gym, 3 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

SUNDAY, JULY 11

Summer Band Concert (Junior Division) Wren Yard, 2:15 p.m.

MONDAY, JULY 12

History Dissertation Defense, Timothy Morgan, Wren Blue Room, 3 p.m.
Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

TUESDAY, JULY 13

Common Glory, Lake Matoaka Amphitheatre, 8:40 p.m.

Official Memoranda

From: Thomas A. Graves, Jr., President
To: Members of the Teaching and Research Faculties and Members of the Administration in Faculty Equivalent Positions
Subject: **College-wide faculty meeting**

You will recall that early in each of the past two Septembers we have held a College-wide faculty meeting to introduce the academic session. The Academic Deans, Dr. Healy and I have the impression that those meetings were well received, and we are planning a similar meeting for September, 1976.

It will be held in Millington Auditorium on Tuesday, September 7, at 3:45 p.m. As before, a major purpose of the meeting will be to provide an introduction to the 1976-77 academic session.

New members of the faculties and of the administration will be introduced by Dr. Healy, the Academic Deans and the Dean of the Undergraduate Program. I shall make brief and general remarks about the major issues and questions facing the College as a whole in the coming academic year. Dr. Healy will present an overview of academic affairs for 1975-76.

It is our present intention to have also on the agenda, for review by Dr. Healy, the current status and prospects regarding such items as:

- a College-wide faculty group or assembly
- grade review policies and procedures
- academic degrees with honors
- faculty compensation comparisons by college peer groups

We have tried to choose a day and date for the meeting when most of you can be in attendance. I hope that you can plan your schedule on what will be the first day of Tuesday-Thursday classes for many so that you may be with us as a faculty community.

I shall have a follow-up memorandum and reminder for you late in August.

From: Personnel Office
To: College Employees
Subject: **Overtime Policy for Non-Exempt Employees**

This policy applies only to those employees who are eligible for overtime compensation as defined in the Fair Labor Standards Act. (Refer to the memorandum on Overtime Provisions of the Fair Labor Standards Act in the June 14 issue of the William and Mary News.)

The Act authorizes overtime payment for exceptional requirements of an emergency and temporary nature. The rules for *The Administration of The Virginia Personnel Act* prohibit using such payments to provide for continuing agency requirements. Overtime may be used only to relieve specific occasional work loads. Overtime payment is specifically prohibited for employees in executive, administrative and professional positions. (Such positions are partially defined as those in which the incumbents independently determine the need for overtime, or in which the responsibility for completing the work without regard for schedule is implicit.)

Overtime payments are not budgeted, and therefore approval for overtime work must be requested in advance by the appropriate dean or department head from the office of the Assistant to the Vice President for Business Affairs. Such approval carries with it the understanding that the costs for the overtime payments will be absorbed in the existing budget of the requesting school or department.

The requirement for possible overtime work should be an expressed and understood condition of employment, based on current and anticipated needs of the employing school or department. When a supervisor is aware of a need for employees to work overtime, and after the approval noted above is obtained, those employees who may be required to work in excess of a 40 hour week should be notified of the reason for the overtime requirement as far in advance as possible, along with the date(s) and hours of such employment. Unless the employees have irreconcilable personal reasons as to why they cannot work as required, they are expected to perform overtime work as requested. Employees will not be required to perform overtime work in or for a department in which they are not normally employed.

Overtime work must in fairness be distributed among all eligible employees within a department as equally and as efficiently as possible. The selection of only one or a few individuals within a department, when there are others who are eligible and equally well qualified to perform overtime work, should be discouraged.

The above policy is applicable to all schools and departments at William and Mary.

ACCOUNTANT B: \$10,512, Treasurer's Office, deadline 6-30-76.

CAMPUS POLICE OFFICER: \$8784, Campus Police Office, deadline 7-16-76.

CLERK STENOGRAPHER D: \$7680, School of Education, deadline 6-30-76.

DATA ENTRY OPERATOR A: \$6432, Treasurer's Office, deadline 6-29-76.

INFORMATION DIRECTOR A (Director for Foundations): \$12,528, 1-1½ year appointment, Development Office, deadline 7-23-76.

CLERK B: \$5160, Bookstore, deadline 7-2-76.

CLERK D: \$7680, School of Business Administration, deadline 7-3-76.

CLERK TYPIST B: \$5640, Psychology, deadline 7-2-76.

CLERK TYPIST C: \$6432, President's Office, deadline 6-30-76.

Classifieds

FOR SALE

Only \$3419 down necessary to acquire modern, freshly-painted, 3 BR house with garage and fenced-in yard. \$32,900. Please call Prof. Madison at Ext. 541 (days) or 1-353-2609 (evenings & weekends). (7/13)

1916 Model Victor record machine in exc. working condition; assorted needles and records included. Best offer or \$100. Antique trunk of wood and leather. Excellent cond. inside and out. \$75 or best offer. Call 229-8292 after 7:30 and ask for Brenda. (6/29)

1972 Plymouth Duster with vinyl roof, steel-belted radials, A/C, 4-speed, in excellent condition. \$1690 or best offer. Must sell! Call days, ext. 541; evenings and weekends, 1-353-2609. (7/13)

House, 2 mi. from college off Jamestown Rd. 3 BR brick rancher with att. garage. 1-1/2 baths. LR with brick fireplace. Kit./Fam.rm. combination. A/C. On large, wooded corner lot, with dogwoods, flowerbeds and garden. Rustic-fenced backyard. Mid 40's. 229-8005. (7/13)

St. Bernard, 2 years old, male, very friendly. Loves kids, needs a good home. \$25. Call Debbie at 887-1020 after 4 p.m. (7/27)

Small antique wooden hutch painted pale gold, \$35. Call 220-0177 after 7:30 p.m. (7/27)

Refrigerator, call 220-2198. (7/27)

Single bed - box springs and mattress - \$25; window fan - \$10; bicycle, old but still usable - \$4; Pink and white gingham bedspread and bow-canopy, like new. Both for \$30.00. Call 229-5009. (7/27)

Wilson "Jack Kramer" tennis racket. 4-5/8" grip. Medium weight. Excellent condition. \$15. Call 220-3248. (7/27)

FOR RENT

Available for July-August: 2 BR apt., AC, carpeted, dishwasher and garbage disposal. Completely furnished. Next to pool. Call 229-2806 after 5. (6/29)

House for rent, July 17 to August 27. \$300 plus utilities. No indoor pets. Non-smokers only. Two miles from campus. Call 229-7660. (7/13)

For summer, one BR of a 2 BR, 2 bath mobile home. Furnished, A/C, washer/dryer. 2 miles from campus. \$90/month plus utilities. Call Mike, 229-5683. (7/13)

Apartment to sublet starting in late August. 2 BR, \$160 per month plus electricity. Call 220-2198. (7/27)

WANTED

Professor and wife want to rent or sublet furnished house or apartment from about July 15 to August 31. Contact: Dr. William Shea, History Department, University of Arkansas, Monticello, Arkansas, 71655. (7/13)

Faculty member seeks unfurnished, 2 BR house to rent. Prefer near campus. For September. Call Ed Godshall, 229-7453. (7/13)

Roommate to share 2-BR furnished apt. \$225/month, utilities included. Located 350 N. Henry St. Only 5-10 minute walk from campus. Call (804) 353-8574, or write 3439 Hanover Ave., Richmond, 23221. (7/27)

Two responsible, quiet, female college employees seek to rent 2 BR Apt. near campus. Call Sarah Tolson at 220-2883 (after 5:30). (7/27)

All members of the College community may place personal advertisements in the William and Mary News.

The deadline for submitting advertisements is 4 p.m. on the Wednesday preceding publication. For a \$2 fee, each ad is run in three consecutive issues. Payment must be received before the ad can be printed.

Individual advertisements should be limited to not more than 40 words.

Advertisements for non-commercial announcements of goods, rentals and real estate, either offered or sought, and for lost and found items will be accepted.

Advertisements for profit-making business ventures, such as guitar lessons and babysitting services, can not be accepted.

Personnel Bulletin

The following positions at the College are or will be vacant. They are open to all qualified individuals; however, current faculty and classified employees of the College will receive first consideration. Application should be made at the Personnel Office, 201 James Blair Hall. Inquiries about vacancies should be directed to the Personnel Office and not to the department where the opening exists.

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

An Equal Opportunity/Affirmative Action employer.

CLERK TYPIST C: \$6432, Psychology, deadline 7-4-76.

CLERK TYPIST C: \$6432, Swem Library, deadline 7-4-76.