



# William and Mary News

TUESDAY, JULY 19, 1977  
VOLUME V, NUMBER 36

## In the News

### SUMMER SESSIONS ANNOUNCEMENTS

The second five-week summer session began July 18 and continues through Aug. 19. Students are encouraged to double-check registration materials to make certain they are as students intended. Classes must be added or dropped prior to the fourth class meeting. For assistance, students are advised to check with the Summer Sessions Office, 111 James Blair Hall.

Students who intend to receive a diploma at the conclusion of the 1977 Summer Sessions must indicate their "intent to graduate" at the Registrar's Office. Commencement will be on Saturday, Aug. 20, at 1:30 p.m. in Phi Beta Kappa auditorium. All graduates are asked to pick up their academic regalia and rehearse at 11 a.m. Aug. 20 at Phi Beta Kappa. Printed invitations will be available for a nominal fee at the College Bookstore.

The Dining Commons will not be open during the second five-week session. During this period meals will be served at the Wigwam in the Campus Center. The hours of serving in the Wigwam will be the same as those previously held at the Dining Commons.

### BRITISH STUDENT NAMED SCHOLARSHIP RECIPIENT

Margaret Churchill of Plymouth, England, has been awarded the Lady Astor scholarship for study at the College in 1977-78.

Churchill is completing her work for a bachelor's degree in education from Bristol University.

The Astor scholarship was founded in 1964 by the family of the late Nancy Langhorne Astor to commemorate her lifelong interest in improving educational opportunities for young people and her many ties with Plymouth.

Churchill received her Certificate of Education from Bristol University in 1976 and is interested in comparative education. She hopes to be able to do some work in schools here to see how they operate in comparison with English schools.

Will be only original copy in collection

## 1693 Copy of Royal Charter Acquired For College Archives

William and Mary has acquired a rare original copy of the Royal Charter which founded the College in 1693, at auction July 5 in London.

The charter and two other documents issued by King William III of England were purchased at the auction held by Sotheby Parke Bernet and Company. Funds were provided from an endowment honoring alumnus John M. Presson, a member of the Class of 1916.

According to College Archivist Kay Domine, the new acquisition will be the only official original copy of the Charter in the College's special collections. The College currently has two later handwritten copies and a number of photocopies of later versions of the Charter.

The new acquisition is reported to

have belonged to Sir Edmund Andros, royal governor of Virginia at the time of the College's founding, Domine said.

It is one of a number of original copies made in 1693, according to Professor of English Emeritus Frank B. Evans, who has made a study of the history of the Charter.

Two 17th century documents, which were also obtained at the auction, instruct Governor Andros to support the newly-founded College.

The three new acquisitions are being shipped from London and are expected to arrive later in the summer, Domine said. Once the documents have been examined and necessary preservation measures taken, she said, the charter will be exhibited in the Zollinger Museum of Swem Library.

## Two Homes Are Gifts To Campaign

Two long-time residents of Williamsburg, Mrs. Gladys B. Guy and Dr. Beryl Parker, have made the gift of their homes to the Endowment Association.

Mrs. Guy, widow of William G. Guy, Chancellor Professor of Chemistry at the College and for many years chairman of the department, has given her home on Pollard Park and the adjoining lot.

Dr. Parker, who has made her home in Williamsburg for the past 15 years, has given the College her residence on Scotland Street.

Mrs. Guy's gift fulfills the wish of her husband and her own continued interest in the College. Mrs. Guy is the daughter of Dr. Henry Eastman Bennett, a member of the faculty of the College from 1907 to 1925.

Dr. Parker, a retired educator and editor, has been a member of the faculty of several universities and taught a course for Norfolk teachers as part of the Extension Division of William and Mary several years ago. She has been active for a number of years in the visitor programs in Williamsburg for international students.

Both Mrs. Guy and Dr. Parker will continue to live in their homes under a life tenancy agreement with the Endowment Association.

The two gifts are the latest additions to the Campaign for the College, which is seeking to raise \$19 million over three years to increase private resources for the College.

## Budget Preparations Behind Schedule, Departments Told

The financial uncertainties that faced the College in the 1976-77 fiscal year have caused a delay in preparing budgets for the new fiscal year.

In a July 1 memorandum to deans and department heads, Vice Presidents George R. Healy and William J. Carter said that departmental budgets, normally distributed in early July, will not be available in final form until early or mid-August.

Department heads were advised to assume that departmental Maintenance and Operations budgets for 1977-78 would be no more than the revised budgets for 1976-77.

The memorandum urged departments and offices to control their expenditures, but noted that it will no longer be necessary to continue the detailed control by the appropriate vice president.

Vice presidential approval will continue to be required, however, in the area of personal services. Vacancies will not be filled, and new positions--both hourly and permanent--will not be established, without the prior written approval of the appropriate vice president to the director of personnel.



A reproduction of an 18th century windmill has just been completed at Flowerdew Hundred Plantation, site of the first windmill in America.

The project was carried out by Southside Historical Sites Inc., a public foundation which conducts research in conjunction with the College's department of anthropology.

Designed and constructed by English millwright Derek Ogden, the new windmill has been erected after nearly two years of meticulous construction, on a hill just above the site of a 1621 windmill. The first windmill was a tiny post mill shipped from England by Governor George Yeardley and set up on the south bank of the James River.

Built by a master craftsman, the new mill is designed for efficiency and durability. It is made from oak from England and pitchpine from Honduras. The cloth for the sails was imported from Scotland.

Like its ancestor, the new windmill is a post mill. It stands and revolves on a large upright post that weighs several thousand pounds. At the top of the post is pivoted an oak beam called a crowntree, which carries the entire body of the mill, machinery and sails, amounting to over 40 tons of weight.



# Newsmakers

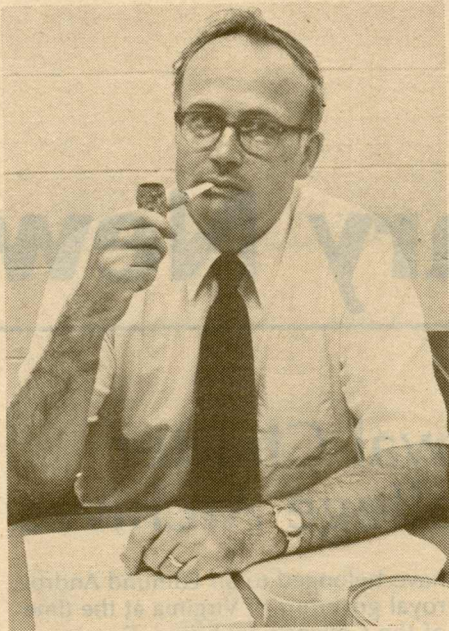
The professional appointments, lectures, achievements and publications of William and Mary faculty and staff are featured regularly in this column.

Faculty members in all schools and departments and professional staff in all offices are invited to submit written notices of appropriate professional activities to the News Office, 308 Old Chemistry Building.

It is the policy of the William and Mary News to include only activities of a professional capacity to an audience directly related to the speaker's field of expertise. Attendance at conferences will be included only if a faculty member or administrator has contributed to the program in a significant way, such as delivering a paper or address, or chairing a session.

Associate Dean of Education **Robert Emans** has been elected to the presidency of the National Conference on Research in English (NCRE). He will serve as president-elect and director of programs during 1977-78 and as president the following year.

Emans, who joined the William and Mary faculty last fall, previously served as dean of the College of Education at the University of Maryland. Prior to that, he was chairman of the academic faculty of Early and Middle Childhood Education, the largest faculty of the College of Education at Ohio State University.



Robert Emans

Emans has conducted research and published numerous articles in his area of special interest, reading education. He is co-author, with Justin Fishbein, of the book "A Question of Competence," which relates research on child development to language development and reading readiness.

The NCRE was organized to stimulate and support language research. Over the years it has proven highly influential in obtaining research funds for teaching reading, learning to write, and aspects of grammar and usage.

**Scott C. Whitney**, professor of law, is the author of two recently published articles--"Capital Formation Options to Finance Pollution Control," in the Fall 1976 issue of the *Columbia University Journal of Environmental Law*; and "Major Environmental Issues Facing South Africa," in the April 1977 issue of *South Africa International*.

**William B. Spong, Jr.**, dean of the Marshall-Wythe School of Law, will leave for India tomorrow to begin a two-week speaking tour.

Spong will lecture at Indian universities on the American Constitution with emphasis upon our judicial system, federalism and the formulation of foreign policy. His trip is sponsored by the United States Information Agency and the State Department.

Before beginning his lecture series, Spong will be briefed at the American Embassy in New Delhi. The tentative schedule calls for Spong to speak to Indian students, professors, legislators, and government officials in Agra, Bombay, Calcutta and Madras.

Physicist **Arden Sher** served as College coordinator for the 1977 annual Conference on Nuclear and Space Radiation Effects held on campus last week by the Institute of Electrical and Electronics Engineers, Inc.

More than 450 scientists from the United States and abroad attended conference sessions in William Small Physical Laboratory and Phi Beta Kappa Memorial Hall. The conference was held in cooperation with the College and was partially supported by the Defense Nuclear Agency and Jet Propulsion Laboratory.

Welcoming remarks on behalf of the College were made by **George R. Healy**, vice president for academic affairs and provost, at the July 12 opening session.

**Gerald L. Engel** of the School of Marine Science has been invited to speak at the Special Interest Group on Computer Science Education (SIGCSE) Symposia, which will be held August 4-5 in Lafayette, LA.

**Mary Louise Cobb**, head of the cataloging department at Swem Library, is one of five librarians chosen to select winners of *American Libraries* Prize Article Competition.

A paper entitled "A Comparison of Metric Recovery for Two Multi-dimensional Scaling Algorithm for Nominal Data" was presented at the Psychometric Society Meetings at the University of North Carolina at Chapel Hill on June 16 by **Cynthia H. Null** of the Psychology Department and **Forrest Young** of the Psychology Department of UNC at Chapel Hill.

**William B. Spong, Jr.**, dean and Dudley W. Woodbridge Professor of Law, was appointed as a special master in hearings held in London, June 13-17, by Judge Robert Merhige of the United States Court for the Eastern District of Virginia.

Marshall-Wythe School of Law professors teaching in the 1977 Summer School of Law in England this summer include **Emeric Fischer**, **John E. Donaldson**, **Walter L. Williams**, **Ronald C. Brown** and **Tom Collins**.

"Construction of some soluble quantal problems," an article by Physics Professor **Rolf G. Winter**, has been published in the *American Journal of Physics*.

Professors **Alexander Kallos**, **Don A. Monson** and **Franco Triolo** from Modern Languages, and **Lewis W. Leadbeater** from Classics attended and participated in the joint meeting of the Foreign Language Association of Virginia (FLAVA) and the state chapters of the American Association of Teachers (AATs), which convened at George Mason University in April.

Triolo chaired the Comparative Literature section program of the Interdisciplinary Groups for which Kallos,

Leadbeater and Monson delivered the following papers: "Chatterton, Two Views: Vigny and Jahn" by Kallos; "Giraudoux's *Amphitryon 38: A Classical Approach*" by Leadbeater; and "Redefining Courtly Love" by Monson.

Mr. Triolo was re-elected to chair the same section-program in Comparative Literature for the 1978 FLAVA-AATs convention at Virginia Commonwealth University.

Awards for scholarship in history at the College have been awarded to two May graduates. **Janis Mayo Horne** of Williamsburg received the William Elbert Fraley Award, which honors the late Mr. Fraley of Duffield, Va. Horne was the recipient of the Botetourt Medal for academic excellence at commencement. She majored in economics and history, receiving highest honors for her thesis entitled "The Opposition to the Virginia Tobacco Inspection Act of 1730," prepared under the direction of **Thad W. Tate**, director of the Institute of Early American History and Culture.

**Elie-Alexandre Alcalay** of Athens, Greece, has been awarded the Richard Lee Morton Scholarship, given in memory of Morton, who was chairman of the history department for many years. Alcalay had a double concentration in French and history. He elected to take history department honors and during the summer before his senior year interviewed M. Mendes-France, former French premier. The material he obtained from the interview became the basis for his thesis entitled "Seven Months and Seventeen Days: The Betrayal of Pierre Mendes-France's Quest for National Revival," for which he received high honors.

## Dissertation Defense

A final examination in defense of dissertation will be held for Robert J. Huggett, a candidate for the doctoral degree at the School of Marine Science, on Friday, July 22, at 10 a.m. in the Byrd Hall Conference Room at the Virginia Institute of Marine Science.

Huggett's dissertation is entitled "Copper and Zinc in Sediments and Oysters from Virginia Estuaries."

## Personnel Bulletin

### Revision of the State Personnel Rules Effective July 1, 1977

The Personnel Act passed by the General Assembly of 1942 is brief and deals only with certain broad principles. To implement the Act, Rules, Regulations, and Personnel Memoranda have been published by the Director of Personnel. A revision of these publications has been published effective July 1, 1977. There is nothing confidential about the rules, and a copy of the revision may be reviewed in either the Law School Library or Swem Library, or in the College Personnel Office. Some of the revisions considered to be of general interest are listed below:

Rule 7.3 provides for a six-month probationary period to be served by all persons on original appointment or reemployment to positions not subject to the Joint Merit System Rules. The change will allow an agency to terminate an employee during the first six months of his employment without allowing the employee the right of appeal, except where discrimination is claimed.

Rule 7.10 (second paragraph) provides that completion of the six-month probationary period provided by Rule 7.3 does not insure continuation in State service.

Rule 10.4(a) (second sentence) has been rewritten to clarify the present policy that no employee may earn leave in any semimonthly pay period in which he is docked for time lost.

Rule 10.4(b) (1) has been revised to provide that when permanent disability is indicated and reassignment to compatible work is not feasible, an employee shall be required to apply for retirement as soon as the fact of his permanent disability is known.

Rule 10.6(a) provides an additional three days' annual leave per year for employees who have completed twenty full years of continuous service. The next to the last sentence has been rewritten to clarify the present policy that no employee may earn leave in any semimonthly pay period in which he is docked for time lost.

Rule 10.11 (third paragraph) adds the provision for conditional leave without pay from the service to protect the employee's sick leave credits and prior State service without obligating the agency to save a position for the employee on return from leave.

Rule 10.11 (fourth paragraph) adds the provision that an appointing authority may allow an employee to retain his annual, compensatory and sick leave balances at the time he goes on leave without pay.

Rule 11.4 (third paragraph) further emphasizes the provision in new Rule 7.3 that an employee terminated during his probationary period has no right of appeal.

Rule 11.8 has been revised to incorporate into the rules the existing policy on retirement as stated in a personnel memorandum dated December 30, 1958 and includes the requirement that the appointing authority shall require an employee to apply for retirement when permanent disability is indicated.

## Employment

The following positions are open to all qualified individuals; however, current faculty and classified employees will receive first consideration. Except where noted, inquiries and applications should be made at the Personnel Office, 201 James Blair Hall, and not at the department where the opening exists. Call 229-JOBS (229-5627) for an updated listing and 24-hour service. An EEO/AA employer.

- CLERK STENOGRAPHER C--\$7,032 per year; Office of Development, deadline July 23.
- CLERK TYPIST B--\$5,880 per year; Psychology Dept., deadline July 23.
- CLERK TYPIST C--\$6,720 per year; Buildings and Grounds; deadline July 22.
- CLERK TYPIST C--\$6,720 per year; Payroll Dept., deadline July 26.
- CLERK TYPIST--part time, unclassified, 20 to 25 hours per week, \$3.25 per hour; Law School, deadline July 20.
- COMPUTER SYSTEMS ANALYST A--\$13,728 per year; Office of the Vice President for Business Affairs, deadline July 22. Qualifications: College graduate with major in computer science, math, engineering, accounting or business administration, plus one year experience in systems analysis and design.
- DATA ENTRY OPERATOR TRAINEE (2 positions open)--\$6,144 per year; Administrative Data Systems, deadline July 21; and Registrar's Office, deadline July 22.
- GROUNDSDSMAN--temporary, unclassified, \$2.83 per hour (four to eight weeks); Buildings and Grounds, deadline July 24.
- POLICE DISPATCHER--unclassified, \$2.60 per hour; Campus Police, deadline July 25.
- RESEARCH ADMINISTRATIVE OFFICER C--\$13,728 per year; Development Office, deadline August 5. Qualifications: College graduate plus four years experience in public administration, accounting or business management, one of which included supervisory responsibility. Additional experience may substitute for college; additional education with courses in business or public administration may substitute for experience.



# Children Using, Reading More Profanity Earlier

Elementary school children are reading and speaking an increasing number of four-letter words. Meanwhile, parents and teachers are wondering what-if anything--they should do about it.

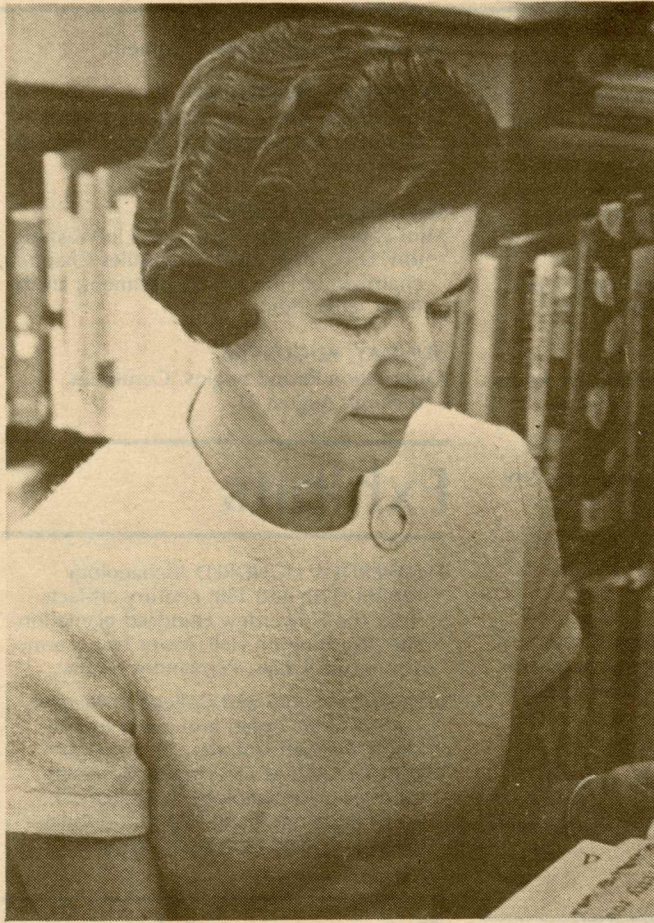
Two professors in the School of Education, one an expert on children's books and the other a specialist in disruptive classroom behavior, claim that many parents and teachers are making the problem of children's cursing worse.

Jewell Lynn Delaune, a teacher and reviewer of children's literature, says most parents would be "shocked and surprised" to see the number of four-letter words included in books written for youngsters 10 years old. Yet she adds that many parents, teachers and librarians look the other way when they come to a profane word because they don't want to be accused of being old-fashioned and rigid.

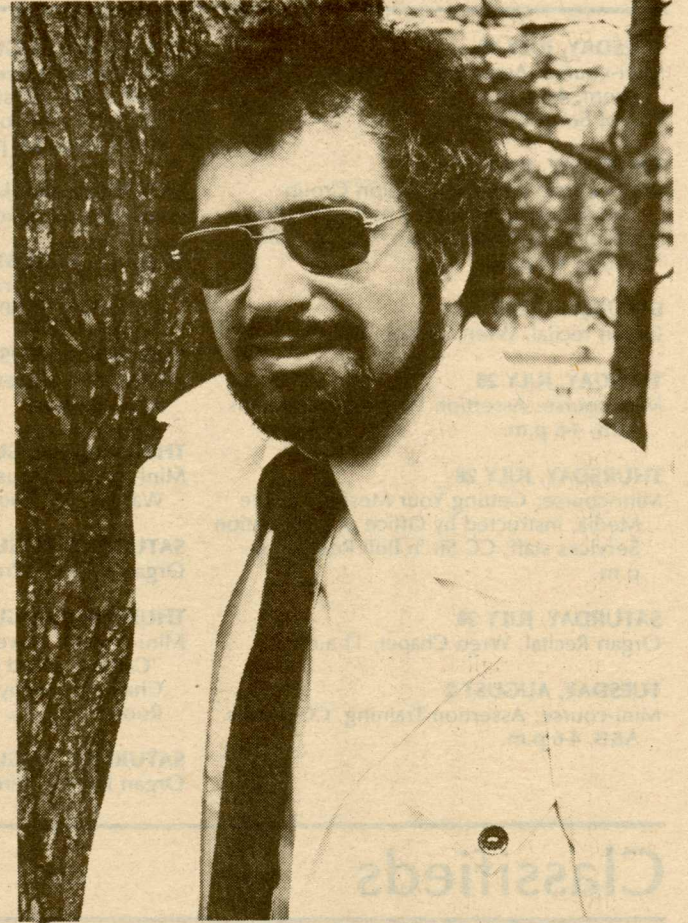
Robert B. Bloom, after studying the reasons young children curse at home and in the classroom, reports that most parents and teachers become angry, flustered and embarrassed when they hear a child curse. Their first impulse is to punish the child--some still wash the child's mouth with soap. But Bloom says the child would usually benefit more, and would stop cursing sooner, if the parent or teacher "did nothing at all."

It's a vicious cycle. Delaune says kids are reading more profane words in books, which naturally leads youngsters to believe that a vocabulary including profanity is appropriate for speaking and writing.

Bloom claims that parents and teachers often over-react to a child's profane language even if it means disrupting the entire classroom or creating an embarrassing scene in the grocery store. Little do they realize, he added, that the real reason the child cursed was to gain attention, to provoke the adult, and to cause a disruption.



Jewell Lynn Delaune



Robert B. Bloom

"Books for 12 to 14 year olds are filled with profane language," says Delaune. It's all part of what she calls the modern publisher's quest for super-realism--books that tell it like it is. "I'm not trying to hide my head in the sand. Sure, I know children today come into contact with four-letter words all the time. But when an adult gives a book to a child, it implies approval of what's inside," she says.

Today's "kiddie-lit" often uses profanity in general conversations between the main characters in the book.

It's this "doesn't everybody curse" attitude that Delaune claims does the most harm. "Some children who were brought up believing it was wrong to curse now begin to feel that cursing is normal," she explains. "They feel pressured to use four-letter words in order to be accepted by their peers."

Delaune says that parents who continue to "screen" their children's books should not consider themselves behind the times. Too often parents assume that school officials carefully select the books on their library shelves, but many times they don't.

"There are still a lot of good books being written for children, so we shouldn't feel pressured to buy books which include four-letter words," says Delaune. She adds that parents, teachers and librarians should make a concerted effort to "give their children good books to grow up with so that they'll never be satisfied with the bad."

Concerned parents and teachers can take books with profane language away from their children. But what should be done when a child looks a teacher square in the eye and recites a string of four-letter obscenities, the kind almost every child can learn by reading the colorful language on bathroom walls?

Bloom says the parent or teacher must remain calm and thoughtful enough to look first and foremost at the reasons why the child cursed. If the child wanted to attract attention, the worst thing to do is create an uproar.

At other times, children curse for the same reasons adults often do--they want to express their frustration and to release pent-up feelings. Bloom says it's difficult, yet extremely important to the mental stability of the child, to ignore the words and to concentrate on the frustration. But in the long-run, it's the best treatment.

"Too often we find that parents respond to children swearing just as they remember their parents responding in a similar situation," said Bloom. If this means spanking the child, or reacting with intense anger and embarrassment, this might reinforce the cursing, yet never solve the underlying problem.

Bloom says he's not convinced that cursing itself is actually a critical problem. Instead it's the frustrations, anger and ignorance of the children that teachers and parents must be concerned with. If children--and their parents--are cursing more today, Bloom says "it might just be because they have more to swear about."

## New South' Called A Misnomer

There's a peanut farmer from Georgia in the White House, a followup to "Gone With the Wind" nearing publication, and a big rush to move to booming cities like Houston, Dallas and Atlanta.

But a William and Mary history professor claims that the oft-mentioned "New South" that's captured the imagination of Americans is nothing "new" at all. And she says it is becoming increasingly difficult to say what today's South--old or new--really represents.

"It seems that almost every decade we hear journalists and politicians discover yet another New South, but perhaps today the real question ought to be whether the South is disappearing altogether," says Cam Walker, an assistant professor of history who teaches a course on the emergence of the New South since 1865.

Can the South still be pigeonholed as a unique region with an attitude unlike any other in America? Walker says the effects of more industry, larger modern cities and an influx of people from the northeast have made the South less distinctive and more in kind with the rest of America.

New industries and cities, which are appearing throughout the booming sunbelt of the South, have long been the goals of those chasing the prosperity of the New South. But if the New South has finally arrived--and there are still southerners who swear it

hasn't--it took a century of change to get here.

"The term New South originated in the 1880's when a group of southern newspaper editors wanted to change the South. They wanted to make it more like the North--prosperous, industrialized, progressive--everything that the post-Civil War South wasn't," says Walker.

Changing the South was no simple task. "It's history is rich in tradition," says Walker, "and it's the only section of the country that's lost a war and had to experience the failure and guilt associated with that loss. In more modern times, it has remained, despite the New South programs, the most rural section of our country. We still have some of the close family ties and the strong influence of the Protestant Church that helped to form a unique Southern culture."

But it's a culture that Walker says is disappearing, partially because of the rapid immigration to the South by people from all parts of the country. The Old South, which was looked upon as backward by many Northerners, has blossomed into the land of opportunity. "Since World War II, we've seen a lot of northerners coming to the South to live and work, and now for the first time in decades, blacks are moving back to the South in large numbers because they believe there are more economic and political opportunities there."

Statistics prove that there are. "In states like Georgia, Alabama, Mississippi and a number of others, blacks are being elected to important political offices," says Walker, a scholar of black history in the U.S. since the Civil war.

All signs point to the fact that the likes of Scarlett O'Hara and Rhett Butler--models of the southern aristocracy that brought a specialized meaning to being a "lady" or a "gentlemen"--have become an extinct species. Yet Walker says the South pictured in "Gone With the Wind" never did exist. The ever-popular book "ignores the masses of the small southern white farmers and the people in the cities. There were actually very few big plantations like Scarlett's," she said.

Walker claims that the popularity of "Gone With the Wind" rests with the romantic nature of its characters. "Their enclosed, unrealistic society serves as a foil to the urban industrial society in which most of us live. The Old South panted in books like "Gone With the Wind" forms a nice, safe world we can look back on and glorify."

"Of course, at one time there did exist a very few southern belles," says Walker. "But if you look beneath the surface, you'll find that when they weren't giving parties or entertaining, they were working very hard on their plantations."



# Calendar

## TUESDAY, JULY 19

Mini-course: Assertion Training, CC Gold Room, 4-6 p.m.  
End of Second Term.

## THURSDAY, JULY 21

Mini-course: Novel Discussion Group "Huckleberry Finn," led by English Professor Robert Maccubbin, CC Sit 'n Bull Room, 4-6 p.m.

## SATURDAY, JULY 23

Organ recital, Wren Chapel, 11 a.m.

## TUESDAY, JULY 26

Mini-course: Assertion Training, CC Rooms A&B, 4-6 p.m.

## THURSDAY, JULY 28

Mini-course: Getting Your Message to the Media, instructed by Office of Information Services staff, CC Sit 'n Bull Room, 4-6 p.m.

## SATURDAY, JULY 30

Organ Recital, Wren Chapel, 11 a.m.

## TUESDAY, AUGUST 2

Mini-course: Assertion Training, CC Rooms A&B, 4-6 p.m.

## THURSDAY, AUGUST 4

Mini-course: Novel Discussion Group, "Portrait of the Artist as a Young Man," led by English Professor Terry Meyers, CC Sit 'n Bull Room, 4-6 p.m.

## SATURDAY, AUGUST 6

Organ Recital, Wren Chapel, 11 a.m.

## SUNDAY, AUGUST 7

Concert: Super Tramp, W&M Hall, 8 p.m.  
Tickets are \$6.50 and \$5.50.

## TUESDAY, AUGUST 9

Mini-course: Assertion Training, CC Rooms A&B, 4-6 p.m.

## THURSDAY, AUGUST 11

Mini-course: Houseplants, taught by Pam Warren, CC Rooms A&B, 4-6 p.m.

## SATURDAY, AUGUST 13

Organ Recital, Wren Chapel, 11 a.m.

## THURSDAY, AUGUST 18

Mini-course: Novel Discussion Group, "Catch 22," led by English Department Chairman LeRoy Smith, CC Sit 'n Bull Room, 4-6 p.m.

## SATURDAY, AUGUST 20

Organ Recital, Wren Chapel, 11 a.m.

## Summer Session Commencement

## THURSDAY, AUGUST 25

Mini-course: Review of Business English, taught by Pat Lavach, CC Gold Room, 4-6 p.m.

## SATURDAY, AUGUST 27

Mini-course: Exploring the Arts in Washington, D.C., field trip led by Miles Chappell, chairman of Fine Arts Department, all day (Max. cost \$20)

## SUNDAY, AUGUST 28

Orientation Period begins. Continues through August 31.

# Notices

## FAA Test Opening

Applications for the test necessary to enter Federal Aviation Agency employment are available through July 31 in the Office of Placement, 104 Morton Hall. Detailed information about career opportunities with the FAA is also on file. Graduates interested in taking the test should contact Mr. Brown or Mrs. Bloom at Ext. 4605 or stop in the Placement Office immediately.

## Virginia Press Women

### 1977 Agnes Cooke Scholarship

Virginia Press Women, an organization of professional journalists, is now accepting applications for the 1977 Agnes Cooke Scholarship Award in the amount of \$300. College juniors and seniors or graduate students who plan to pursue journalism as a career are eligible to apply. The student applicant does not have to be enrolled in a journalism degree program to be considered. Applications should be in letter form. Students are asked to include a resume, tear-sheets of published work if possible, and a brief statement explaining their interest in journalism. Applications should be submitted by August 15, 1977 to: Gwen R. Woolf, Virginia Press Women Scholarship Chairman, The Free Lance-Star, P.O. Box 617, Fredericksburg, Va. 22401. Further information is posted in the Office of Career Counseling.

## Senate Steering Committee Internship Program

The Senate Steering Committee is a non-partisan, conservative organization of senators under the chairmanship of Senator James A. McClure. The Steering Committee has a conscious policy of maintaining student interns to assist the staff, in order for young people to experience and participate in the national legislative process. The Committee maintains interns all year round, with different groups of students arriving through the course of the year. Internships are awarded on a competitive basis, and students must have at least a B average to be considered. Because of the nature of the work of the Committee, it is also important that their political views be conservative. For complete information, contact the Career Counseling Office.

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 Healy**, editor  
**Karen Campbell**, calendar and classifieds  
**Publications Office**, production

# Exhibits

**FLOWERDEW HUNDRED** Archaeology Exhibit--17th and 18th century artifacts from the Flowerdeew Hundred plantation site, Washington Hall, lower hall, 9 a.m.-5 p.m. weekdays. Permanent display.

**STUDENT WORKS** and College Collection, Andrews Hall upper and lower foyers, May 2 through summer, 10 a.m.-4 p.m.

**VIRGINIA ARTIFACTS**--Virginia Research Center for Archaeology, basement of Wren Building, 9 a.m.-5 p.m., Monday through Friday. Permanent display.

# Summer Hours

**ADAIR POOL**--Open for recreational swimming daily from 2-7 p.m.

**ADAIR TENNIS COURTS**--Open daily until 12 midnight.

**BLOW GYMNASIUM**--Open daily from 2-10 p.m. Open Saturday and Sunday, 2-6 p.m.

**BOOKSTORE**--Open Monday through Friday, 8 a.m.-4:45 p.m. Saturday, 9 a.m. - 4:15 p.m.

**CAMPUS CENTER**--Open Monday through Friday, 7 a.m.-10 p.m.; Saturday and Sunday, 10 a.m.-10 p.m. **WIGWAM**--Open Monday through Friday, 7 a.m. - 2 p.m. Closed weekends.

**CAMPUS POST OFFICE**--Open Monday through Friday, 9 a.m.-4 p.m.

**STUDENT HEALTH CENTER**--Nurses on duty 24 hours daily; doctor's hours, Monday through Friday, 10 a.m. - 2 p.m. A doctor is on call 24 hours daily for emergencies.

**SWEM LIBRARY**--Open Monday through Thursday, 8 a.m.-10 p.m.; Friday and Saturday, 8 a.m.-5 p.m.; and Sunday, 1-10 p.m. Exceptions will be July 3 and July 17, when the library will be open from 1-5 p.m. only.

# Classifieds

## FOR SALE

AIR CONDITIONER, 7,000 BTU, \$130; UHER tape recorder, \$250, call 229-9378. (7/19)

GERMAN SHORTHAIRED POINTERS, AKC registered, pups & adults, call 229-1307 after 5 p.m. (7/19)

UPRIGHT piano, \$200; large oak desk. Call 220-1547. (7/19)

MGB-GT, '71, 55,000 mi. \$1,350 or best offer. Call 229-5782. (8/2)

CALCULATOR "Citizens" electronic \$25; 2 rare books, 1st editions, Oscar Wilde's "Dorian Grey," 1891, and Beccaria's "An Essay On Crimes and Punishments," 1778, Edinburgh. Call Monty at 229-3216. (8/2)

SAILBOAT, '76 Catalina, 22 ft., fully self-contained plus many extras. Retractable (swing) keel. Aluminum trailer. Call Mrs. Debra Gray, 887-0726 after 5 p.m. (8/2)

BMW motorcycle, '73, 75/5, excellent condition, original owner. Call 229-4061. (8/2)

STARTER house, ideal for young couple. 2 BR, LR w/ fireplace, DR, new kit. & bath., second story unfinished--potential 2 BR's & bath. Hardwood floors. Excellent cond. 1/2 acre lot. Call weekends and evenings 229-6678, day 220-1095. \$32,500. (8/16)

## FOR RENT

TOWNHOUSE, 3 BR, 1 1/2 bath, W/D hookup, stove, refrig., dishwasher, C/A, 15 miles from Williamsburg, available now. \$225 to \$250. Call 642-5622. (7/19)

HOUSE for 10 months or maybe longer, starting Sept., 3 BR, 2 full baths, 5 min. from campus. Reasonable rate. Call 229-2024. (7/19)

SUBLET for the summer, 2 BR apt., 1 1/2 baths, furn., \$215/mo. Call 229-6412 after 5 p.m. (7/19)

HOUSE in First Colony, 3 BR rancher at 160 John Rolfe Lane, w/2 baths, FR, 2 fpl., screen porch & C/A. Call 229-2121. Ext. 582 after 5 p.m. (8/2)

APARTMENT--furnished 2 BR, near James York Plaza, A/C, year lease required. \$225/mo., all utilities included. Call 229-0699. (8/16)

HOUSE in First Colony, 4 BR, partially furnished, reasonable rate. Available Fall semester, Call 229-7193 or 229-0278 after 5 p.m. (8/16)

## WANTED

FURNISHED 3 or 4 BR house needed for visiting professor of law, Aug. 15 to Dec. 15. Call Law School 253-4429, Mrs. Forbes. (7/19)

# Personnel Bulletin

## Evidence of Birthdate

Social Security Rules require an individual to furnish a birth certificate, or a statement that one does not exist, in states like Virginia where births were recorded at the time of birth. For persons born in Virginia that date is on or after June 14, 1912. Those born in Virginia on or after that date should have a birth certificate on file, unless, as occurred in many cases of births at home, the attending physician or midwife neglected to file one.

For a \$2.00 fee the State Health Department will search their records for persons born in Virginia, and furnish a certified copy of an individual's birth certificate, or a statement that one cannot be found. Form VS-6 is used for this purpose, and it may be obtained at the College Personnel Office.

It is recommended that employees approaching age 65, or who are considering earlier retirement, obtain a birth certificate as soon as possible to assist in the processing of their Social Security and Virginia Supplemental Retirement Benefits as appropriate.

## Observance of Labor Day, 1977

Although Monday, September 5, 1977, is one of the authorized holidays for College employees, it is also a day on which classes will be in session. For that reason, it is imperative that normal services be maintained. The responsibility for maintaining full service on this day rests with the supervisor, and it is not a decision to be made by the employee alone.

Classified employees who work on this holiday will be credited with compensatory leave. A leave slip must be submitted to the Personnel Office for any classified employee who takes leave on the holiday. Hourly employees who work on this holiday will be paid their regular hourly rate.

## Overtime Policy for Non-Exempt Employees

The Supreme Court has ruled that State and local governments are not subject to the Federal Fair Labor Standards Act. The effect of this decision is that Federal minimum wage and overtime requirements no longer apply to State employees.

The State maintains a policy that payment for properly authorized overtime will be made at a rate of time and one half. Compensatory leave may be allowed for overtime on an hour-for-hour basis. This policy applies only to those employees who are eligible for overtime compensation as defined within the Fair Labor Standards Act.

Overtime payment is authorized for exceptional requirements of an emergency and temporary nature. The Rules for *The Administration of The Virginia Personnel Act* prohibit the use of such payments to provide for continuing agency requirements, and they are to 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 extra hours (overtime), or in which the administrative or professional responsibility for work accomplishment 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, it is expected that they will 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 the College of William and Mary.